

# **CITY OF MERRILL**

## **COMPENSATION RATES - 2015**

(Effective 12/29/2014\*)

\*There will be an additional 1.0%  
increase effective 6/29/2015

## City of Merrill Elected Officials

### Current Annual Compensation - Established by City Ordinance

	Current Ordinance No.	Adopted	Amount	
Compensation for the following elected officials has been set for entire term of office:				
Alderpersons	2003-22	12/09/03	\$3,459.90	Plus various per-meeting payments
Mayor	2005-22	11/08/05	\$12,600.00	No City-paid benefits

Compensation for the following elected officials is adjusted based upon Non-Union compensation:

City Clerk	2013-19	11/12/13	\$55,431.71	Effective December 29, 2014
Street Commissioner	2013-18	11/12/13	\$71,536.97	December 29, 2014

**Note: Mileage reimbursement for actual miles when using personal vehicle on City business.**

#### Joint Municipal Court - City of Merrill and City of Tomahawk:

Joint Municipal Court Judge	2014-07 Version consistent with City of Tomahawk	04/08/14	\$16,000.00	No City-paid benefits
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**City of Merrill**

**Effective 12/29/2014**

2015 - 1% Increase - Position Grades and Step Placement in Grade

**Administrative, Professional, Supervisory and Technical Personnel**

Position	Grade for Position	Salary Range		Step in Grade	Amount	Bi-Weekly Gross	Hourly Rate*	
		For Grade Minimum	For Grade Maximum					
City Administrator	14	77,016.81	103,579.05	K	98,588.03	3,791.85		Steps
City Attorney	13	71,258.93	95,835.34	L	93,497.90	3,596.07		Steps
Finance Director	11	61,133.11	82,217.23	M	82,217.23	3,162.20		
Fire Chief	11	61,133.11	82,217.23	M	82,217.23	3,162.20		
Police Chief	11	61,133.11	82,217.23	M	82,217.23	3,162.20		
Utility Superintendent	10	56,628.78	76,159.42	K	72,489.63	2,788.06		Steps
Police Captain	9	52,455.58	70,546.92	M	70,546.92	2,713.34		
Parks & Recreation Director	9	52,455.58	70,546.92	J	65,509.83	2,519.61		Steps
Information Technology Manager	9	52,455.58	70,546.92	J	65,509.83	2,519.61		Steps
Building Inspector/Zoning Adm.	9	52,455.58	70,546.92	H	62,353.20	2,398.20		Steps
Fire Captains (3)**	8	48,592.86	65,351.99	M	65,351.99	2,513.54	22.442	
Fire Captain (1)**	8	48,592.86	65,351.99	K	62,202.97	2,392.42	21.361	Steps
Police Lieutenant (4)	8	48,592.86	65,351.99	M	65,351.99	2,513.54	31.419	
Transit Director	7	45,039.87	60,573.61	M	60,573.61	2,329.75		
GIS Coordinator	7	45,039.87	60,573.61	I			26.380	Steps
Enrichment Center Director	5 - 80%	38,632.60	51,956.55	K	39,569.92	1,521.92	23.780	Steps
City Hall Maintenance Supervisor	5 - 75%	38,632.60	51,956.55	L	38,016.99	1,462.19	24.370	Steps

\* Hourly Rate for Non-Exempt positions under Fair Labor Standards Act (FLSA).

\*\*Operational Fire Captains work 2,912 hours and Administrative Fire Captain works 2,340 hours.

**Positions with scheduled Step adjustments:**

- City Administrator - Next step (to Step L of Grade 14) on **4/24/2015**.
- City Attorney - Next Step (to Step M of Grade 13) on 1/1/2016.
- Utility Superintendent - Next Step (to Step L of Grade 10) on 1/1/2016.
- Parks & Recreation Director - Next Step (to Step L of Grade 9) on 1/1/2016.
- Information Technology Manager - Next step (to Step K of Grade 9) on **3/28/2015**.
- Building Inspector/Zoning Administrator - Next step (to Step I of Grade 9) on **4/1/2015**.
- Fire Captain - Next step (to Step L of Grade 8) on 8/13/2015.
- GIS Coordinator - Next step (to Step J of Grade 9) on **1/12/2016**.
- Enrichment Center Director - Next step (to Step L of Grade 5) on 8/18/2015.
- City Hall Maintenance Supervisor - Next step (to Step M of Grade 5) on 7/12/2015.

