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**HUMAN RESOURCES**

To: Gregg Mandsager, City Administrator  
From: Stephanie Romagnoli, Human Resources Manager  
Date: March 12, 2019  
Re: Approval of Bargaining Agreements

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The City has reached a tentative agreement with the Chauffeurs, Teamsters, and Helpers Local #238 covering the Blue/White Collar Bargaining Unit, Chauffeurs, Teamsters, and Helpers Local #238 covering the Police Bargaining Unit, and the Firefighter's Local #608.

The agreements are as follows:

The BW group agreed to a five (5) year contract that complies with the changes in the State law. Wages for the first three years will be across the board increases of 2.25%, 2.5%, 2.75% and will reopen to discuss wages for the final two year.

The Police group agreed to a five (5) year contract that complies with the changes in the State law. Wages for the first three years will be across the board increases of 2.25%, 2.5%, 2.75%, 2.9%, 3.0%. They also agreed to increases in the percentage of health insurance premium paid by the employee from the current 8% to 9% in year one (1) and 10% in year two (2). These employees may earn a 1% discount on insurance by passing an annual physical fitness test. There were also some language clarification changes made.

The Fire group agreed to a one (1) year contract that complies with the changes in the State law. They also agreed to a 2.25% pay increase. Their uniform allowance was also increased by \$200. A new pay scale was agreed upon for part time ambulance technicians. There are some language clarification changes made in this contract as well.

At this time, I am requesting approval for these contracts from the City Council. Please let me know if any additional information is required.

**"I remember Muscatine for its sunsets. I have never seen any  
on either side of the ocean that equaled them" — Mark Twain**

**AGREEMENT**

**BETWEEN**

**THE CITY OF MUSCATINE**

**AND**

**CHAUFFEURS, TEAMSTERS AND HELPERS**

**LOCAL UNION NO. 238,**

**AFFILIATED WITH THE**

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

**COVERING BLUE/WHITE COLLAR BARGAINING UNIT**

**JULY 1, 2019**

**to**

**JUNE 30, 2024**

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## PREAMBLE

THIS AGREEMENT is executed by the City of Muscatine, Iowa, herein after called "Employer" and Chauffeurs, Teamsters and Helpers, Local Union No. 238, affiliated with the International Brotherhood of Teamsters, hereinafter called "Union."

## ARTICLE 1 - RECOGNITION

Section A. The Employer recognizes the Union as the sole and exclusive bargaining representative for those employees of the City of Muscatine in the following classifications, to wit:

**INCLUDED:** Compost Site Attendant, Transit Service Person, Parking Meter Attendant, Clerk, Transit Driver, Custodian, Animal Control Officer, Transit Dispatch Coordinator, Lab Technician I, Maintenance Worker I, Equipment Operator I, Treatment Plant Operator I, Refuse Truck Driver I, Maintenance Worker II, Groundskeeper, Equipment Operator II, Lift Station Mechanic, Athletic Facilities Technician, Treatment Plant Mechanic I, Treatment Plant Operator II, Equipment Operator III, Maintenance Repairperson, Vehicular Mechanic II, Treatment Plant Operator III, Treatment Plant Operator Lead Worker, Solids Waste Lead Worker, Solids Handling Lead Worker, Roadway Maintenance Lead Worker, Lift Station Lead Worker, Treatment Plant Mechanic II, and Inspector I.

**EXCLUDED:** All other employees of the City of Muscatine as previously stated in the Public Employment Relations Board Determinations and Orders of Certification and all other persons excluded by Section 4 of the Act.

## ARTICLE 2- INTENT AND PURPOSE

Section A. The Employer, the Union, and the employees recognize and declare the necessity of providing the most efficient and highest quality services for the citizens and taxpayers of the City of Muscatine.

Section B. The Employer, the Union, and the employees, further recognize and declare their mutual desire to promote harmonious and cooperative relationships among the parties covered by this agreement, and to assure the effective and efficient operation of the City of Muscatine.

## ARTICLE 3 - DEFINITIONS

Section A. A probationary employee is one who has not completed six (6) months of continuous service with the Employer. During the probationary period, such

employee may be discharged by the Employer with notice in writing stating the reasons for dismissal.

Section B. A regular employee is an employee who has completed the probationary period, and normally works 2,080 hours per year.

Section C. Except where the context clearly indicates otherwise the word "employee" when used in this agreement, shall be limited to mean "regular" employee.

Section D. Act shall mean the Iowa Public Employment Relations Act, as it may be amended from time to time.

