



City Hall, 215 Sycamore St.  
Muscatine, IA 52761-3840  
(563) 264-1550  
Fax (563) 264-0750

---

**HUMAN RESOURCES**

To: Gregg Mandsager, City Administrator  
From: Stephanie Romagnoli, Human Resources Manager  
Cc: Nancy Lueck, Finance Director  
Date: April 5, 2016  
Re: Resolution for Non-Union Pay Plan and Seasonal Pay Plan

---

Included with this memo is a resolution to adopt the non-union pay plan for FY16/17.

This pay plan includes a request to remove the Health and Housing Coordinator position. It also applies the budgeted 2.75% across the board increase to all pay grades.

At this time, I am requesting City Council adopt the resolutions amending the pay plans. Please let me know if there are any questions or if additional information is needed.

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION APPROVING THE OFFICIAL PAY PLAN FOR NON-UNION EMPLOYEES OF  
THE CITY OF MUSCATINE, IOWA EFFECTIVE  
July 1, 2016.**

**WHEREAS**, the City Council of the City of Muscatine, Iowa adopts by resolution the official pay plan for non-union employees of the City, and;

**WHEREAS**, all revisions made to such plans must receive approval of the City Council;

**NOW, THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MUSCATINE, IOWA**, that the following revisions be approved and implemented as follows:

The non-union pay plan shall be revised to remove the position of Health and Housing Coordinator.

The non-union pay plan shall be amended to reflect a 2.75% salary increase to existing ranges and steps.

**PASSED, APPROVED, AND ADOPTED** this 10<sup>th</sup> day of April, 2016.

\_\_\_\_\_  
Mayor Diana Broderson

ATTEST:

\_\_\_\_\_  
Gregg Mandsager, City Clerk

**City of Muscatine  
Non-Union Pay Plan  
Fulltime Employees and Permanent Part-time Employees Working 20 or More Hours/Week  
Annual/Bi-Weekly/Hourly Rates  
Effective July 1, 2016**

<u>Grade/Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Maximum</u>
<b><u>Grade 1 (A)</u></b>						
1011 Library Technician	31,103.28	32,451.64	33,858.24	35,326.20	36,857.34	42,610.88
1012 Office Assistant	1,196.28	1,248.14	1,302.24	1,358.70	1,417.59	1,638.88
1013 Art Center Aide (Min. 20 Hrs/Wk)	14.95	15.60	16.28	16.98	17.72	20.49
<b><u>Grade 2 (B)</u></b>						
1022 Art Center Registrar	35,884.94	37,440.78	39,063.44	40,756.56	42,523.52	49,162.88
1023 Community Services Officer	1,380.19	1,440.03	1,502.44	1,567.56	1,635.52	1,890.88
1024 Account Clerk	17.25	18.00	18.78	19.59	20.44	23.64
1025 Library Assistant						
1026 Office Coordinator						
1027 Housing Specialist						
<b><u>Grade 3 (C)</u></b>						
1031 Finance Secretary/Parking Coordinator	40,336.14	42,084.90	43,909.32	45,812.52	47,798.40	55,260.66
	1,551.39	1,618.65	1,688.82	1,762.02	1,838.40	2,125.41
1032 Senior Account Clerk	19.39	20.23	21.11	22.03	22.98	26.57
1034 Administrative Secretary						
1035 Education Coordinator (Art Center)						
1036 Housing Coordinator						
1037 Computer Technician						
1038 CVB Director						
<b><u>Grade 4 (D)</u></b>						
1041 Inspector II	46,611.76	48,632.22	50,740.82	52,940.16	55,235.18	63,857.82
1042 Librarian	1,792.76	1,870.47	1,951.57	2,036.16	2,124.43	2,456.07
1043 Program Supervisor (Parks)	22.41	23.38	24.39	25.45	26.56	30.70
1044 Community Development Coordinator						
1046 Assistant Housing Administrator						
1047 Communications Manager						
<b><u>Grade 5 (E)</u></b>						
1501 Inspector III	52,045.24	54,301.78	56,655.82	59,111.52	61,674.08	71,303.18
1502 Accountant	2,001.74	2,088.53	2,179.07	2,273.52	2,372.08	2,742.43
1504 Solid Waste Supervisor	25.02	26.11	27.24	28.42	29.65	34.28
1505 Golf Course Supervisor						
1506 Parks Maintenance Supervisor						
1507 Athletic Facilities Manager						
1508 Housing Maint. Supervisor/ Inspector						
1509 Senior Inspector						
1510 Sewer Maintenance Supervisor						
1511 Street Maintenance Supervisor						
1512 Lift Station/Plant Maint. Supervisor						
1513 Vehicle Maint. Supervisor						
1514 Building & Grounds Supervisor						
1515 Transit Supervisor						