**City of Merrill  
Administrative, Professional, Supervisory and Technical Personnel**

**2015 Compensation Schedule**

Effective 12/29/2014

With 1.0% Wage Increase

**Annual Equivalent**

Step	A	B	C	D	E	F	G	H	I	J	K	L	M	Step
Grade														Grade
14	\$77,016.81	\$78,942.23	\$80,915.79	\$82,938.68	\$85,012.15	\$87,137.45	\$89,315.89	\$91,548.79	\$93,837.51	\$96,183.45	\$98,588.03	\$101,052.73	\$103,579.05	14
13	\$71,258.93	\$73,040.41	\$74,866.42	\$76,738.08	\$78,656.53	\$80,622.94	\$82,638.52	\$84,704.48	\$86,822.09	\$88,992.64	\$91,217.46	\$93,497.90	\$95,835.34	13
12	\$66,002.65	\$67,652.71	\$69,344.03	\$71,077.63	\$72,854.57	\$74,675.94	\$76,542.84	\$78,456.41	\$80,417.82	\$82,428.26	\$84,488.97	\$86,601.19	\$88,766.22	12
11	\$61,133.11	\$62,661.43	\$64,227.97	\$65,833.67	\$67,479.51	\$69,166.50	\$70,895.66	\$72,668.05	\$74,484.75	\$76,346.87	\$78,255.54	\$80,211.93	\$82,217.23	11
10	\$56,628.78	\$58,044.50	\$59,495.62	\$60,983.01	\$62,507.58	\$64,070.27	\$65,672.03	\$67,313.83	\$68,996.67	\$70,721.59	\$72,489.63	\$74,301.87	\$76,159.42	10
9	\$52,455.58	\$53,766.97	\$55,111.14	\$56,488.92	\$57,901.15	\$59,348.68	\$60,832.39	\$62,353.20	\$63,912.03	\$65,509.83	\$67,147.58	\$68,826.27	\$70,546.92	9
8	\$48,592.86	\$49,807.68	\$51,052.87	\$52,329.19	\$53,637.42	\$54,978.36	\$56,352.82	\$57,761.64	\$59,205.68	\$60,685.82	\$62,202.97	\$63,758.04	\$65,351.99	8
7	\$45,039.87	\$46,165.86	\$47,320.01	\$48,503.01	\$49,715.58	\$50,958.47	\$52,232.44	\$53,538.25	\$54,876.70	\$56,248.62	\$57,654.84	\$59,096.21	\$60,573.61	7
6	\$41,701.94	\$42,744.49	\$43,813.10	\$44,908.43	\$46,031.14	\$47,181.91	\$48,361.46	\$49,570.50	\$50,809.76	\$52,080.01	\$53,382.01	\$54,716.56	\$56,084.47	6
5	\$38,632.60	\$39,598.41	\$40,588.37	\$41,603.08	\$42,643.16	\$43,709.24	\$44,801.97	\$45,922.02	\$47,070.07	\$48,246.82	\$49,452.99	\$50,689.32	\$51,956.55	5
4	\$35,790.74	\$36,685.51	\$37,602.65	\$38,542.71	\$39,506.28	\$40,493.94	\$41,506.29	\$42,543.94	\$43,607.54	\$44,697.73	\$45,815.17	\$46,960.55	\$48,134.57	4
3	\$33,163.08	\$33,992.16	\$34,841.96	\$35,713.01	\$36,605.84	\$37,520.98	\$38,459.01	\$39,420.48	\$40,405.99	\$41,416.14	\$42,451.55	\$43,512.84	\$44,600.66	3
2	\$30,728.09	\$31,496.29	\$32,283.70	\$33,090.79	\$33,918.06	\$34,766.01	\$35,635.16	\$36,526.04	\$37,439.19	\$38,375.17	\$39,334.55	\$40,317.91	\$41,325.86	2
1	\$28,472.65	\$29,184.46	\$29,914.07	\$30,661.93	\$31,428.47	\$32,214.19	\$33,019.54	\$33,845.03	\$34,691.15	\$35,558.43	\$36,447.39	\$37,358.58	\$38,292.54	1

**Hourly Equivalent**

Step	A	B	C	D	E	F	G	H	I	J	K	L	M	Step
Grade														Grade
14	\$37.03	\$37.95	\$38.90	\$39.87	\$40.87	\$41.89	\$42.94	\$44.01	\$45.11	\$46.24	\$47.40	\$48.58	\$49.80	14
13	\$34.26	\$35.12	\$35.99	\$36.89	\$37.82	\$38.76	\$39.73	\$40.72	\$41.74	\$42.78	\$43.85	\$44.95	\$46.07	13
12	\$31.73	\$32.53	\$33.34	\$34.17	\$35.03	\$35.90	\$36.80	\$37.72	\$38.66	\$39.63	\$40.62	\$41.64	\$42.68	12
11	\$29.39	\$30.13	\$30.88	\$31.65	\$32.44	\$33.25	\$34.08	\$34.94	\$35.81	\$36.71	\$37.62	\$38.56	\$39.53	11
10	\$27.23	\$27.91	\$28.60	\$29.32	\$30.05	\$30.80	\$31.57	\$32.36	\$33.17	\$34.00	\$34.85	\$35.72	\$36.62	10
9	\$25.22	\$25.85	\$26.50	\$27.16	\$27.84	\$28.53	\$29.25	\$29.98	\$30.73	\$31.50	\$32.28	\$33.09	\$33.92	9
8	\$23.36	\$23.95	\$24.54	\$25.16	\$25.79	\$26.43	\$27.09	\$27.77	\$28.46	\$29.18	\$29.91	\$30.65	\$31.42	8
7	\$21.65	\$22.20	\$22.75	\$23.32	\$23.90	\$24.50	\$25.11	\$25.74	\$26.38	\$27.04	\$27.72	\$28.41	\$29.12	7
6	\$20.05	\$20.55	\$21.06	\$21.59	\$22.13	\$22.68	\$23.25	\$23.83	\$24.43	\$25.04	\$25.66	\$26.31	\$26.96	6
5	\$18.57	\$19.04	\$19.51	\$20.00	\$20.50	\$21.01	\$21.54	\$22.08	\$22.63	\$23.20	\$23.78	\$24.37	\$24.98	5
4	\$17.21	\$17.64	\$18.08	\$18.53	\$18.99	\$19.47	\$19.95	\$20.45	\$20.97	\$21.49	\$22.03	\$22.58	\$23.14	4
3	\$15.94	\$16.34	\$16.75	\$17.17	\$17.60	\$18.04	\$18.49	\$18.95	\$19.43	\$19.91	\$20.41	\$20.92	\$21.44	3
2	\$14.77	\$15.14	\$15.52	\$15.91	\$16.31	\$16.71	\$17.13	\$17.56	\$18.00	\$18.45	\$18.91	\$19.38	\$19.87	2
1	\$13.69	\$14.03	\$14.38	\$14.74	\$15.11	\$15.49	\$15.87	\$16.27	\$16.68	\$17.10	\$17.52	\$17.96	\$18.41	1

