

RESOLUTION NO. 89099-0604

**A RESOLUTION AMENDING AND APPROVING THE OFFICIAL PAY PLAN FOR
NON-UNION EMPLOYEES OF THE CITY OF MUSCATINE, IOWA EFFECTIVE
JULY 1, 2004.**

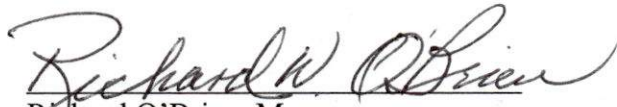
WHEREAS, the City Council of the City of Muscatine, Iowa adopts by resolution the official pay plans for non-union employees of the City, and;

WHEREAS, amendments 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 amendments be approved and implemented effective July 1, 2004, as follows:

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 17th day of June 2004.


Richard O'Brien, Mayor

ATTEST:


A. P. Johnson, City Clerk



**City of Muscatine
Non-Union Pay Plan
Annual/Bi-Weekly/Hourly Rates
Effective July 1, 2004**

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Maximum *</u>
NP1	Art Center Aide	19,263.66 740.91 9.26	20,040.02 770.77 9.63	20,816.12 800.62 10.01	21,656.18 832.93 10.41	22,528.74 866.49 10.83	26,358.54 1,013.79 12.67
NP2	Library Page	19,263.66 740.91 9.26	20,040.02 770.77 9.63	20,816.12 800.62 10.01	21,656.18 832.93 10.41	22,528.74 866.49 10.83	26,358.54 1,013.79 12.67
NP 3	Office Assistant	22,948.90 882.65 11.03	23,853.70 917.45 11.47	24,823.76 954.76 11.93	25,793.30 992.05 12.40	26,828.10 1,031.85 12.90	31,388.76 1,207.26 15.09
NP 4	Account Clerk	26,910.52 1,035.02 12.94	27,986.92 1,076.42 13.46	29,106.74 1,119.49 13.99	30,270.76 1,164.26 14.55	31,481.58 1,210.83 15.14	36,833.42 1,416.67 17.71
NP 5	Library Technician	24,306.10 934.85 11.69	25,276.68 972.18 12.15	26,310.96 1,011.96 12.65	27,344.72 1,051.72 13.15	28,443.22 1,093.97 13.67	33,278.44 1,279.94 16.00
NP 6	Education Coordinator	30,455.88 1,171.38 14.64	31,673.98 1,218.23 15.23	32,941.22 1,266.97 15.84	34,258.90 1,317.65 16.47	35,628.84 1,370.34 17.13	41,685.80 1,603.30 20.04
NP 7	Art Center Registrar	25,761.06 990.81 12.39	26,795.08 1,030.58 12.88	27,862.12 1,071.62 13.40	28,993.90 1,115.15 13.94	30,157.40 1,159.90 14.50	35,284.08 1,357.08 16.96
NP 8	Library Assistant	26,975.52 1,037.52 12.97	28,054.52 1,079.02 13.49	29,176.68 1,122.18 14.03	30,343.82 1,167.07 14.59	31,557.50 1,213.75 15.17	36,922.34 1,420.09 17.75
NP 9	Security Officer	25,761.06 990.81 12.39	26,795.08 1,030.58 12.88	27,862.12 1,071.62 13.40	28,993.90 1,115.15 13.94	30,157.40 1,159.90 14.50	35,284.08 1,357.08 16.96
NP 10	Housing Specialist	29,939.52 1,151.52 14.39	31,137.08 1,197.58 14.97	32,382.74 1,245.49 15.57	33,677.80 1,295.30 16.19	35,025.12 1,347.12 16.84	40,979.38 1,576.13 19.70
NP 11	Senior Account Clerk	28,199.86 1,084.61 13.56	29,327.74 1,127.99 14.10	30,500.60 1,173.10 14.66	31,721.04 1,220.04 15.25	32,989.84 1,268.84 15.86	38,598.04 1,484.54 18.56
NP 12	Office Coordinator	27,599.52 1,061.52 13.27	28,703.74 1,103.99 13.80	29,851.12 1,148.12 14.35	31,045.82 1,194.07 14.93	32,287.84 1,241.84 15.52	37,776.70 1,452.95 18.16

