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To: Gregg Mandsager, City Administrator

HUMAN RESOURCES

From: Stephanie Romagnoli, Human Resources Manager

Cc: Nancy Lueck, Finance Director

Date: February 27, 2018

Re: Resolution for Non-Union Pay Plan

Included with this memo is a resolution to adopt the non-union pay plan for FY18/19

This pay plan includes a request to remove the position of Assistant Housing Administrator. It also applies the budgeted 3.0% 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.

**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, 2018**

Grade/Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Grade 1 (A)						
1011 Library Technician	32,965.40	34,394.62	35,885.20	37,441.04	39,063.96	45,162.00
1012 Office Assistant	1,267.90	1,322.87	1,380.20	1,440.04	1,502.46	1,737.00
1013 Art Center Aide (Min. 20 Hrs/Wk)	15.85	16.54	17.25	18.00	18.78	21.71
Grade 2 (B)						
1022 Art Center Registrar	38,033.58	39,682.24	41,402.14	43,196.66	45,069.44	52,106.34
1023 Community Services Officer	1,462.83	1,526.24	1,592.39	1,661.41	1,733.44	2,004.09
1024 Account Clerk	18.29	19.08	19.90	20.77	21.67	25.05
1025 Library Assistant						
1026 Office Coordinator						
1027 Housing Specialist						
Grade 3 (C)						
1031 Finance Secretary/Parking Coordinator	42,751.02	44,604.56	46,538.18	48,555.26	50,659.96	58,569.16
1032 Senior Account Clerk	1,644.27	1,715.56	1,789.93	1,867.51	1,948.46	2,252.66
1034 Administrative Secretary	20.55	21.44	22.37	23.34	24.36	28.16
1035 Education Coordinator						
(Art Center)						
1037 Computer Technician						
1038 CVB Director						
1039 Community Services Officer II						
Grade 4 (D)						
1041 Inspector II	49,402.34	51,543.70	53,778.92	56,109.82	58,542.12	67,681.12
1042 Librarian	1,900.09	1,982.45	2,068.42	2,158.07	2,251.62	2,603.12
1043 Program Supervisor (Parks)	23.75	24.78	25.86	26.98	28.15	32.54
1044 Community Development Coordinator						
1047 Communications Manager						
Grade 5 (E)						
1501 Inspector III	55,161.08	57,552.82	60,047.78	62,650.38	65,366.60	75,572.12
1502 Accountant	2,121.58	2,213.57	2,309.53	2,409.63	2,514.10	2,906.62
1504 Solid Waste Supervisor	26.52	27.67	28.87	30.12	31.43	36.33
1505 Golf Course Supervisor						
1508 Housing Maintn. Supervisor						
1510 Sewer Maintenance Supervisor						
1511 Street Maintenance Supervisor						
1512 Lift Station/Plant Maintn. Supervisor						
1513 Vehicle Maintn. Supervisor						
1514 Building & Grounds Supervisor						
1515 Transit Supervisor						

Grade/Job Code

Grade 6 (F)

1061	Police Sergeant	60,881.60	63,521.38	66,274.78	69,147.78	72,145.58	83,408.00
1062	Ambulance Billing Services Manager	2,341.60	2,443.13	2,549.03	2,659.53	2,774.83	3,208.00
1063	Building Division Manager	29.27	30.54	31.86	33.24	34.69	40.10

Grade 7 (G)

1071	City Planner	66,487.98	69,370.60	72,378.02	75,515.44	78,788.84	91,088.14
1072	Fire Captain	2,557.23	2,668.10	2,783.77	2,904.44	3,030.34	3,503.39
1073	Environmental Coordinator	31.97	33.35	34.80	36.31	37.88	43.79
1074	Police Lieutenant						
1075	Golf Professional						
1076	Accounting Supervisor						
1077	Assistant Library Director						
1078	Park Maintenance Superintendent						
	Hourly Rate 56 hr/wk Fire Capt.	22.83	23.82	24.86	25.93	27.06	31.28

Grade 8 (H)

1081	Battalion Chief (Fire)	70,008.38	73,042.84	76,209.38	79,512.94	82,959.76	95,910.62
1082	Police Captain	2,692.63	2,809.34	2,931.13	3,058.19	3,190.76	3,688.87
1084	IT Manager	33.66	35.12	36.64	38.23	39.88	46.11
1085	Assistant Director - Water						
	Pollution Control						
1086	Solid Waste Manager						
	Hourly Rate 56 hr/wk Battalion Chief (Fire)	24.04	25.08	26.17	27.31	28.49	32.94

Grade 9 (I)

1091	Human Resources Manager	73,708.44	76,904.10	80,237.82	83,715.84	87,345.18	100,981.14
1092	Assistant Police Chief	2,834.94	2,957.85	3,086.07	3,219.84	3,359.43	3,883.89
1093	Chemist/Laboratory Supervisor	35.44	36.97	38.58	40.25	41.99	48.55
1094	Plant Maint. Manager						
1096	Director - Art Center						
1097	Assistant Fire Chief						
1098	Housing Administrator						

Grade 10 (J)

1101	Library Director	83,104.32	86,706.88	90,465.70	94,387.54	98,479.42	113,853.48
1102	City Engineer	3,196.32	3,334.88	3,479.45	3,630.29	3,787.67	4,378.98
1103	Director - Parks and Recreation	39.95	41.69	43.49	45.38	47.35	54.74
	Control						

Grade 11 (K)

1111	Fire Chief	89,541.40	93,422.68	97,472.70	101,697.96	106,106.26	122,670.34
1112	Community Development	3,443.90	3,593.18	3,748.95	3,911.46	4,081.01	4,718.09
1113	Police Chief	43.05	44.91	46.86	48.89	51.01	58.98
1114	Finance Director						
1115	Director - Public Works						

Prepared by : Finance Department (NL)
Date: February 23, 2018

RESOLUTION NO. _____

**A RESOLUTION APPROVING THE OFFICIAL PAY PLAN FOR NON-UNION EMPLOYEES OF
THE CITY OF MUSCATINE, IOWA EFFECTIVE
July 1, 2018.**

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 Assistant Housing Administrator

The non-union pay plan shall be amended to reflect a 3.0% salary increase to existing ranges and steps.

PASSED, APPROVED, AND ADOPTED this 1st day of March, 2018.

Mayor Diana Broderson

ATTEST:

Gregg Mandsager, City Clerk