**Clerical and Other Support Staff**

Position	Grade for Position	Salary Range For Grade		Step in Grade	PT %	Hours	Amount 06/30/14	Rate per Hour	
		Minimum	Maximum						
Adm. Assistant-Clerk-Treasurer	6	34,039.16	42,510.24	J			42,510.24	20.438	
Adm. Assistant-Community Dev.	6	34,039.16	42,510.24	J			42,510.24	20.438	
Transit Coordinator	6	34,039.16	42,510.24	J			42,510.24	20.438	
Payroll Specialist	6	34,039.16	42,510.24	J	75%	1,560	31,882.68	20.438	Maluegge
Adm. Assistant-Police	5	32,445.85	40,520.42						<b>Vacant</b>
Clerk/Transcriber (Police) (2)	5	32,445.85	40,520.42	J			40,520.42	19.481	
Utility Secretary	5	32,445.85	40,520.42	J			40,520.42	19.481	
Clerk-Treasurer Secretary	5	32,445.85	40,520.42	J			40,520.42	19.481	
Clerk-Treasurer Secretary - PT	5	32,445.85	40,520.42	J	75%	1,300	25,325.26	19.481	Bostrom
City Hall Secretary/Paralegal	5	32,445.85	40,520.42	J			40,520.42	19.481	
Recreation Secretary	5	32,445.85	40,520.42	J			40,520.42	19.481	Smith
Bus Driver (3)	5	32,445.85	40,520.42	J			40,520.42	19.481	
Bus Driver (1) - PT	5	32,445.85	40,520.42	E	55%	1,150	19,800.70	17.218	DeJarlais
Bus Driver (1) - PT	5	32,445.85	40,520.42	D	55%	1,150	19,317.70	16.798	Snyder
Bus Driver (1) - PT	5	32,445.85	40,520.42	A	55%	1,150	17,938.85	15.599	Berreth
Bus Driver (1) - PT	5	32,445.85	40,520.42	A	55%	1,150	17,938.85	15.599	English
Municipal Court Clerk - PT	5	32,445.85	40,520.42	J	63%	1,300	25,325.26	19.481	Poyer
Deputy Municipal Court Clerk - PT	5	32,445.85	40,520.42		50%	1,040			<b>Vacant</b>
Recreation Specialist - PT	2	28,066.00	35,050.58	H	39%	700	11,227.30	16.039	Annis, Joy
Senior Center Assistant - PT	2	28,066.00	35,050.58	J	80%	1,664	28,040.06	16.851	Vandre
City Hall Janitor (1) - PT	1	26,755.97	33,414.54	J+	75%	1,560	29,151.72	18.687	<b>Red-Circled</b>
City Hall Janitor (1) - PT	1	26,755.97	33,414.54	E	63%	1,300	18,458.70	14.199	Severt, A.
MARC Smith Center Janitor (1) - PT	1	26,755.97	33,414.54	C	63%	1,000	13,515.00	13.515	Szulcewski

Note: PT employees adjusted annually in January for step schedules unless already at top of Grade compensation schedule.  
 Police Administrative Assistant - Next Step (to Step \_\_\_\_ on Grade 5) on \_\_\_\_\_. **Pending recruitment process.**  
 Bus Driver - PT next step (to Step B of Grade 5) on 2/11/2015 - Berreth  
 Bus Driver - PT next step (to Step F of Grade 5) on 10/24/2015 - DeJarlais  
 Bus Driver - PT next step (to Step B of Grade 5) on 6/23/2015 - English  
 Bus Driver - PT next step (to Step E of Grade 5) on 6/19/2015 - Snyder  
 City Hall Janitor - PT next step (to Step F of Grade 1) on 9/12/2015