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Maximum *</u>
NP 13 Administrative Secretary	30,364.36 1,167.86 14.60	31,578.82 1,214.57 15.18	32,841.90 1,263.15 15.79	34,155.68 1,313.68 16.42	35,521.98 1,366.23 17.08	41,560.74 1,598.49 19.98
NP 14 City Clerk Aide	29,025.62 1,116.37 13.95	30,186.52 1,161.02 14.51	31,393.96 1,207.46 15.09	32,649.50 1,255.75 15.70	33,955.48 1,305.98 16.32	39,728.00 1,528.00 19.10
NP 15 Housing Coordinator	30,697.42 1,180.67 14.76	31,925.14 1,227.89 15.35	33,202.26 1,277.01 15.96	34,530.08 1,328.08 16.60	35,911.46 1,381.21 17.27	42,016.52 1,616.02 20.20
NP 16 Program Supervisor	31,840.64 1,224.64 15.31	33,113.86 1,273.61 15.92	34,438.82 1,324.57 16.56	35,816.30 1,377.55 17.22	37,248.64 1,432.64 17.91	43,580.94 1,676.19 20.95
NP 17 Position Deleted						
NP 18 Librarian	33,070.96 1,271.96 15.90	34,393.84 1,322.84 16.54	35,770.02 1,375.77 17.20	37,200.54 1,430.79 17.88	38,688.26 1,488.01 18.60	45,265.22 1,740.97 21.76
NP 19 Golf Course Supervisor	38,221.56 1,470.06 18.38	39,750.36 1,528.86 19.11	41,340.52 1,590.02 19.88	42,993.86 1,653.61 20.67	44,714.02 1,719.77 21.50	52,315.38 2,012.13 25.15
NP 20 Park Maintenance Supervisor	37,382.02 1,437.77 17.97	38,877.28 1,495.28 18.69	40,432.60 1,555.10 19.44	42,050.06 1,617.31 20.22	43,731.74 1,681.99 21.02	51,166.18 1,967.93 24.60
NP 21 Inspector II	32,549.66 1,251.91 15.65	33,841.86 1,301.61 16.27	35,199.58 1,353.83 16.92	36,588.76 1,407.26 17.59	38,075.96 1,464.46 18.31	44,548.92 1,713.42 21.42
NP 22 Planning/Community Development Coordinator	35,134.84 1,351.34 16.89	36,557.04 1,406.04 17.58	38,011.48 1,461.98 18.27	39,530.40 1,520.40 19.01	41,114.06 1,581.31 19.77	48,103.38 1,850.13 23.13
NP 23 Sewer Maintenance Supervisor	38,916.02 1,496.77 18.71	40,472.90 1,556.65 19.46	42,091.66 1,618.91 20.24	43,775.42 1,683.67 21.05	45,526.26 1,751.01 21.89	53,265.68 2,048.68 25.61
NP 24 Street Maintenance Supervisor	40,043.12 1,540.12 19.25	41,644.98 1,601.73 20.02	43,310.80 1,665.80 20.82	45,042.92 1,732.42 21.66	46,844.72 1,801.72 22.52	54,808.26 2,108.01 26.35
NP 25 Vehicle Maintenance Supervisor	38,868.44 1,494.94 18.69	40,422.98 1,554.73 19.43	42,040.18 1,616.93 20.21	43,721.60 1,681.60 21.02	45,470.62 1,748.87 21.86	53,200.68 2,046.18 25.58
NP 26 Police Sergeant	42,372.72 1,629.72 20.37	44,067.40 1,694.90 21.19	45,830.20 1,762.70 22.03	47,663.20 1,833.20 22.92	49,569.78 1,906.53 23.83	57,996.64 2,230.64 27.88

