



**City Hall, 215 Sycamore St.
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HUMAN RESOURCES

To: Gregg Mandsager, City Administrator
From: Stephanie Romagnoli, Human Resources Manager
Cc: Nancy Lueck, Finance Director
Date: April 2, 2013
Re: Resolution for Non-Union Pay Plan

Included with this memo is a resolution to adopt changes to the non-union pay plan for the 2013/2014 fiscal year.

This pay plan includes a request for the elimination of the Security Guard and Senior Health and Housing Inspector.

The pay plan has been adjusted to reflect the 2.9% increase budgeted by the City Council.

At this time, I am requesting City Council adopt the resolution amending the pay plan. Please let me know if there are any questions or if additional information is needed.

RESOLUTION NO._____

**A RESOLUTION APPROVING THE OFFICIAL PAY PLAN FOR NON-UNION EMPLOYEES OF
THE CITY OF MUSCATINE, IOWA EFFECTIVE
July 1, 2013.**

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 following positions: Senior Health and Housing Inspector and Security Guard.

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 4th day of April, 2013.

Mayor DeWayne Hopkins

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, 2013

<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	28,882.62	30,134.52	31,441.02	32,804.20	34,225.88	39,568.88
1012	Office Assistant	1,110.87	1,159.02	1,209.27	1,261.70	1,316.38	1,521.88
1013	Art Center Aide (Min. 20 Hrs/Wk)	13.89	14.49	15.12	15.77	16.45	19.02
<u>Grade 2 (B)</u>							
1022	Art Center Registrar	33,322.90	34,767.72	36,274.68	37,846.90	39,487.76	45,652.88
1023	Community Services Officer	1,281.65	1,337.22	1,395.18	1,455.65	1,518.76	1,755.88
1024	Account Clerk	16.02	16.72	17.44	18.20	18.98	21.95
1025	Library Assistant						
1026	Office Coordinator						
1027	Housing Specialist						
<u>Grade 3 (C)</u>							
1031	Finance Secretary/Parking Coordinator	37,456.38	39,080.34	40,774.24	42,541.72	44,385.90	51,315.42
		1,440.63	1,503.09	1,568.24	1,636.22	1,707.15	1,973.67
1032	Senior Account Clerk	18.01	18.79	19.60	20.45	21.34	24.67
1034	Administrative Secretary						
1035	Education Coordinator (Art Center)						
1036	Housing Coordinator						
1037	Computer Technician						
<u>Grade 4 (D)</u>							
1041	Inspector II	43,283.76	45,160.18	47,117.98	49,160.54	51,291.50	59,298.72
1042	Librarian	1,664.76	1,736.93	1,812.23	1,890.79	1,972.75	2,280.72
1043	Program Supervisor (Parks)	20.81	21.71	22.65	23.63	24.66	28.51
1044	Planning/Community Development Coordinator						
1046	Assistant Housing Administrator						
<u>Grade 5 (E)</u>							
1501	Inspector III	48,329.58	50,424.66	52,610.74	54,891.20	57,270.72	66,212.38
1502	Accountant	1,858.83	1,939.41	2,023.49	2,111.20	2,202.72	2,546.63
1503	Health & Housing Coordinator	23.24	24.24	25.29	26.39	27.53	31.83
1504	Solid Waste Supervisor						
1505	Golf Course Supervisor						
1506	Parks Maintenance Supervisor						
1507	Athletic Facilities Manager						
1508	Housing Maint. Supervisor/ Inspector						
1509	Senior Inspector						
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						

Grade/Job Code		Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Grade 6 (F)							
1061	Police Sergeant	53,341.60	55,654.30	58,066.58	60,583.90	63,210.42	73,077.68
1062	Ambulance Billing Services Manager	2,051.60 25.65	2,140.55 26.76	2,233.33 27.92	2,330.15 29.13	2,431.17 30.39	2,810.68 35.13
Grade 7 (G)							
1071	City Planner	58,253.52	60,778.90	63,413.74	66,162.72	69,030.78	79,807.00
1072	Fire Captain	2,240.52	2,337.65	2,438.99	2,544.72	2,655.03	3,069.50
1073	Environmental Coordinator	28.01	29.22	30.49	31.81	33.19	38.37
1074	Police Lieutenant						
1075	Golf Professional						
1076	Accounting Supervisor						
1077	Assistant Library Director						
Hourly Rate 56 hr/wk Fire Capt.		20.00	20.87	21.78	22.72	23.71	27.41
Grade 8 (H)							
1081	Battalion Chief (Fire)	61,337.64	63,996.40	66,770.86	69,665.18	72,685.34	84,032.26
1082	Police Captain	2,359.14	2,461.40	2,568.11	2,679.43	2,795.59	3,232.01
1083	Housing Administrator	29.49	30.77	32.10	33.49	34.94	40.40
1084	IT Manager						
1085	Assistant Director - Water Polution Control						
Hourly Rate 56 hr/wk Battalion Chief (Fire)		21.06	21.98	22.93	23.92	24.96	28.86
Grade 9 (I)							
1091	Human Resources Manager	64,579.58	67,379.52	70,300.10	73,347.82	76,527.36	88,474.62
1092	Assistant Police Chief	2,483.83	2,591.52	2,703.85	2,821.07	2,943.36	3,402.87
1093	Chemist/Laboratory Supervisor	31.05	32.39	33.80	35.26	36.79	42.54
1094	Plant Maint. Manager						
1095	Solid Waste Manager						
1096	Director - Art Center						
1097	Assistant Fire Chief						
Grade 10 (J)							
1101	Library Director	72,811.70	75,968.36	79,261.78	82,697.42	86,282.56	99,752.90
1102	City Engineer	2,800.45	2,921.86	3,048.53	3,180.67	3,318.56	3,836.65
1103	Director - Parks and Recreation	35.01	36.52	38.11	39.76	41.48	47.96
1104	Director - Water Pollution Control						
Grade 11 (K)							
1111	Fire Chief	78,451.62	81,852.16	85,400.90	89,102.78	92,965.34	107,477.50
1112	Community Development Director	3,017.37 37.72	3,148.16 39.35	3,284.65 41.06	3,427.03 42.84	3,575.59 44.69	4,133.75 51.67
1113	Police Chief						
1114	Finance Director						
1115	Director - Public Works						