The following support positions are not included within a Grade classification:

Clerk-Treasurer Fill-In - PT	19.481
Crossing Guards (4) - PT	9.775

**City of Merrill Clerical and Other Support Personnel**

**2015 Compensation Schedule**

Effective 12/29/2014

With 1.0% Wage Increase

**Annual Equivalent**

Step	A	B	C	D	E	F	G	H	I	J	Step
Grade											Grade
8	\$37,487.83	\$38,425.03	\$39,385.65	\$40,370.29	\$41,379.55	\$42,414.04	\$43,474.39	\$44,561.25	\$45,675.28	\$46,817.16	8
7	\$35,722.36	\$36,615.42	\$37,530.80	\$38,469.07	\$39,430.80	\$40,416.57	\$41,426.98	\$42,462.66	\$43,524.23	\$44,612.33	7
6	\$34,039.16	\$34,890.14	\$35,762.39	\$36,656.45	\$37,572.86	\$38,512.18	\$39,474.99	\$40,461.86	\$41,473.41	\$42,510.24	6
5	\$32,445.85	\$33,256.99	\$34,088.42	\$34,940.63	\$35,814.14	\$36,709.50	\$37,627.24	\$38,567.92	\$39,532.11	\$40,520.42	5
4	\$30,907.21	\$31,679.89	\$32,471.88	\$33,283.68	\$34,115.77	\$34,968.67	\$35,842.88	\$36,738.96	\$37,657.43	\$38,598.87	4
3	\$29,455.58	\$30,191.97	\$30,946.77	\$31,720.44	\$32,513.45	\$33,326.29	\$34,159.45	\$35,013.43	\$35,888.77	\$36,785.99	3
2	\$28,066.00	\$28,767.65	\$29,486.84	\$30,224.01	\$30,979.61	\$31,754.10	\$32,547.95	\$33,361.65	\$34,195.69	\$35,050.58	2
1	\$26,755.97	\$27,424.87	\$28,110.49	\$28,813.25	\$29,533.58	\$30,271.92	\$31,028.72	\$31,804.44	\$32,599.55	\$33,414.54	1

**Hourly Equivalent**

Step	A	B	C	D	E	F	G	H	I	J	Step
Grade											Grade
8	\$18.023	\$18.474	\$18.935	\$19.409	\$19.894	\$20.391	\$20.901	\$21.424	\$21.959	\$22.508	8
7	\$17.174	\$17.604	\$18.044	\$18.495	\$18.957	\$19.431	\$19.917	\$20.415	\$20.925	\$21.448	7
6	\$16.365	\$16.774	\$17.193	\$17.623	\$18.064	\$18.515	\$18.978	\$19.453	\$19.939	\$20.438	6
5	\$15.599	\$15.989	\$16.389	\$16.798	\$17.218	\$17.649	\$18.090	\$18.542	\$19.006	\$19.481	5
4	\$14.859	\$15.231	\$15.611	\$16.002	\$16.402	\$16.812	\$17.232	\$17.663	\$18.105	\$18.557	4
3	\$14.161	\$14.515	\$14.878	\$15.250	\$15.631	\$16.022	\$16.423	\$16.833	\$17.254	\$17.686	3
2	\$13.493	\$13.831	\$14.176	\$14.531	\$14.894	\$15.266	\$15.648	\$16.039	\$16.440	\$16.851	2
1	\$12.863	\$13.185	\$13.515	\$13.853	\$14.199	\$14.554	\$14.918	\$15.291	\$15.673	\$16.065	1

**Pay Period Equivalent (80 Hours)**

Step	A	B	C	D	E	F	G	H	I	J	Step
Grade											Grade
8	\$1,441.84	\$1,477.886	\$1,514.833	\$1,552.704	\$1,591.521	\$1,631.309	\$1,672.092	\$1,713.894	\$1,756.742	\$1,800.660	8
7	\$1,373.94	\$1,408.285	\$1,443.492	\$1,479.580	\$1,516.569	\$1,554.483	\$1,593.346	\$1,633.179	\$1,674.009	\$1,715.859	7
6	\$1,309.20	\$1,341.928	\$1,375.476	\$1,409.863	\$1,445.110	\$1,481.238	\$1,518.269	\$1,556.225	\$1,595.131	\$1,635.009	6
5	\$1,247.92	\$1,279.115	\$1,311.093	\$1,343.870	\$1,377.467	\$1,411.904	\$1,447.201	\$1,483.381	\$1,520.466	\$1,558.478	5
4	\$1,188.74	\$1,218.457	\$1,248.919	\$1,280.142	\$1,312.145	\$1,344.949	\$1,378.572	\$1,413.037	\$1,448.363	\$1,484.572	4
3	\$1,132.91	\$1,161.230	\$1,190.261	\$1,220.017	\$1,250.517	\$1,281.780	\$1,313.825	\$1,346.671	\$1,380.337	\$1,414.846	3
2	\$1,079.46	\$1,106.448	\$1,134.109	\$1,162.462	\$1,191.523	\$1,221.312	\$1,251.844	\$1,283.140	\$1,315.219	\$1,348.099	2
1	\$1,029.08	\$1,054.803	\$1,081.173	\$1,108.202	\$1,135.907	\$1,164.305	\$1,193.412	\$1,223.248	\$1,253.829	\$1,285.175	1