Section E. Workday shall mean the scheduled workday of the employee involved.

#### ARTICLE 4 - MANAGEMENT RIGHTS

Section A. In addition to all powers, duties and rights of the Employer established by the constitutional provision, statute, ordinance, charter or special act, the Union recognizes the powers, duties, and rights which belong solely and exclusively to the Employer:

1. The right to manage the Employer's operations and to direct the working force;
2. The right to hire employees;
3. The right to maintain order and efficiency;
4. The right to extend, maintain, curtail, or terminate operations of the Employer, to determine the size and location of the Employer's operations and to determine the type and amount of equipment to be used;
5. The right to assign work;
6. The right to determine methods and materials to be used, including the right to introduce new and improved methods or facilities and to change existing methods and facilities;
7. The right to create, modify and terminate departments, job classifications, and job duties;
8. The right to transfer, promote, and demote employees;
9. The right to discipline, suspend and discharge employees for proper cause;
10. The right to lay-off;
11. The right to determine the number and the starting time of shifts, the number of hours and days in a work week and the hours of work;
12. The right to determine the number of persons to be employed by the Employer at any time;
13. The right to enforce and require employees to observe rules and regulations set forth by the Employer; provided, however, that these rights, will not be used for the purpose of discriminating against any employee because of the employee's membership or non-membership in the Union.

Section B. The list of management rights set forth in Section A is not exclusive and it is understood that except as specifically and expressly modified by this Agreement, all of the rights, powers and authority and prerogatives which the Employer had prior to this Agreement are retained by it and reserved to it and shall remain within its exclusive control.

ARTICLE 5 - OVERTIME/COMPENSATORY TIME-CALLBACK-NEW JOB  
TEMPORARY ASSIGNMENTS - STANDBY

A. Overtime/Compensatory Time.

Section 1. Overtime shall be defined as any time properly authorized or approved by the Employer and actually worked in excess of the employee's regular schedule. It is the policy of the Employer to keep overtime work to a minimum. Sick leave shall not be considered hours actually worked for the purpose of computing overtime.

Section 2. Compensation shall not be paid twice for the same hours, nor shall there be a pyramiding of overtime.

Section 3. Overtime will be compensated at the rate of one and one-half (1-1/2) times the employee's regular straight time hourly rate of pay. It shall be computed to the nearest one-sixth (1/6) hour for payment. The overtime rate shall be paid for hours worked in excess of the normal work day or work week.

Section 4. The Employer may at its discretion grant an employee compensatory time off based on one and one-half (1-1/2) hours off for each hour of overtime worked. The Employer and the employee shall mutually agree to the granted time off. An employee shall not accumulate more than eighty (80) hours of compensatory time without the written approval of the Department Head.

Section 5. Employees shall be required to work such overtime as the Employer requires. The opportunity for overtime work will be divided among the employees, provided that the Employer retains the right to assign overtime.

B. Callback.

Section 1. An employee, who is called back to work by the Employer shall be paid a minimum of two (2) hours pay or compensatory time off at the overtime rate, unless such callback is one (1) hour or less prior to the employee's regular shift. Callback does not apply where an employee is ordered to work beyond the employee's regular shift.

**C. Temporary Assignments.**

**Section 1.** In the event that any employee is assigned to a higher or lower job classification on a temporary basis, said employee shall receive the employee's own pay or the pay designated for such other classification in which the employee is temporarily serving, whichever is higher, provided that the higher pay in the temporary classification shall not be applicable until the employee has served more than twenty (20) consecutive working days in such other capacity. Once an employee has completed twenty (20) consecutive working days in a temporary assignment, the employee will be paid retroactively at the higher wage rate from the first day of the temporary assignment.

**D. Stand-By.**

**Section 1.** Stand-by occurs when an employee is specifically required by the Employer, to be immediately available to report for work during scheduled time off and is subject to discipline for non-compliance. An employee required to be on "stand-by", shall be compensated at the rate of two (2) hours of straight time pay for each day of stand-by, provided that such employee shall be compensated for one (1) additional hour of straight time pay if the stand-by day is a holiday. Holiday means the day designated as a holiday in this Agreement. A day means a twenty-four (24) hour period or the balance of a twenty-four (24) hour period if the employee has been scheduled on duty for part of that period. Stand-by time will not be considered as time worked in computation of overtime. No employee will be required to be on stand-by during the employee's vacation.

