



## 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 AMENDMENT 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<sup>h</sup> day of March 2021.

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Mayor Diana Broderson

ATTEST:

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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)**

<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	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
<b><u>Grade 2 (B)</u></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						
<b><u>Grade 3 (C)</u></b>						
1031 Finance Secretary/Parking Coordinator	44,805.80	46,748.26	48,774.96	50,889.02	53,094.86	61,383.92
	1,723.30	1,798.01	1,875.96	1,957.27	2,042.11	2,360.92
1032 Senior Account Clerk	21.54	22.48	23.45	24.47	25.53	29.51
1034 Administrative Secretary						
1035 Education Coordinator (Art Center)						
1037 Computer Technician						
<del>1038 * CVD Director</del>						
1039 Community Services Officer II						
1033 Housing Program Manager						
1036 Human Resources Generalist						
<b><u>Grade 4 (D)</u></b>						
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						
<b><u>Grade 5 (E)</u></b>						
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 *						
<b><u>Grade 6 (F)</u></b>						
1062 Ambulance Billing Services Manager	63,807.90	66,574.30	69,460.04	72,471.10	75,612.94	87,416.68
	2,454.15	2,560.55	2,671.54	2,787.35	2,908.19	3,362.18
1063 Building Division Manager	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>
<b><u>Grade 7 (G)</u></b>						
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
<b><u>Grade 8 (H)</u></b>						
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
<del>1085 * Assistant Director - Water</del>	<del>35.28</del>	<del>36.80</del>	<del>38.40</del>	<del>40.06</del>	<del>41.80</del>	<del>48.33</del>
<del>-Pollution Control</del>						
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
<b><u>Grade 9 (I)</u></b>						
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						
<del>1098 * Housing Administrator</del>						
<del>1099 * Solid Waste and Sewer System</del>						
<del>-Manager</del>						
1095 Assistant Community Development Director						
1090 Police Captain						
<b><u>Grade 10 (J)</u></b>						
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						
<b><u>Grade 11 (K)</u></b>						
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 45.12	3,765.88 47.07	3,929.13 49.11	4,099.46 51.24	4,277.15 53.46	4,944.86 61.81
1113 Police Chief						
1114 Finance Director						
1115 Director - Public Works						

Prepared by : Finance Department (NL)

Date: April 28, 2020 (With March 18, 2021 Updates \*)