City of Merrill			2015 Compensation Schedule		
Street and Parks & Recreation Departments			Effective 12/29/2014		
	<u>06/30/2014</u>	<u>12/29/2014</u>	<u>06/29/2015</u>	<u>2015 Annual</u>	<u># of</u>
<b>Street Department</b>	<b>1.00%</b>	<b>1.00%</b>	<b>1.00%</b>		<u>Employees</u>
Lead Public Works	\$22.49	\$22.71	\$22.94	\$47,483	1
Public Works I	\$21.81	\$22.03	\$22.25	\$46,048	4
Lead Mechanic	\$24.05	\$24.29	\$24.53	\$50,777	1
Mechanic	\$23.21	\$23.44	\$23.68	\$49,003	2
Mechanic - New	\$22.71	\$22.94	\$23.17	\$47,948	0
Public Works II	\$21.01	\$21.22	\$21.43	\$44,358	8
Public Works III	\$20.58	\$20.79	\$20.99	\$43,451	0
Public Works - New Hire	\$18.57	\$18.76	\$18.94		0
<b>Park &amp; Recreation Department</b>					
Lead Public Works	\$22.49	\$22.71	\$22.94	\$47,483	1
Public Works II	\$21.01	\$21.22	\$21.43	\$44,358	1
Arena Specialist (About 720 Hours)	\$19.27	\$19.46	\$19.66	\$14,083	1
Arena Specialist - Six Months	\$18.24	\$18.42	\$18.60	\$13,327	1
Arena Specialist - New Hire	\$17.20	\$17.37	\$17.55	\$12,570	1
Zamboni Operator (Winter Seasonal)	\$12.25	Seasonal Limited Term Employee Schedule			1
Smith Center Cleaner	\$13.185	Clerical & Other Support Schedule - Grade 1			1
Flower Watering (Summer Seasonal)		Seasonal Limited Term Employee Schedule			1

City of Merrill - Utility Department		City of Merrill - Utility Department				2015 Compensation Schedule		
With Certification Pay						Effective 12/29/2014		
	<u>New Title/Grade</u>	<u>Certification</u>	<u>12/29/14</u>	<u>12/29/14</u>	<u># of</u>	<u>06/29/15</u>	<u>06/29/15</u>	<u>2015 Annual</u>
		Hourly	1.00%	With Cert.	Employees	1.00%	With Cert.	
<b>Water Department</b>								
Class I - Mechanical & Training Resource	WWSOS - III (Operator III)	\$0.45	\$23.27	\$23.72	1	\$23.50	\$23.95	\$49,580.44
<b>Wastewater Treatment Plant</b>								
Lead Operator	WWSOS - Lead Operator	\$0.70	\$25.15	\$25.85	1	\$25.40	\$26.10	\$54,027.47
Operator I	WWSOS - IV (Operator IV)	\$0.45	\$23.68	\$24.13	2	\$23.92	\$24.37	\$50,446.08
<b>Utility Department</b>								
			<b>*Next year of experience after certs 5/1/2015</b>					
Utility Operator - New Hire/No Certs.	WWSOS - Uncertified		\$19.13	\$19.13	1 - Pending	\$19.32	\$19.32	\$39,988.10
Utility Operator - Six Months/No Certs.	WWSOS - Uncertified		\$20.81	\$20.81		\$21.01	\$21.01	\$43,492.86
Utility Operator - New Hire/Certs.	WWSOS - Certified	\$0.60	\$19.13	\$19.73	1	\$19.32	\$19.92	\$41,236.10
Utility Operator - Six Months/Certs.	WWSOS - Certified	\$0.60	\$20.81	\$21.41		\$21.01	\$21.61	\$44,740.86
Utility Operator - One Year/With Certs.	WWSOS - Trainee	Per Cert Schedule	\$21.22	\$21.22		\$21.43	\$21.43	\$44,358.50
GRADE I - 1 Year Experience	WWSOS - I (Operator I)	\$0.45	\$21.83	\$22.28		\$22.04	\$22.49	\$46,561.28
GRADE II - 2 Years Experience	WWSOS - II (Operator II)	\$0.45	\$22.43	\$22.88	1*	\$22.66	\$23.11	\$47,828.06
	WWSOS - II (Operator II)	\$0.50	\$22.43	\$22.93		\$22.66	\$23.16	\$47,932.06
GRADE III - 3 Years Experience	WWSOS - III (Operator III)	\$0.55	\$23.07	\$23.62	1	\$23.30	\$23.85	\$49,366.18
	WWSOS - III (Operator III)	\$0.60	\$23.07	\$23.67	1	\$23.30	\$23.90	\$49,470.18
GRADE IV - 4 Years Experience	WWSOS - IV (Operator IV)	\$0.70	\$23.68	\$24.38		\$23.92	\$24.62	\$50,966.08