**ARTICLE 6 - GRIEVANCE PROCEDURE**

**Section A.** The word "Grievance" wherever used in this Agreement shall mean any difference between the Employer and the Union or any employee with regard to the interpretation, application, or violation of any of the expressed terms and provisions of this agreement.

**Section B.** A grievance shall be adjusted in the following manner:

Step 1. An employee or the Union who claims the grievance shall present such grievance orally, to the employee's immediate supervisor, within five (5) calendar days after knowledge of the event giving rise to the grievance. The supervisor shall give an oral answer to the grievance within five (5) calendar days after the supervisor receives the oral grievance.

Step 2. If the grievance is not settled in Step 1 it may be appealed by the employee or the Union within five (5) calendar days after the answer of the Supervisor is due. The grievance shall be reduced to writing, signed by the aggrieved employee and the representative of the Union, and shall specifically state the facts and the section of this agreement which is in dispute. The written grievance shall be presented to the Department Head (with a copy to the Human Resources Department) who shall answer

the grievance in writing within five (5) calendar days after receiving the written grievance.

Step 3. If the grievance is not settled in Step 2 it may be appealed by the employee or the Union within five (5) calendar days after the answer of the Department Head is due. The written grievance shall be presented to the City Administrator who shall investigate the grievance and issue a written decision thereon within five (5) calendar days after receiving the grievance.

Step 4. If the grievance is not settled in Step 3 it may be appealed by the Union by giving written notice of a request for arbitration to the City Administrator within five (5) calendar days after the City Administrator's answer is due. The written notice shall be signed by a representative of the Union and shall specifically state the facts and the section of the Agreement which is in dispute.

Section C. In computing calendar days, the first day shall be excluded and the last included. A Saturday, Sunday or holiday shall not be counted in computing calendar days. Holidays shall refer to the holidays granted employees under this Agreement.

Section D The failure by an employee, the Union, or its representative to process a grievance within the applicable time specified above shall bar an employee, the Union or its representatives from further pursuit of the grievance, and any such grievance shall be considered as settled. The failure by the Employer, or Employer's representative, to answer the grievance within the applicable time specified above shall be deemed a denial of the grievance which then may be appealed to the next step.

Section E. When a timely request has been made for arbitration, a representative of the Employer and a representative of the Union shall select a mutually agreeable arbitrator to hear and determine the grievance. If the parties are unable to agree upon the selection of an arbitrator within five (5) calendar days of the Employer's receipt of the arbitration notice, the Union may request the Public Employment Relations Board to submit a panel of five (5) arbitrators. When such panel is received, the Employer and the Union shall alternately strike a name from the list, the party making the initial strike to be determined by the flip of a coin, and the person finally remaining shall act as a arbitrator.

Section F. The arbitrator shall convene a hearing for the purpose of receiving evidence pursuant to such rules and procedures as the arbitrator may adopt. The arbitrator shall neither add to nor detract from nor modify the language of this agreement in arriving at a determination of any issue that is presented and that is proper for arbitration within the limitations expressed herein. The arbitrator shall have no authority to change wage rates or salaries. The arbitrator shall be expressly confined to the precise issues submitted for arbitration and shall have no authority to determine any other issue not so submitted, or to submit observations or declarations of opinion, which are not directly essential in reaching the determination of the issues submitted for the arbitrator's decision. The arbitrator shall have no authority to substitute the arbitrator's discretion for

that of the Employer in any matter reserved to the Employer by law or by the terms of this Agreement.

Section G. The arbitrator shall issue a decision in writing within thirty (30) days after the conclusion of the hearing and a decision of the arbitrator, within the scope of the arbitrator's authority, shall be final and binding upon the Employer, the employee, and the Union. Where a dispute relates to the scale of wages or benefits in any way, any decision rendered shall not be retroactive more than twenty-four (24) days beyond the date on which the dispute was first presented as a grievance in writing. The arbitrator may not hear more than one (1) grievance unless the presentation of more than one (1) grievance is mutually agreed to by the Employer and the employee or the Union.

Section H. No issue whatsoever shall be subject to arbitration unless such issue results from an action or occurrence which takes place following the execution of this Agreement, and the arbitration decision shall not grant any right or relief for any period of time whatsoever prior to the execution date of this Agreement or following the termination of this Agreement.

Section I. The arbitrator shall not have the power or the authority to accept or to decide any grievance which involves a matter which is within the jurisdiction of the Civil Service Commission (Chapter 400, The Code).