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Maximum *</u>
NP 27 Building and Grounds Supervisor	37,631.62 1,447.37 18.09	39,137.02 1,505.27 18.82	40,702.48 1,565.48 19.57	42,330.86 1,628.11 20.35	44,023.72 1,693.22 21.17	51,507.82 1,981.07 24.76
NP 28 Inspector III	36,599.16 1,407.66 17.60	38,062.70 1,463.95 18.30	39,585.52 1,522.52 19.03	41,168.92 1,583.42 19.79	42,815.50 1,646.75 20.58	50,094.20 1,926.70 24.08
NP 29 Housing Maintenance Supervisor	38,916.02 1,496.77 18.71	40,472.90 1,556.65 19.46	42,091.66 1,618.91 20.24	43,775.42 1,683.67 21.05	45,526.26 1,751.01 21.89	53,265.68 2,048.68 25.61
NP 30 Grant Writer	35,134.84 1,351.34 16.89	36,557.04 1,406.04 17.58	38,011.48 1,461.98 18.27	39,530.40 1,520.40 19.01	41,114.06 1,581.31 19.77	48,103.38 1,850.13 23.13
NP 31 Senior Health/Housing Inspector	35,134.84 1,351.34 16.89	36,557.04 1,406.04 17.58	38,011.48 1,461.98 18.27	39,530.40 1,520.40 19.01	41,114.06 1,581.31 19.77	48,103.38 1,850.13 23.13
NP 32 Accountant	38,570.22 1,483.47 18.54	40,112.80 1,542.80 19.29	41,717.26 1,604.51 20.06	43,386.20 1,668.70 20.86	45,121.70 1,735.45 21.69	52,792.48 2,030.48 25.38
NP 33 Health & Housing Coordinator	37,947.00 1,459.50 18.24	39,465.92 1,517.92 18.97	41,049.32 1,578.82 19.74	42,698.24 1,642.24 20.53	44,411.38 1,708.13 21.35	51,961.26 1,998.51 24.98
NP 34 Athletic Facilities Manager	38,855.18 1,494.43 18.68	40,409.46 1,554.21 19.43	42,025.62 1,616.37 20.20	43,706.78 1,681.03 21.01	45,454.76 1,748.26 21.85	53,181.96 2,045.46 25.57
NP 35 Refuse Collection Supervisor	37,947.00 1,459.50 18.24	39,465.92 1,517.92 18.97	41,049.32 1,578.82 19.74	42,698.24 1,642.24 20.53	44,411.38 1,708.13 21.35	51,961.26 1,998.51 24.98
NP 36 Refuse Disposal Supervisor	37,947.00 1,459.50 18.24	39,465.92 1,517.92 18.97	41,049.32 1,578.82 19.74	42,698.24 1,642.24 20.53	44,411.38 1,708.13 21.35	51,961.26 1,998.51 24.98
NP 37 Transportation Supervisor	40,032.20 1,539.70 19.25	41,634.06 1,601.31 20.02	43,299.36 1,665.36 20.82	45,031.22 1,731.97 21.65	46,832.50 1,801.25 22.52	54,793.96 2,107.46 26.34
NP 38 Computer Specialist	37,947.00 1,459.50 18.24	39,465.92 1,517.92 18.97	41,049.32 1,578.82 19.74	42,698.24 1,642.24 20.53	44,411.38 1,708.13 21.35	51,961.26 1,998.51 24.98
NP 39 Fire Captain (Based on 56 hour week)	45,102.20 1,734.70 15.49	46,906.08 1,804.08 16.11	48,782.24 1,876.24 16.75	50,733.80 1,951.30 17.42	52,763.36 2,029.36 18.12	61,733.10 2,374.35 21.20

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Maximum *</u>
NP 40 Assistant Library Director	40,984.84 1,576.34 19.70	42,633.50 1,639.75 20.50	44,346.38 1,705.63 21.32	46,092.02 1,772.77 22.16	47,934.90 1,843.65 23.05	56,083.82 2,157.07 26.96
NP 41 Human Resources Manager	50,391.64 1,938.14 24.23	52,407.16 2,015.66 25.20	54,503.54 2,096.29 26.20	56,683.90 2,180.15 27.25	58,951.10 2,267.35 28.34	68,972.80 2,652.80 33.16
NP 42 Parks Assistant Director	48,660.56 1,871.56 23.39	50,606.66 1,946.41 24.33	52,631.02 2,024.27 25.30	54,736.50 2,105.25 26.32	56,925.96 2,189.46 27.37	66,603.42 2,561.67 32.02
NP 43 Chemist	50,607.44 1,946.44 24.33	52,631.80 2,024.30 25.30	54,737.28 2,105.28 26.32	56,926.74 2,189.49 27.37	59,203.82 2,277.07 28.46	69,268.42 2,664.17 33.30
NP 44 Plant Maintenance Manager	51,619.62 1,985.37 24.82	53,687.66 2,064.91 25.81	55,853.20 2,148.20 26.85	58,084.26 2,234.01 27.93	60,411.52 2,323.52 29.04	70,681.52 2,718.52 33.98
NP 45 Police Lieutenant	45,397.30 1,746.05 21.83	47,213.40 1,815.90 22.70	49,101.78 1,888.53 23.61	51,065.82 1,964.07 24.55	53,108.90 2,042.65 25.53	62,137.40 2,389.90 29.87
NP 46 Pre-Treatment Coordinator	40,984.84 1,576.34 19.70	42,633.50 1,639.75 20.50	44,346.38 1,705.63 21.32	46,092.02 1,772.77 22.16	47,934.90 1,843.65 23.05	56,083.82 2,157.07 26.96
NP 47 Housing Administrator	46,338.50 1,782.25 22.28	48,192.56 1,853.56 23.17	50,119.94 1,927.69 24.10	52,124.80 2,004.80 25.06	54,210.00 2,085.00 26.06	63,425.70 2,439.45 30.49
NP 48 Building and Zoning Administrator	46,338.50 1,782.25 22.28	48,192.56 1,853.56 23.17	50,119.94 1,927.69 24.10	52,124.80 2,004.80 25.06	54,210.00 2,085.00 26.06	63,425.70 2,439.45 30.49
NP 49 Police Captain	48,736.74 1,874.49 23.43	50,686.22 1,949.47 24.37	52,713.44 2,027.44 25.34	54,822.30 2,108.55 26.36	57,015.14 2,192.89 27.41	66,707.68 2,565.68 32.07
NP 50 Assistant Fire Chief	47,503.82 1,827.07 22.84 16.31	49,404.42 1,900.17 23.75 16.97	51,380.16 1,976.16 24.70 17.64	53,435.72 2,055.22 25.69 18.35	55,572.92 2,137.42 26.72 19.08	65,020.28 2,500.78 31.26 22.33
(Based on 40 hour week)						
(Based on 56 hour week)						
NP 51 Civil Engineer	47,805.68 1,838.68 22.98	49,712.26 1,912.01 23.90	51,715.82 1,989.07 24.86	53,785.16 2,068.66 25.86	55,918.20 2,150.70 26.88	65,424.32 2,516.32 31.45
NP 52 Maintenance Engineer	47,805.68 1,838.68 22.98	49,712.26 1,912.01 23.90	51,715.82 1,989.07 24.86	53,785.16 2,068.66 25.86	55,918.20 2,150.70 26.88	65,424.32 2,516.32 31.45