City of Merrill - T.B. Scott Free Library									
			In 2015						
			Grade/	12/29/14	12/29/14	12/29/14	06/29/15	06/29/15	06/29/15
Position	Hours		Step	Annual	Bi-Weekly	Hourly	Annual	Bi-Weekly	Hourly
Director			12-6	\$67,169.44	\$2,583.44	\$32.293	\$67,841.13	\$2,609.27	\$32.616
Assistant Director			9-9	\$53,851.91	\$2,071.23	\$25.890	\$54,390.43	\$2,091.94	\$26.149
Department Head - Childrens			8-9	\$48,793.18	\$1,876.66	\$23.458	\$49,281.11	\$1,895.43	\$23.693
Maintenance Supervisor			7-9	\$44,291.52	\$1,703.52	\$21.294	\$44,734.44	\$1,720.56	\$21.507
Information Services Coordinator			6-6	\$37,215.36	\$1,431.36	\$17.892	\$37,587.51	\$1,445.67	\$18.071
Computer Tech./Asst.			7-9	\$44,291.52	\$1,703.52	\$21.294	\$44,734.44	\$1,720.56	\$21.507
Bookkeeper			5-4	\$32,111.04	\$1,235.04	\$15.438	\$32,434.23	\$1,247.47	\$15.593
Dept. Assistant			4-9	\$32,900.63	\$1,265.41	\$15.818	\$33,229.64	\$1,278.06	\$15.976
Dept. Assistant			4-9	\$32,900.63	\$1,265.41	\$15.818	\$33,229.64	\$1,278.06	\$15.976
Dept. Assistant	1,450	Hours	4-9	\$22,935.53	\$882.14	\$15.818	\$23,164.89	\$890.96	\$15.976
Dept. Assistant	1,248	Hours	4-5	\$17,875.10	\$687.50	\$14.323	\$18,053.86	\$694.38	\$14.466
Dept. Assistant	1,040	Hours	4-6	\$15,267.55	\$587.21	\$14.680	\$15,419.19	\$593.05	\$14.826
Circulation/Reference Clerk	1,226	Hours	3-9	\$17,546.14	\$674.85	\$14.312	\$17,721.61	\$681.60	\$14.455
Dept. Assistant	1,040	Hours	4-7	\$15,649.91	\$601.92	\$15.048	\$15,806.41	\$607.94	\$15.198
Custodial Assistant	500	Hours	2-5	\$4,601.56	\$176.98	\$9.203	\$4,647.58	\$178.75	\$9.295
Library Aide - Shelver	599	Hours	2-7	\$5,786.34	\$222.55	\$9.660	\$5,844.20	\$224.78	\$9.757
	<b>7,103</b>	<b>3.4 FTE</b>							
Circulation/Reference Clerk	1,200	Hours	3-4	\$15,193.20	\$584.35	\$12.661	\$15,343.93	\$590.15	\$12.787
Circulation/Reference Clerk	900	Hours	3-6	\$11,956.99	\$459.88	\$13.286	\$12,077.46	\$464.52	\$13.419
Custodial Assistant	500	Hours	2-3	\$4,378.00	\$168.38	\$8.756	\$4,421.78	\$170.07	\$8.844
Library Aide - Shelver	599	Hours	2-7	\$5,786.34	\$222.55	\$9.660	\$5,844.20	\$224.78	\$9.757
Library Aide - Shelver	599	Hours	2-5	\$5,512.67	\$212.03	\$9.203	\$5,567.80	\$214.15	\$9.295
	<b>3,798</b>	<b>1.8 FTE</b>							