Section J. The Employer and the Union will share equally any joint costs of the arbitration procedure, including fees and expenses of the arbitrator, the costs of a Court reporter, if one is desired by the arbitrator, and the costs of a hearing room and transcript. Any other expenses shall be paid by the party incurring the expense.

Section K. Any resolution of a grievance without Union representation shall not be in conflict with this Agreement unless approved by the Union in writing. A copy of any grievance resolution shall be provided to the Union.

## ARTICLE 7 - SUPPLEMENTAL PAY

### A. LONGEVITY.

Section 1. Monthly longevity payments shall be made to eligible employees in accordance with the longevity pay plan set forth below for all employees who shall have completed at least five (5) years of continuous service.

Section 2. The following longevity pay plan shall be paid for continued service:

<u>YEARS OF SERVICE</u>	<u>AMOUNT</u>
After 5 years of continuous service	\$13 per month
After 10 years of continuous service	\$26 per month
After 15 years of continuous service	\$39 per month

After 20 years of continuous service	\$52 per month
After 25 years of continuous service	\$65 per month
After 30 years of continuous service	\$78 per month

Such pay shall be paid on the 1<sup>st</sup> and 2<sup>nd</sup> payroll of each month.

#### **B. SHIFT DIFFERENTIAL**

**Section 1.** Full-time Bargaining Unit employees who work shifts other than the shift designated as the day shift shall be given a shift differential in addition to the regularly hourly rate of pay for hours worked within the shift. A normal shift will consist of eight (8) hours of work performed. Designated shift hours may vary between departmental operations for various employee classifications within the bargaining unit.

**Section 2.** **First Shift** - The first shift will be referred to as the day shift and all full-time regular employees who are assigned to the first shift will not receive shift differential pay for work performed during this shift.

**Section 3.** **Second Shift** - The second shift will be referred to as the afternoon shift. All full-time regular employees who are assigned to the second shift will receive a shift differential of twenty-five (25) cents per hour for work performed during this shift.

**Section 4.** **Third Shift** - The third shift will be referred to as the night shift. All full-time regular employees who are assigned to the third shift will receive a shift differential of thirty-five (35) cents per hour for work performed during this shift.

**Section 5.** **Limitation** - When an employee is receiving overtime rates of pay, the shift differential shall be added after the overtime pay is determined, e.g. a \$5.00 an hour employee on third shift get \$7.50 overtime pay, plus \$.35 an hour shift differential, or a total of \$7.80. Second shift employees would earn \$7.70 an hour for any overtime time worked on that shift.

### **ARTICLE 8 - COMPENSATION**

**Section A.** The pay grade for each classification of employees and the regular rate of pay for each pay grade is set out in the Appendix which is attached hereto and by this reference made a part hereof.

**Section B.** Any employee whose pay is in dispute, or the employees representative, shall have the right to examine the time sheets and other records pertaining to the computation of pay of that employee at a reasonable time.

### **ARTICLE 9 - PART-TIME EMPLOYEES**

**Section A.** The Employer and the Union agree to cover under the contract those year-around part-time employees who work a minimum of twenty (20) hours but

less than thirty (30) hours per week. The classifications covered are those listed in Appendix C(1) "Employee Assignment Sheet". An employee who regularly works less than twenty (20) hours a week receives no benefits under the contract.

Section B.

1. The provisions of the contract which will apply to part-time employees in accordance with Section A above is limited to the following: wages, call-back pay, overtime, stand-by, holidays, vacation, uniforms, grievance/arbitration procedures, longevity, sick leave, personal day, and bereavement leave. Call-back pay does not apply to a part-time employee unless the employee is called back to work after the employee has actually worked more than forty (40) hours in a work week. However, a regular part-time employee who is called back to work outside the employee's regular hours, but before the employee has worked more than 40 hours in that work week, shall be paid a minimum of one (1) hour's pay at the employee's regular rate of pay unless such callback is one (1) hour or less prior to the employee's regularly scheduled hours in which case the employee is credited with the actual amount of time worked. Callback does not apply when a part-time employee is required to work beyond the employee's regular scheduled hours, but such hours will be compensated based on the time actually worked, and will count toward the total hours worked in the work week.
2. Employees who work 20 - 25 hours per week will receive a pro-rata share (1/2 benefits) of holidays, vacation and longevity. Employees who work 26 - 39 hours per week will receive a pro-rata share (3/4 benefits) of holidays, vacation, longevity, sick leave, personal days, and bereavement leave.
3. Wages shall be paid in accordance with the applicable wage schedule set out in the Appendix. If an employee is in Step A, the wage increase will be advanced after the employee has performed satisfactorily for 1040 hours. An employee in Step B, will advance to Step C after the employee has performed satisfactorily for 4160 hours.

