

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

**A RESOLUTION APPROVING THE OFFICIAL PAY PLAN FOR NON-UNION EMPLOYEES OF  
THE CITY OF MUSCATINE, IOWA EFFECTIVE  
July 1, 2017.**

**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 positions of Housing Coordinator, Athletic Facilities Manager, Parks Maintenance Supervisor, and Senior Inspector.

The non-union pay plan shall be revised to add the position of Community Services Officer II to pay grade 3 and Building Division Manager to pay grade 6.

The non-union pay plan shall be revised to move the Solid Waste Manager position to pay grade 8 and the Housing Administrator to pay grade 9.

The non-union pay plan shall be amended to reflect a 2.9% salary increase to existing ranges and steps.

**PASSED, APPROVED, AND ADOPTED** this 16<sup>th</sup> day of March, 2017.

\_\_\_\_\_  
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, 2017**

<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	32,005.22	33,392.84	34,840.00	36,350.60	37,926.20	43,846.66
1012 Office Assistant	1,230.97	1,284.34	1,340.00	1,398.10	1,458.70	1,686.41
1013 Art Center Aide (Min. 20 Hrs/Wk)	15.39	16.05	16.75	17.48	18.23	21.08
<b><u>Grade 2 (B)</u></b>						
1022 Art Center Registrar	36,925.72	38,526.54	40,196.26	41,938.52	43,756.70	50,588.72
1023 Community Services Officer	1,420.22	1,481.79	1,546.01	1,613.02	1,682.95	1,945.72
1024 Account Clerk	17.75	18.52	19.33	20.16	21.04	24.32
1025 Library Assistant						
1026 Office Coordinator						
1027 Housing Specialist						
<b><u>Grade 3 (C)</u></b>						
1031 Finance Secretary/Parking Coordinator	41,505.88	43,305.34	45,182.80	47,141.12	49,184.46	56,863.30
	1,596.38	1,665.59	1,737.80	1,813.12	1,891.71	2,187.05
1032 Senior Account Clerk	19.95	20.82	21.72	22.66	23.65	27.34
1034 Administrative Secretary						
1035 Education Coordinator (Art Center)						
1037 Computer Technician						
1038 CVB Director						
1039 Community Services Officer II *						
<b><u>Grade 4 (D)</u></b>						
1041 Inspector II	47,963.50	50,042.46	52,212.42	54,475.46	56,837.04	65,709.80
1042 Librarian	1,844.75	1,924.71	2,008.17	2,095.21	2,186.04	2,527.30
1043 Program Supervisor (Parks)	23.06	24.06	25.10	26.19	27.33	31.59
1044 Community Development Coordinator						
1046 Assistant Housing Administrator						
1047 Communications Manager						
<b><u>Grade 5 (E)</u></b>						
1501 Inspector III	53,554.54	55,876.60	58,298.76	60,825.70	63,462.62	73,370.96
1502 Accountant	2,059.79	2,149.10	2,242.26	2,339.45	2,440.87	2,821.96
1504 Solid Waste Supervisor	25.75	26.86	28.03	29.24	30.51	35.27
1505 Golf Course Supervisor						
1508 Housing Maint. Supervisor						
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	59,108.40	61,671.22	64,344.54	67,133.82	70,044.26	80,978.56
1062 Ambulance Billing Services Manager	2,273.40 28.42	2,371.97 29.65	2,474.79 30.93	2,582.07 32.28	2,694.01 33.68	3,114.56 38.93
1063 Building Division Manager *						
<b><u>Grade 7 (G)</u></b>						
1071 City Planner	64,551.50	67,350.14	70,269.94	73,315.84	76,494.08	88,435.10
1072 Fire Captain	2,482.75	2,590.39	2,702.69	2,819.84	2,942.08	3,401.35
1073 Environmental Coordinator	31.03	32.38	33.78	35.25	36.78	42.52
1074 Police Lieutenant						
1075 Golf Professional						
1076 Accounting Supervisor						
1077 Assistant Library Director						
1078 Park Maintenance Superintendent						
Hourly Rate 56 hr/wk Fire Capt.	22.17	23.13	24.13	25.18	26.27	30.37
<b><u>Grade 8 (H)</u></b>						
1081 Battalion Chief (Fire)	67,969.20	70,915.26	73,989.76	77,197.12	80,543.58	93,117.18
1082 Police Captain	2,614.20	2,727.51	2,845.76	2,969.12	3,097.83	3,581.43
1084 IT Manager	32.68	34.09	35.57	37.11	38.72	44.77
1085 Assistant Director - Water Pollution Control						
1086 Solid Waste Manager **						
Hourly Rate 56 hr/wk Battalion Chief (Fire)	23.34	24.35	25.41	26.51	27.66	31.98
<b><u>Grade 9 (I)</u></b>						
1091 Human Resources Manager	71,561.62	74,664.20	77,900.68	81,277.56	84,801.08	98,040.02
1092 Assistant Police Chief	2,752.37	2,871.70	2,996.18	3,126.06	3,261.58	3,770.77
1093 Chemist/Laboratory Supervisor	34.40	35.90	37.45	39.08	40.77	47.13
1094 Plant Maint. Manager						
1096 Director - Art Center						
1097 Assistant Fire Chief						
1098 Housing Administrator ***						
<b><u>Grade 10 (J)</u></b>						
1101 Library Director	80,683.72	84,181.50	87,830.86	91,638.30	95,611.10	110,537.44
1102 City Engineer	3,103.22	3,237.75	3,378.11	3,524.55	3,677.35	4,251.44
1103 Director - Parks and Recreation	38.79	40.47	42.23	44.06	45.97	53.14
1104 Director - Water Pollution Control						
<b><u>Grade 11 (K)</u></b>						
1111 Fire Chief	86,933.34	90,701.52	94,633.76	98,735.78	103,015.90	119,097.42
1112 Community Development Director	3,343.59 41.79	3,488.52 43.61	3,639.76 45.50	3,797.53 47.47	3,962.15 49.53	4,580.67 57.26
1113 Police Chief						
1114 Finance Director						
1115 Director - Public Works						

\* Community Services Officer II and Building Division Manager are new positions effective July 1, 2017.

\*\* The Solid Waste Manager position was changed from Grade 9 to Grade 8 effective July 1, 2017.

\*\*\* The Housing Administrator position was changed from Grade 8 to Grade 9 effective July 1, 2017.

Prepared by : Finance Department (NL)

Date: March 6, 2017