City of Merrill		T.B. Scott Free Library Compensation Schedule - 2015								
2015 - 1.0% Pay Plan										
Effective 12/29/2014										
Step	1	2	3	4	5	6	7	8	9	
Grade										
<b>Annual - Based upon 2,080 Hours</b>										
1							\$15,080.00	\$15,251.91	\$15,425.78	
2	\$17,308.63	\$17,772.67	\$18,213.50	\$18,654.34	\$19,141.58	\$19,559.21	\$20,092.86	\$20,533.69	\$21,090.54	
3	\$24,431.62	\$25,034.87	\$25,684.52	\$26,334.17	\$27,007.03	\$27,635.56	\$28,352.74	\$29,048.80	\$29,768.06	
4	\$27,007.03	\$27,633.48	\$28,352.74	\$29,048.80	\$29,791.26	\$30,533.72	\$31,299.38	\$32,111.45	\$32,902.40	
5	\$29,768.06	\$30,533.72	\$31,299.38	\$32,111.45	\$32,877.11	\$33,665.98	\$34,524.45	\$35,429.32	\$36,311.00	
6	\$32,877.11	\$33,665.98	\$34,524.45	\$35,429.32	\$36,311.00	\$37,215.87	\$38,143.95	\$39,095.23	\$40,046.51	
7	\$36,311.00	\$37,215.87	\$38,143.95	\$39,095.23	\$40,069.71	\$41,067.39	\$42,088.27	\$43,132.36	\$44,292.46	
8	\$40,069.71	\$41,067.39	\$42,088.27	\$43,132.36	\$44,037.23	\$45,336.54	\$46,496.64	\$47,610.33	\$48,793.63	
9	\$44,269.25	\$45,336.54	\$46,496.64	\$47,610.33	\$48,793.63	\$49,800.59	\$51,276.23	\$52,529.14	\$53,851.65	
10	\$48,793.63	\$50,046.53	\$51,276.23	\$52,529.14	\$53,851.65	\$55,197.36	\$56,543.07	\$57,958.38	\$59,443.31	
11	\$53,851.65	\$55,197.36	\$56,543.07	\$57,958.38	\$59,443.31	\$60,881.83	\$62,413.15	\$63,990.88	\$65,638.22	
12	\$59,443.31	\$60,881.83	\$62,413.15	\$63,990.88	\$65,638.22	\$67,169.54	\$68,840.08	\$70,557.02	\$71,988.58	
Step	1	2	3	4	5	6	7	8	9	
Grade					Federal Minimum Wage \$7.25 effective 7/24/2009					
Rate/Per Hour				Grade 1 @ Minimum Wage with 14% steps						
1							\$7.250	\$7.33	\$7.416	
2	\$8.321	\$8.545	\$8.756	\$8.968	\$9.203	\$9.403	\$9.660	\$9.872	\$10.140	
3	\$11.746	\$12.036	\$12.348	\$12.661	\$12.984	\$13.286	\$13.631	\$13.966	\$14.312	
4	\$12.984	\$13.285	\$13.631	\$13.966	\$14.323	\$14.680	\$15.048	\$15.438	\$15.818	
5	\$14.312	\$14.680	\$15.048	\$15.438	\$15.806	\$16.186	\$16.598	\$17.033	\$17.457	
6	\$15.806	\$16.186	\$16.598	\$17.033	\$17.457	\$17.892	\$18.338	\$18.796	\$19.253	
7	\$17.457	\$17.892	\$18.338	\$18.796	\$19.264	\$19.744	\$20.235	\$20.737	\$21.294	
8	\$19.264	\$19.744	\$20.235	\$20.737	\$21.172	\$21.796	\$22.354	\$22.890	\$23.458	
9	\$21.283	\$21.796	\$22.354	\$22.890	\$23.458	\$23.943	\$24.652	\$25.254	\$25.890	
10	\$23.458	\$24.061	\$24.652	\$25.254	\$25.890	\$26.537	\$27.184	\$27.865	\$28.579	
11	\$25.890	\$26.537	\$27.184	\$27.865	\$28.579	\$29.270	\$30.006	\$30.765	\$31.557	
12	\$28.579	\$29.270	\$30.006	\$30.765	\$31.557	\$32.293	\$33.096	\$33.922	\$34.610	
Step	1	2	3	4	5	6	7	8	9	
Grade										
<b>Bi-Weekly - Based upon 80 Hours/Week</b>										
1							\$580.00	\$586.61	\$593.30	
2	\$665.72	\$683.56	\$700.52	\$717.47	\$736.21	\$752.28	\$772.80	\$789.76	\$811.17	
3	\$939.68	\$962.88	\$987.87	\$1,012.85	\$1,038.73	\$1,062.91	\$1,090.49	\$1,117.26	\$1,144.93	
4	\$1,038.73	\$1,062.83	\$1,090.49	\$1,117.26	\$1,145.82	\$1,174.37	\$1,203.82	\$1,235.06	\$1,265.48	
5	\$1,144.93	\$1,174.37	\$1,203.82	\$1,235.06	\$1,264.50	\$1,294.85	\$1,327.86	\$1,362.67	\$1,396.58	
6	\$1,264.50	\$1,294.85	\$1,327.86	\$1,362.67	\$1,396.58	\$1,431.38	\$1,467.07	\$1,503.66	\$1,540.25	
7	\$1,396.58	\$1,431.38	\$1,467.07	\$1,503.66	\$1,541.14	\$1,579.51	\$1,618.78	\$1,658.94	\$1,703.56	
8	\$1,541.14	\$1,579.51	\$1,618.78	\$1,658.94	\$1,693.74	\$1,743.71	\$1,788.33	\$1,831.17	\$1,876.68	
9	\$1,702.66	\$1,743.71	\$1,788.33	\$1,831.17	\$1,876.68	\$1,915.41	\$1,972.16	\$2,020.35	\$2,071.22	
10	\$1,876.68	\$1,924.87	\$1,972.16	\$2,020.35	\$2,071.22	\$2,122.98	\$2,174.73	\$2,229.17	\$2,286.28	
11	\$2,071.22	\$2,122.98	\$2,174.73	\$2,229.17	\$2,286.28	\$2,341.61	\$2,400.51	\$2,461.19	\$2,524.55	
12	\$2,286.28	\$2,341.61	\$2,400.51	\$2,461.19	\$2,524.55	\$2,583.44	\$2,647.70	\$2,713.73	\$2,768.79	

