



City of Muscatine



AGENDA ITEM SUMMARY

DATE

STAFF

3/18/2021

Stephanie Romagnoli/Nancy Lueck

SUBJECT

Pay Plan Resolution

EXECUTIVE SUMMARY

The purpose of this resolution is to amend the current non-union pay plan to reflect position changes. Due to restructuring and reorganization in various departments, the pay plan needs to be adjusted to reflect actual classifications.

STAFF RECOMMENDATION

Adopt the resolution to reflect changes.

BACKGROUND/DISCUSSION

Also included is the addition of the Solid Waste Manager to Pay Grade 8 and the Housing Programs Supervisor to Pay Grade 5.

The change includes deletion of the CVB Director position, City Planner II, Assistant Director WPCP, Housing Administrator, Solid Waste and Sewer System Manager. These positions are currently vacant and there are no imminent plans to fill them.

CITY FINANCIAL IMPACT

This is cost neutral – the pay plan is being amended to reflect current positions.

ATTACHMENTS

Updated pay plan and associated resolution

RESOLUTION NO.2021-0103

**A RESOLUTION APPROVING AN AMDENDMENT TO THE OFFICIAL PAY PLAN FOR NON-UNION EMPLOYEES OF THE CITY OF MUSCATINE, IOWA EFFECTIVE
March 18, 2021**

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 delete the positions of CVB Director, Assistant Director WPCP, Housing Administrator, and Solid Waste and Sewer System Manager.

The non-union pay plan shall be revised to add the position Solid Waste Manager to Pay Grade 8.

PASSED, APPROVED, AND ADOPTED this 18^h day of March 2021.

Mayor Diana Broderson

ATTEST:

Carol Webb, City Administrator

**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, 2020 (With March 18, 2021 Updates)

Grade/Job Code		Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Grade 1 (A)							
1011	Library Technician	34,549.84	36,047.70	37,609.78	39,240.50	40,941.68	47,332.48
1012	Office Assistant	1,328.84	1,386.45	1,446.53	1,509.25	1,574.68	1,820.48
1013	Art Center Aide (Min. 20 Hrs/Wk)	16.61	17.33	18.08	18.87	19.68	22.76
Grade 2 (B)							
1022	Art Center Registrar	39,861.38	41,589.34	43,392.18	45,272.76	47,235.50	54,610.66
1023	Community Services Officer	1,533.13	1,599.59	1,668.93	1,741.26	1,816.75	2,100.41
1024	Account Clerk	19.16	19.99	20.86	21.77	22.71	26.26
1025	Library Assistant						
1026	Office Coordinator						
1027	Housing Specialist						
Grade 3 (C)							
1031	Finance Secretary/Parking Coordinator	44,805.80	46,748.26	48,774.96	50,889.02	53,094.86	61,383.92
1032	Senior Account Clerk	1,723.30	1,798.01	1,875.96	1,957.27	2,042.11	2,360.92
1034	Administrative Secretary						
1035	Education Coordinator (Art Center)	21.54	22.48	23.45	24.47	25.53	29.51
1037	Computer Technician						
1038*	CVB Director						
1039	Community Services Officer II						
1033	Housing Program Manager						
1036	Human Resources Generalist						
Grade 4 (D)							
1041	Inspector II	51,776.66	54,021.24	56,363.58	58,806.80	61,355.84	70,933.98
1042	Librarian	1,991.41	2,077.74	2,167.83	2,261.80	2,359.84	2,728.23
1043	Program Supervisor (Parks)	24.89	25.97	27.10	28.27	29.50	34.10
1044	City Planner I						
1047	Communications Manager						
1048	Right-of-Way Inspector						
Grade 5 (E)							
1501	Inspector III	57,812.30	60,318.96	62,933.78	65,661.70	68,508.44	79,204.32
1502	Accountant	2,223.55	2,319.96	2,420.53	2,525.45	2,634.94	3,046.32
1504	Solid Waste Supervisor	27.79	29.00	30.26	31.57	32.94	38.08
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						
1516	Athletic Facilities Supervisor						
1517	Housing Programs Supervisor *						
Grade 6 (F)							
1062	Ambulance Billing Services Manager	63,807.90	66,574.30	69,460.04	72,471.10	75,612.94	87,416.68
1063	Building Division Manager	2,454.15	2,560.55	2,671.54	2,787.35	2,908.19	3,362.18
		30.68	32.01	33.39	34.84	36.35	42.03

<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 7 (G)</u>							
1071	City Planner II *	69,683.64	72,704.58	75,856.56	79,144.78	82,575.48	95,466.28
1072	Fire Captain	2,680.14	2,796.33	2,917.56	3,044.03	3,175.98	3,671.78
1073	Environmental Coordinator	33.50	34.95	36.47	38.05	39.70	45.90
1075	Golf Professional						
1076	Accounting Supervisor						
1077	Assistant Library Director						
1078	Park Maintenance Superintendent						
1079	Police Sergeant						
1070	Assistant City Engineer						
	Hourly Rate 56 hr/wk Fire Capt.	23.93	24.97	26.05	27.18	28.36	32.78
<u>Grade 8 (H)</u>							
1081	Battalion Chief (Fire)	73,373.04	76,553.36	79,872.26	83,334.68	86,946.86	100,520.42
1084	IT Manager	2,822.04	2,944.36	3,072.01	3,205.18	3,344.11	3,866.17
1085 *	Assistant Director - Water - Pollution Control	35.28	36.80	38.40	40.06	41.80	48.33
1086	Police Lieutenant						
1087 *	Solid Waste Manager						
	Hourly Rate 56 hr/wk Battalion Chief (Fire)	25.20	26.29	27.43	28.62	29.86	34.52
<u>Grade 9 (I)</u>							
1091	Human Resources Manager	77,251.20	80,600.26	84,094.40	87,739.60	91,543.40	105,834.56
1092	Assistant Police Chief	2,971.20	3,100.01	3,234.40	3,374.60	3,520.90	4,070.56
1093	Chemist/Laboratory Supervisor	37.14	38.75	40.43	42.18	44.01	50.88
1094	Plant Maint. Manager						
1096	Director - Art Center						
1097	Assistant Fire Chief						
1098 *	Housing Administrator						
1099 *	Solid Waste and Sewer System - Manager						
1095	Assistant Community Development Director						
1090	Police Captain						
<u>Grade 10 (J)</u>							
1101	Library Director	87,098.70	90,874.16	94,813.68	98,924.02	103,212.46	119,325.70
1102	City Engineer	3,349.95	3,495.16	3,646.68	3,804.77	3,969.71	4,589.45
1103	Director - Parks and Recreation	41.87	43.69	45.58	47.56	49.62	57.37
1104	Director - Water Pollution Control						
<u>Grade 11 (K)</u>							
1111	Fire Chief	93,844.92	97,912.88	102,157.38	106,585.96	111,205.90	128,566.36
1112	Community Development Director	3,609.42	3,765.88	3,929.13	4,099.46	4,277.15	4,944.86
1113	Police Chief	45.12	47.07	49.11	51.24	53.46	61.81
1114	Finance Director						
1115	Director - Public Works						

Prepared by : Finance Department (NL)
 Date: April 28, 2020 (With March 18, 2021 Updates *)