

**RESOLUTION NO. 2020-0165**

**A RESOLUTION APPROVING AN AMENDMENT TO THE OFFICIAL PAY PLAN FOR NON-  
UNION EMPLOYEES OF THE CITY OF MUSCATINE, IOWA EFFECTIVE  
July 1, 2020**

**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 amended to add the position of Human Resources Generalist to Pay Grade 3.

The non-union pay plan shall be amended to reflect a 2.5% salary increase to existing ranges and steps.

**PASSED, APPROVED, AND ADOPTED** this 7<sup>th</sup> day of May 2020.

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Mayor Diana Broderson

ATTEST:

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Greg Jenkins, Interim 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, 2020**

<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 1,723.30	46,748.26 1,798.01	48,774.96 1,875.96	50,889.02 1,957.27	53,094.86 2,042.11	61,383.92 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						
1038 CVB Director						
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						

<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>
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						
<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
1085 Assistant Director - Water Pollution Control	35.28	36.80	38.40	40.06	41.80	48.33
1086 Police Lieutenant						
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						
1098 Housing Administrator						
1099 Solid Waste and Sewer System Manager						
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>						

<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>
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

**Notes:** 2.50% increase to all grades and steps

Addition of HR Generalist in Grade 3 effective 7-1-20