<b>City of Merrill</b>		<b>Limited Term Employees (Seasonal) Compensation</b>					
		Effective December 31, 2012					
Reviewed and approved by Personnel & Finance Committee on October 23rd, 2012							
	Parks Maintenance	Playground/ Recreation	Outdoor Pool* - Lifeguards	Outdoor Rinks & Smith Center	Street/ Utility	Utility Intern	
1st Year	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00	\$10.50	
2nd Year	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$11.00	
3rd Year	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$11.50	
4th Year	\$10.25	\$10.25	\$10.25	\$10.25	\$10.25	\$12.00	
5th Year	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$12.50	
6th Year	\$10.75	\$10.75	\$10.75	\$10.75	\$10.75		
7th Year	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00		
8th Year	\$11.25	\$11.25	\$11.25	\$11.25	\$11.25		
9th Year	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50		
10th Year	\$11.75	\$11.75	\$11.75	\$11.75	\$11.75		
Assistant Head	N/A	\$11.00	\$11.00	N/A	N/A	N/A	
	Clerical - Support						
Head	N/A	Grade 2	\$12.50	N/A	N/A	N/A	
*With additional 25 cents for each additional year in leadership position - Outdoor Pool.							
Difference between City 1st Year and Minimum Wage of \$7.25 per hour:							
	\$1.75	\$1.75	\$1.75	\$1.75	\$1.75	\$3.25	

**AGREEMENT BETWEEN THE  
CITY OF MERRILL  
AND THE  
MERRILL PROFESSIONAL POLICE ASSOCIATION  
2014-2015**

## Appendix A

Appendix A of the prior Labor Agreement shall be amended to reflect the following increase for Police Officer, Police Officer 1, Police Officer 2, Investigator 1 and SRO/Investigator.

### Effective December 30, 2013– 1%

<u>Police Officer</u>	<u>\$52,463.56</u>
<u>Police Officer 1 – After six (6) years of service</u>	<u>\$53,929.79</u>
<u>Police Officer 2 – After twelve (12) years of service</u>	<u>\$55,693.56</u>
<u>Investigator 1</u>	<u>\$56,798.99</u>
<u>SRO/Investigator</u>	<u>\$56,798.99</u>

### Effective June 30, 2014 – 1%

<u>Police Officer</u>	<u>\$52,988.19</u>
<u>Police Officer 1 – After six (6) years of service</u>	<u>\$54,469.06</u>
<u>Police Officer 2 – After twelve (12) years of service</u>	<u>\$56,250.50</u>
<u>Investigator 1</u>	<u>\$57,366.97</u>
<u>SRO/Investigator</u>	<u>\$57,366.97</u>

### Effective December 29, 2014 – 1%

<u>Police Officer</u>	<u>\$53,518.08</u>
<u>Police Officer 1 – After six (6) years of service</u>	<u>\$55,013.75</u>
<u>Police Officer 2 – After twelve (12) years of service</u>	<u>\$56,813.00</u>
<u>Investigator 1</u>	<u>\$57,940.64</u>
<u>SRO/Investigator</u>	<u>\$57,940.64</u>

Effective June 29, 2015 – 1%

<u>Police Officer</u>	<u>\$54,053.26</u>
<u>Police Officer 1 – After six years of service</u>	<u>\$55,563.88</u>
<u>Police Officer 2 – After twelve (12) years of service</u>	<u>\$57,381.13</u>
<u>Investigator 1</u>	<u>\$58,520.05</u>
<u>SRO/Investigator</u>	<u>\$58,520.05</u>

Entry level pay schedules for all officers hired by the City of Merrill shall be as follows:

First year officers will receive 85% of the police officer's rate.

After one year, officers will receive 90% of the police officer's rate.

After two years, officers will receive 95% of the police officer's rate.

After three years, officers will receive 100% of the police officer's rate, provided all certifications required in the Agreement have been accomplished.

- A. The City shall make every reasonable effort to keep certification courses available for all officers.
- B. There shall be one Investigator 1 position at all times. This position shall be held by promotion.

**AGREEMENT BETWEEN**

**CITY OF MERRILL**

**And The**

**MERRILL FIREFIGHTERS**

**International Association of Firefighters**

**Local 847**

**2014 - 2015**

**APPENDIX A**

**2014 – 2015 SALARY SCHEDULE**

	<b>12/30/13</b>	<b>06/30/14</b>	<b>12/29/14</b>	<b>06/29/15</b>
Increase	1.0%	1.0%	1.0%	1.0%
Paramedic/Firefighter	\$56,589.46	\$57,155.35	\$57,726.90	\$58,304.17
MPO/Firefighter	\$52,881.51	\$53,410.32	\$53,944.43	\$54,483.87
Special Service Rate	\$25.25	\$25.50	\$25.76	\$26.01

New Hire Schedule will be as follows:

A New Hire starts at 85% of wages of whichever classification they are assigned.

After one (1) complete year they shall receive 90% of wages of whichever classification they are assigned.

After two (2) complete years they shall receive 95% of wages of whichever classification they are assigned.

After three (3) complete years they shall receive 100% of wages of whichever classification they are assigned.