Section C. In the case of a regular employee who is reduced to part-time status and works more than thirty (30) hours but less than forty (40) hours per week, all of the provisions of the contract shall apply, except as set out hereinafter, to-wit;

1. The hours of work shall be scheduled by the Department Head and the employee shall be required to work whatever hours are directed by the Employer.
2. No overtime shall be paid unless the employee works more than eight (8) hours a day or more than forty (40) hours a week, except as set out in the section on holidays.
3. Holiday pay will be based on a six hour work day, and the employee will be paid time and one-half for any hours worked on a holiday.

4. Vacation leave will be earned at a rate equal to seventy-five percent (75%) of the contract rate.
5. Bereavement leave shall be based on a six (6) hour workday. Personal leave and sick leave shall be earned at a rate equal to seventy-five percent (75%) of the contract rate.
6. Life insurance coverage shall be based on seventy-five percent (75%) of the contract amount established for the employee. The employee may purchase dependent coverage.
7. Longevity pay will be based on seventy-five percent (75%) of the contract amount.
8. Wages shall be paid in accordance with the Appendix C(1) and Appendix C (2). If an employee is in Step A, the wage increase will be advanced after the employee has performed satisfactorily for 1040 hours; an employee in Step B, will advance to Step C after the employee has performed satisfactorily for 4160 hours.

#### ARTICLE 10 - GENERAL CONDITONS

Section A. This Agreement shall be construed under the laws of the State of Iowa.

Section B. Whenever the context of this Agreement permits, the masculine gender includes the feminine, the singular number includes the plural, the reference to any party includes its agents, officials and employees.

Section C In the event any provision of the Agreement is held invalid by a court of competent jurisdiction, the said provision shall be considered separable and its invalidity shall not in any way affect the remaining provisions of this Agreement.

Section D. The Union and the Employer acknowledge that during negotiations which resulted in this Agreement, each party had the opportunity to make demands and proposals with respect to all areas of collective bargaining, and that the whole understanding arrived at after the negotiations is set forth in this Agreement.

Section E. The Employer shall post a copy of this Agreement in an appropriate place in each Department.

Section F. The Employer shall furnish a bulletin board or a designated part of an existing bulletin board in each department for the use of the Union for the purpose of displaying material pertinent to the business of the Union.

Section G. There shall be established a Labor Management Committee to function during the term of this Agreement to consider current problems in the administration of this Agreement and safety matters. The Committee shall consist of three (3) members of the bargaining unit appointed by the Union, three (3) persons appointed by the City Administrator and the Human Resources Manager, who shall serve

as the Chair. The Committee shall meet once each calendar quarter on the call of the Chair. Any two (2) members of the Committee may request an additional meeting to discuss a specific issue by notifying the Chair of their request. The Chair shall review the specific issue and shall determine whether to call a special meeting. The Committee's authority shall be limited to developing suggestions and recommendations for implementing the administration of the Agreement. The Committee shall have no authority to bargain on any issue, to amend or modify the Agreement, or to hear or determine any grievance. No recommendation or suggestion of the Committee, nor the failure to recommend or make a suggestion shall be a grievable matter.

Section H. Neither the Union, the Employer nor any employee shall discriminate on the basis of any class protected by state, federal or local law and/or participation/non-participation in the Union.

ARTICLE 11 - EFFECTIVE PERIOD

Section A. This Agreement shall be effective July 1, 2019, and shall continue through June 30, 2024.

Section B. The terms and conditions of this Agreement shall cease on June 30, 2024, unless one or both of the parties shall cause a written notice to be served on the other party by September 15, 2023, specifying whether modification is sought.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives on the dates shown.

Dated this \_\_\_\_ day of March 2019.

Dated this \_\_\_\_ day of March 2019.

