

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 16th 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>
<u>Grade 1 (A)</u>							
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
<u>Grade 2 (B)</u>							
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						
<u>Grade 3 (C)</u>							
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 *						
<u>Grade 4 (D)</u>							
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						
<u>Grade 5 (E)</u>							
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>
Grade 6 (F)							
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 *						
Grade 7 (G)							
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
Grade 8 (H)							
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
Grade 9 (I)							
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 ***						
Grade 10 (J)							
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						
Grade 11 (K)							
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.