



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, 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 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 *)

<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	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
<u>Grade 2 (B)</u>						
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						
<u>Grade 3 (C)</u>						
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						
<u>Grade 4 (D)</u>						
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						
<u>Grade 5 (E)</u>						
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						
<u>Grade 6 (F)</u>						
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 *)