CHAUFFEURS, TEAMSTERS  
AND HELPERS LOCAL UNION  
NO. 238, AFFILIATED WITH THE  
INTERNATIONAL BROTHERHOOD  
OF TEAMSTERS

CITY OF MUSCATINE, IOWA

By \_\_\_\_\_  
Secretary/Treasurer

By \_\_\_\_\_  
Mayor

By \_\_\_\_\_  
Business Representative

By \_\_\_\_\_  
City Clerk

**City of Muscatine**  
**Blue/White Collar Union Employees and**  
**Non-Union Permanent Parttime Employees**  
**Working in Blue/White Pay Classifications**  
**Pay Schedule**  
**Annual/Bi-Weekly/Hourly Rates**  
**Effective July 1, 2019**  
**(2.25%)**

	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>
<b>Pay Range 1</b>	33,716.80	34,652.80	35,568.00
Custodian I	1,296.80	1,332.80	1,368.00
	16.21	16.66	17.10
<b>Pay Range 2</b>	34,153.60	35,089.60	36,046.40
Transit Service Person	1,313.60	1,349.60	1,386.40
Compost Site Attendant	16.42	16.87	17.33
<b>Pay Range 3</b>	34,652.80	35,568.00	36,649.60
Transit Driver (Hired After 7-1-14)	1,332.80	1,368.00	1,409.60
Clerk (Hired After 7-1-14)	16.66	17.10	17.62
<b>Pay Range 4</b>	35,089.60	36,129.60	37,169.60
	1,349.60	1,389.60	1,429.60
	16.87	17.37	17.87
<b>Pay Range 5</b>	38,417.60	39,478.40	40,643.20
Parking Meter Attendant	1,477.60	1,518.40	1,563.20
	18.47	18.98	19.54
<b>Pay Range 6</b>	38,708.80	39,894.40	41,038.40
Clerk (Hired Before 7-1-14)	1,488.80	1,534.40	1,578.40
	18.61	19.18	19.73
<b>Pay Range 7</b>	36,816.00	37,897.60	38,916.80
Transit Driver (Hired Before 7-1-14)	1,416.00	1,457.60	1,496.80
	17.70	18.22	18.71
<b>Pay Range 8</b>	39,644.80	40,788.80	41,912.00
Transit Dispatcher	1,524.80	1,568.80	1,612.00
	19.06	19.61	20.15
<b>Pay Range 9</b>	41,454.40	42,640.00	43,992.00
Custodian II	1,594.40	1,640.00	1,692.00
	19.93	20.50	21.15
<b>Pay Range 10</b>	42,182.40	43,534.40	44,844.80
Animal Control Officer	1,622.40	1,674.40	1,724.80
	20.28	20.93	21.56
<b>Pay Range 11</b>	42,972.80	44,387.20	45,697.60
	1,652.80	1,707.20	1,757.60
	20.66	21.34	21.97

	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>
<b>Pay Range 12</b>	42,972.80	44,387.20	45,697.60
Equipment Operator I	1,652.80	1,707.20	1,757.60
Maintenance Worker I	20.66	21.34	21.97
<b>Pay Range 13</b>	46,384.00	47,715.20	49,275.20
Treatment Plant Operator I	1,784.00	1,835.20	1,895.20
Refuse Truck Driver I	22.30	22.94	23.69
Lab Technician I			
<b>Pay Range 14</b>	47,257.60	48,817.60	50,377.60
Equipment Operator II	1,817.60	1,877.60	1,937.60
Groundskeeper	22.72	23.47	24.22
Maintenance Worker II			
Landscape Horticulturalist			
<b>Pay Range 15</b>	48,235.20	49,816.00	51,500.80
Treatment Plant Mechanic I	1,855.20	1,916.00	1,980.80
Treatment Plant Operator II	23.19	23.95	24.76
Lift Station Operator			
Athletic Facilities Technician			
<b>Pay Range 16</b>	50,024.00	51,729.60	53,310.40
Vehicular Mechanic II	1,924.00	1,989.60	2,050.40
Equipment Operator III	24.05	24.87	25.63
Maintenance Repairperson			
Athletic Facilities Specialist			
<b>Pay Range 17</b>	51,251.20	52,748.80	54,412.80
Treatment Plant Operator III	1,971.20	2,028.80	2,092.80
	24.64	25.36	26.16
<b>Pay Range 18</b>	52,208.00	53,934.40	55,785.60
Treatment Plant Mechanic II	2,008.00	2,074.40	2,145.60
Lift Station Leadworker	25.10	25.93	26.82
Solids Handling Leadworker			
Solid Waste Leadworker			
Treatment Plant Operations Leadworker			
Park Maintenance Leadworker			
<b>Pay Range 19</b>	53,310.40	55,203.20	56,992.00
Inspector I	2,050.40	2,123.20	2,192.00
Roadway Maintenance Leadworker	25.63	26.54	27.40

Prepared by: Finance Department (NL)