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Maximum *</u>
NP 53 Solid Waste Manager	51,619.62 1,985.37 24.82	53,687.66 2,064.91 25.81	55,853.20 2,148.20 26.85	58,084.26 2,234.01 27.93	60,411.52 2,323.52 29.04	70,681.52 2,718.52 33.98
NP 54 Art Center Director	51,619.62 1,985.37 24.82	53,687.66 2,064.91 25.81	55,853.20 2,148.20 26.85	58,084.26 2,234.01 27.93	60,411.52 2,323.52 29.04	70,681.52 2,718.52 33.98
NP 55 Library Director	56,183.14 2,160.89 27.01	58,430.58 2,247.33 28.09	60,767.98 2,337.23 29.22	63,198.72 2,430.72 30.38	65,726.70 2,527.95 31.60	76,900.20 2,957.70 36.97
NP 56 Finance Officer	53,106.82 2,042.57 25.53	55,231.28 2,124.28 26.55	57,440.24 2,209.24 27.62	59,738.12 2,297.62 28.72	62,127.52 2,389.52 29.87	72,689.24 2,795.74 34.95
NP 57 City Engineer	56,409.08 2,169.58 27.12	58,665.36 2,256.36 28.20	61,011.86 2,346.61 29.33	63,452.48 2,440.48 30.51	65,990.34 2,538.09 31.73	77,208.82 2,969.57 37.12
NP 58 Fire Chief	60,919.04 2,343.04 29.29	63,356.02 2,436.77 30.46	65,890.24 2,534.24 31.68	68,525.60 2,635.60 32.95	71,266.52 2,741.02 34.26	83,381.74 3,206.99 40.09
NP 59 Parks & Recreation Director	58,780.28 2,260.78 28.26	61,131.72 2,351.22 29.39	63,576.76 2,445.26 30.57	66,120.08 2,543.08 31.79	68,764.80 2,644.80 33.06	80,454.92 3,094.42 38.68
NP 60 Police Chief	61,531.60 2,366.60 29.58	63,993.02 2,461.27 30.77	66,552.98 2,559.73 32.00	69,215.12 2,662.12 33.28	71,983.60 2,768.60 34.61	84,220.76 3,239.26 40.49
NP 61 Water Pollution Control Plant Director	58,780.28 2,260.78 28.26	61,131.72 2,351.22 29.39	63,576.76 2,445.26 30.57	66,120.08 2,543.08 31.79	68,764.80 2,644.80 33.06	80,454.92 3,094.42 38.68
NP 62 Planning/Community Development Director	65,038.74 2,501.49 31.27	67,640.56 2,601.56 32.52	70,345.86 2,705.61 33.82	73,159.84 2,813.84 35.17	76,086.40 2,926.40 36.58	89,021.14 3,423.89 42.80
NP 63 Public Works Director	65,038.74 2,501.49 31.27	67,640.56 2,601.56 32.52	70,345.86 2,705.61 33.82	73,159.84 2,813.84 35.17	76,086.40 2,926.40 36.58	89,021.14 3,423.89 42.80
NP 64 Administrative Services Director	73,520.98 2,827.73 35.35	76,462.10 2,940.85 36.76	79,520.22 3,058.47 38.23	82,701.06 3,180.81 39.76	86,009.04 3,308.04 41.35	100,630.66 3,870.41 48.38

* Maximum at 17% over Step 5

Prepared by : Finance Department (NL)

Date: June 7, 2004