



City of Muscatine



AGENDA ITEM SUMMARY

DATE 04/01/2021

STAFF

Stephanie Romagnoli

Nancy Lueck

SUBJECT

Pay Plan Resolution 2021/2022 FY

EXECUTIVE SUMMARY

The purpose of this resolution is to amend the current non-union pay plan to reflect position changes and the cost of living adjustment.

STAFF RECOMMENDATION

Adopt the resolution to reflect changes.

BACKGROUND/DISCUSSION

This change includes the addition of Senior Engineer/Project Manager to Pay Grade 7 and the budgeted 2.75% ATB pay increase

CITY FINANCIAL IMPACT

The items contained in the resolution are part of the approved 2021/22 budget

ATTACHMENTS

Pay Plan resolution and Pay Plan

RESOLUTION NO. 2021-0113

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

July 1, 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, THERFORE 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 add the position of Senior Engineer/Project Manager to Pay Grade 7.

The non-union pay plan shall be amended to reflect a 2.75% salary increase to existing ranges and steps.

PASSED, APPROVED, AND ADOPTED this 1th day of April 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, 2021 (With FY 22 Budgeted Position Update *)

Grade/Job Code		Step 1	Step 2	Step 3	Step 4	Step 5	Maximum
Grade 1 (A)							
1011	Library Technician	35,499.88	37,039.08	38,644.06	40,319.50	42,067.48	48,634.04
1012	Office Assistant	1,365.38	1,424.58	1,486.31	1,550.75	1,617.98	1,870.54
1013	Art Center Aide (Min. 20 Hrs/Wk)	17.07	17.81	18.58	19.38	20.22	23.38
Grade 2 (B)							
1022	Art Center Registrar	40,957.54	42,733.08	44,585.58	46,517.64	48,534.46	56,112.42
1023	Community Services Officer	1,575.29	1,643.58	1,714.83	1,789.14	1,866.71	2,158.17
1024	Account Clerk	19.69	20.54	21.44	22.36	23.33	26.98
1025	Library Assistant						
1026	Office Coordinator						
1027	Housing Specialist						
Grade 3 (C)							
1031	Finance Secretary/Parking Coordinator	46,037.94	48,033.96	50,116.30	52,288.34	54,555.02	63,072.10
		1,770.69	1,847.46	1,927.55	2,011.09	2,098.27	2,425.85
1032	Senior Account Clerk	22.13	23.09	24.09	25.14	26.23	30.32
1034	Administrative Secretary						
1035	Education Coordinator (Art Center)						
1037	Computer Technician						
1039	Community Services Officer II						
1033	Housing Program Manager						
1036	Human Resources Generalist						
Grade 4 (D)							
1041	Inspector II	53,200.42	55,506.88	57,913.70	60,424.00	63,043.24	72,884.76
1042	Librarian	2,046.17	2,134.88	2,227.45	2,324.00	2,424.74	2,803.26
1043	Program Supervisor (Parks)	25.58	26.69	27.84	29.05	30.31	35.04
1044	City Planner I						
1047	Communications Manager						
1048	Right-of-Way Inspector						
Grade 5 (E)							
1501	Inspector III	59,402.20	61,977.76	64,664.34	67,467.40	70,392.40	81,382.34
1502	Accountant	2,284.70	2,383.76	2,487.09	2,594.90	2,707.40	3,130.09
1504	Solid Waste Supervisor	28.56	29.80	31.09	32.44	33.84	39.13
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	65,562.64	68,405.22	71,370.26	74,464.00	77,692.42	89,820.64
		2,521.64	2,630.97	2,745.01	2,864.00	2,988.17	3,454.64
1063	Building Division Manager	31.52	32.89	34.31	35.80	37.35	43.18

<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>							
1072	Fire Captain	71,599.84	74,703.98	77,942.54	81,321.24	84,846.32	98,091.50
1075	Golf Professional	2,753.84	2,873.23	2,997.79	3,127.74	3,263.32	3,772.75
1076	Accounting Supervisor	34.42	35.92	37.47	39.10	40.79	47.16
1077	Assistant Library Director						
1078	Park Maintenance Superintendent						
1079	Police Sergeant						
1070	Senior Engineer / Project Manager *						
	Hourly Rate 56 hr/wk Fire Capt.	24.59	25.65	26.77	27.93	29.14	33.69
<u>Grade 8 (H)</u>							
1081	Battalion Chief (Fire)	75,390.90	78,658.58	82,068.74	85,626.32	89,337.82	103,284.74
1084	IT Manager	2,899.65	3,025.33	3,156.49	3,293.32	3,436.07	3,972.49
1086	Police Lieutenant	36.25	37.82	39.46	41.17	42.95	49.66
1087	Solid Waste Manager						
	Hourly Rate 56 hr/wk Battalion Chief (Fire)	25.89	27.01	28.18	29.40	30.68	35.47
<u>Grade 9 (I)</u>							
1091	Human Resources Manager	79,375.66	82,816.76	86,407.10	90,152.40	94,060.72	108,745.00
1092	Assistant Police Chief	3,052.91	3,185.26	3,323.35	3,467.40	3,617.72	4,182.50
1093	Chemist/Laboratory Supervisor	38.16	39.82	41.54	43.34	45.22	52.28
1094	Plant Maint. Manager						
1096	Director - Art Center						
1097	Assistant Fire Chief						
1095	Assistant Community Development Director						
1090	Police Captain						
<u>Grade 10 (J)</u>							
1101	Library Director	89,493.82	93,373.28	97,420.96	101,644.40	106,050.88	122,607.16
1102	City Engineer	3,442.07	3,591.28	3,746.96	3,909.40	4,078.88	4,715.66
1103	Director - Parks and Recreation	43.03	44.89	46.84	48.87	50.99	58.95
1104	Director - Water Pollution Control						
<u>Grade 11 (K)</u>							
1111	Fire Chief	96,425.68	100,605.44	104,966.68	109,517.20	114,264.02	132,101.84
1112	Community Development Director	3,708.68	3,869.44	4,037.18	4,212.20	4,394.77	5,080.84
1113	Police Chief	46.36	48.37	50.46	52.65	54.93	63.51
1114	Finance Director						
1115	Director - Public Works						

Prepared by : Finance Department (NL)
 Date: March 29, 2021 (With FY 22 Budgeted Position Update *)