Date: March 5, 2019

**City of Muscatine**  
**Blue/White Collar Union Employees and**  
**Non-Union Permanent Parttime Employees**  
**Working in Blue/White Pay Classifications**  
**Pay Schedule**  
**Annual/Bi-Weekly/Hourly Rates**  
**Effective July 1, 2020**  
**(2.50%)**

	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>
<b>Pay Range 1</b>	34,569.60	35,526.40	36,462.40
Custodian I	1,329.60	1,366.40	1,402.40
	16.62	17.08	17.53
<b>Pay Range 2</b>	35,006.40	35,963.20	36,940.80
Transit Service Person	1,346.40	1,383.20	1,420.80
Compost Site Attendant	16.83	17.29	17.76
<b>Pay Range 3</b>	35,526.40	36,462.40	37,564.80
Transit Driver (Hired After 7-1-14)	1,366.40	1,402.40	1,444.80
Clerk (Hired After 7-1-14)	17.08	17.53	18.06
<b>Pay Range 4</b>	35,963.20	37,024.00	38,105.60
	1,383.20	1,424.00	1,465.60
	17.29	17.80	18.32
<b>Pay Range 5</b>	39,374.40	40,456.00	41,662.40
Parking Meter Attendant	1,514.40	1,556.00	1,602.40
	18.93	19.45	20.03
<b>Pay Range 6</b>	39,686.40	40,892.80	42,057.60
Clerk (Hired Before 7-1-14)	1,526.40	1,572.80	1,617.60
	19.08	19.66	20.22
<b>Pay Range 7</b>	37,731.20	38,854.40	39,894.40
Transit Driver (Hired Before 7-1-14)	1,451.20	1,494.40	1,534.40
	18.14	18.68	19.18
<b>Pay Range 8</b>	40,643.20	41,808.00	42,952.00
Transit Dispatcher	1,563.20	1,608.00	1,652.00
	19.54	20.10	20.65
<b>Pay Range 9</b>	42,494.40	43,700.80	45,094.40
Custodian II	1,634.40	1,680.80	1,734.40
	20.43	21.01	21.68
<b>Pay Range 10</b>	43,243.20	44,616.00	45,968.00
Animal Control Officer	1,663.20	1,716.00	1,768.00
	20.79	21.45	22.10
<b>Pay Range 11</b>	44,054.40	45,489.60	46,841.60
	1,694.40	1,749.60	1,801.60
	21.18	21.87	22.52

	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>
<b>Pay Range 12</b>	44,054.40	45,489.60	46,841.60
Equipment Operator I	1,694.40	1,749.60	1,801.60
Maintenance Worker I	21.18	21.87	22.52
<b>Pay Range 13</b>	47,548.80	48,900.80	50,502.40
Treatment Plant Operator I	1,828.80	1,880.80	1,942.40
Refuse Truck Driver I	22.86	23.51	24.28
Lab Technician I			
<b>Pay Range 14</b>	48,443.20	50,044.80	51,646.40
Equipment Operator II	1,863.20	1,924.80	1,986.40
Groundskeeper	23.29	24.06	24.83
Maintenance Worker II			
Landscape Horticulturalist			
<b>Pay Range 15</b>	49,441.60	51,064.00	52,790.40
Treatment Plant Mechanic I	1,901.60	1,964.00	2,030.40
Treatment Plant Operator II	23.77	24.55	25.38
Lift Station Operator			
Athletic Facilities Technician			
<b>Pay Range 16</b>	51,272.00	53,019.20	54,641.60
Vehicular Mechanic II	1,972.00	2,039.20	2,101.60
Equipment Operator III	24.65	25.49	26.27
Maintenance Repairperson			
Athletic Facilities Specialist			
<b>Pay Range 17</b>	52,540.80	54,059.20	55,764.80
Treatment Plant Operator III	2,020.80	2,079.20	2,144.80
	25.26	25.99	26.81
<b>Pay Range 18</b>	53,518.40	55,286.40	57,179.20
Treatment Plant Mechanic II	2,058.40	2,126.40	2,199.20
Lift Station Leadworker	25.73	26.58	27.49
Solids Handling Leadworker			
Solid Waste Leadworker			
Treatment Plant Operations Leadworker			
Park Maintenance Leadworker			
<b>Pay Range 19</b>	54,641.60	56,576.00	58,427.20
Inspector I	2,101.60	2,176.00	2,247.20
Roadway Maintenance Leadworker	26.27	27.20	28.09

Prepared by: Finance Department (NL)