<u>Grade/Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Maximum</u>
<b><u>Grade 6 (F)</u></b>						
1061 Police Sergeant	57,442.58	59,933.12	62,531.04	65,241.80	68,070.34	78,696.28
1062 Ambulance Billing Services Manager	2,209.33 27.62	2,305.12 28.81	2,405.04 30.06	2,509.30 31.37	2,618.09 32.73	3,026.78 37.83
<b><u>Grade 7 (G)</u></b>						
1071 City Planner	62,732.28	65,452.14	68,289.52	71,249.62	74,338.16	85,942.74
1072 Fire Captain	2,412.78	2,517.39	2,626.52	2,740.37	2,859.16	3,305.49
1073 Environmental Coordinator	30.16	31.47	32.83	34.25	35.74	41.32
1074 Police Lieutenant						
1075 Golf Professional						
1076 Accounting Supervisor						
1077 Assistant Library Director						
1078 Park Maintenance Superintendent						
Hourly Rate 56 hr/wk Fire Capt.	21.54	22.48	23.45	24.47	25.53	29.51
<b><u>Grade 8 (H)</u></b>						
1081 Battalion Chief (Fire)	66,053.52	68,916.64	71,904.56	75,021.44	78,273.52	90,493.00
1082 Police Captain	2,540.52	2,650.64	2,765.56	2,885.44	3,010.52	3,480.50
1083 Housing Administrator	31.76	33.13	34.57	36.07	37.63	43.51
1084 IT Manager						
1085 Assistant Director - Water Pollution Control						
Hourly Rate 56 hr/wk Battalion Chief (Fire)	22.68	23.67	24.69	25.76	26.88	31.08
<b><u>Grade 9 (I)</u></b>						
1091 Human Resources Manager	69,544.80	72,560.02	75,705.24	78,986.96	82,411.16	95,277.00
1092 Assistant Police Chief	2,674.80	2,790.77	2,911.74	3,037.96	3,169.66	3,664.50
1093 Chemist/Laboratory Supervisor	33.44	34.88	36.40	37.97	39.62	45.81
1094 Plant Maint. Manager						
1095 Solid Waste Manager						
1096 Director - Art Center						
1097 Assistant Fire Chief						
<b><u>Grade 10 (J)</u></b>						
1101 Library Director	78,409.76	81,809.00	85,355.66	89,055.72	92,916.46	107,422.12
1102 City Engineer	3,015.76	3,146.50	3,282.91	3,425.22	3,573.71	4,131.62
1103 Director - Parks and Recreation	37.70	39.33	41.04	42.82	44.67	51.65
1104 Director - Water Pollution Control						
<b><u>Grade 11 (K)</u></b>						
1111 Fire Chief	84,483.36	88,145.20	91,966.68	95,953.26	100,112.74	115,740.82
1112 Community Development Director	3,249.36 40.62	3,390.20 42.38	3,537.18 44.21	3,690.51 46.13	3,850.49 48.13	4,451.57 55.64
1113 Police Chief						
1114 Finance Director						
1115 Director - Public Works						

Prepared by : Finance Department (NL)

Date: April 4, 2016