Date: March 5, 2019

**City of Muscatine**  
**Blue/White Collar Union Employees and**  
**Non-Union Permanent Parttime Employees**  
**Working in Blue/White Pay Classifications**  
**Pay Schedule**  
**Annual/Bi-Weekly/Hourly Rates**  
**Effective July 1, 2021**  
**(2.75%)**

	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>
<b>Pay Range 1</b>	35,526.40	36,504.00	37,460.80
Custodian I	1,366.40	1,404.00	1,440.80
	17.08	17.55	18.01
<b>Pay Range 2</b>	35,963.20	36,961.60	37,960.00
Transit Service Person	1,383.20	1,421.60	1,460.00
Compost Site Attendant	17.29	17.77	18.25
<b>Pay Range 3</b>	36,504.00	37,460.80	38,604.80
Transit Driver (Hired After 7-1-14)	1,404.00	1,440.80	1,484.80
Clerk (Hired After 7-1-14)	17.55	18.01	18.56
<b>Pay Range 4</b>	36,961.60	38,043.20	39,145.60
	1,421.60	1,463.20	1,505.60
	17.77	18.29	18.82
<b>Pay Range 5</b>	40,456.00	41,558.40	42,806.40
Parking Meter Attendant	1,556.00	1,598.40	1,646.40
	19.45	19.98	20.58
<b>Pay Range 6</b>	40,768.00	42,016.00	43,222.40
Clerk (Hired Before 7-1-14)	1,568.00	1,616.00	1,662.40
	19.60	20.20	20.78
<b>Pay Range 7</b>	38,771.20	39,915.20	40,996.80
Transit Driver (Hired Before 7-1-14)	1,491.20	1,535.20	1,576.80
	18.64	19.19	19.71
<b>Pay Range 8</b>	41,766.40	42,952.00	44,137.60
Transit Dispatcher	1,606.40	1,652.00	1,697.60
	20.08	20.65	21.22
<b>Pay Range 9</b>	43,659.20	44,907.20	46,342.40
Custodian II	1,679.20	1,727.20	1,782.40
	20.99	21.59	22.28
<b>Pay Range 10</b>	44,428.80	45,843.20	47,236.80
Animal Control Officer	1,708.80	1,763.20	1,816.80
	21.36	22.04	22.71
<b>Pay Range 11</b>	45,260.80	46,737.60	48,131.20
	1,740.80	1,797.60	1,851.20
	21.76	22.47	23.14

	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>
<b>Pay Range 12</b>	45,260.80	46,737.60	48,131.20
Equipment Operator I	1,740.80	1,797.60	1,851.20
Maintenance Worker I	21.76	22.47	23.14
<b>Pay Range 13</b>	48,859.20	50,252.80	51,896.00
Treatment Plant Operator I	1,879.20	1,932.80	1,996.00
Refuse Truck Driver I	23.49	24.16	24.95
Lab Technician I			
<b>Pay Range 14</b>	49,774.40	51,417.60	53,060.80
Equipment Operator II	1,914.40	1,977.60	2,040.80
Groundskeeper	23.93	24.72	25.51
Maintenance Worker II			
Landscape Horticulturalist			
<b>Pay Range 15</b>	50,793.60	52,478.40	54,246.40
Treatment Plant Mechanic I	1,953.60	2,018.40	2,086.40
Treatment Plant Operator II	24.42	25.23	26.08
Lift Station Operator			
Athletic Facilities Technician			
<b>Pay Range 16</b>	52,686.40	54,475.20	56,139.20
Vehicular Mechanic II	2,026.40	2,095.20	2,159.20
Equipment Operator III	25.33	26.19	26.99
Maintenance Repairperson			
Athletic Facilities Specialist			
<b>Pay Range 17</b>	53,976.00	55,536.00	57,304.00
Treatment Plant Operator III	2,076.00	2,136.00	2,204.00
	25.95	26.70	27.55
<b>Pay Range 18</b>	54,995.20	56,804.80	58,760.00
Treatment Plant Mechanic II	2,115.20	2,184.80	2,260.00
Lift Station Leadworker	26.44	27.31	28.25
Solids Handling Leadworker			
Solid Waste Leadworker			
Treatment Plant Operations Leadworker			
Park Maintenance Leadworker			
<b>Pay Range 19</b>	56,139.20	58,136.00	60,028.80
Inspector I	2,159.20	2,236.00	2,308.80
Roadway Maintenance Leadworker	26.99	27.95	28.86

Prepared by: Finance Department (NL)

Date: March 5, 2019