



City of Muscatine



MUSCATINE CITY COUNCIL

Agenda Item Summary – Regular Meeting

Date 2-17-2022

STAFF

Stephanie Romagnoli, Human Resources
Nancy Lueck, Finance Director

SUBJECT

Resolution approving updated seasonal pay plan

EXECUTIVE SUMMARY

Presented for City Council’s consideration is a resolution updating the seasonal pay plan. This resolution is being presented following consensus to make these changes during the 2022/2023 budget process. This resolution increases the hourly wage for most positions in the seasonal pay plan. The request is to make the new wage schedule effective Mar 1, 2022, which will aid in the seasonal recruitment efforts that are currently underway.

STAFF RECOMMENDATION

At this time, the City staff would request that the Muscatine City Council approve the resolution updating the seasonal pay plan effective March 1, 2022.

BACKGROUND/DISCUSSION

During this year’s budget discussion, the City Council agreed increases to most positions in the seasonal pay plan were necessary. This change is being made in an effort to attract and retain qualified seasonal staff. The pay for most positions in the seasonal pay plan has been increased by \$2.00/hour.

CITY FINANCIAL IMPACT

The additional cost of the increased wages has been included in the budget(s) for affected departments.

ATTACHMENTS

Seasonal Pay Plan
Resolution

RESOLUTION NO.2022-0068

A RESOLUTION AMENDING AND APPROVING THE OFFICIAL PAY PLAN FOR SEASONAL AND CERTAIN OTHER PART-TIME EMPLOYEES OF THE CITY OF MUSCATINE, IOWA EFFECTIVE March 1, 2022.

WHEREAS, the City Council of the City of Muscatine, Iowa adopts by resolution the official pay plans for seasonal and other 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 March 1, 2022, as follows:

The seasonal pay plan shall be amended to increase hourly wages as outlined in the attached pay plan.


PASSED, APPROVED, AND ADOPTED this 17th day of February 2022.




Brad Bark (Feb 22, 2022 13:33 CST)

Bradley Bark, Mayor

ATTEST.


Carol Webb (Feb 22, 2022 14:15 CST)

Carol Webb, City Administrator

City of Muscatine
Seasonal Pay Plan
Proposed Effective March 1, 2022

| <u>Job Code</u> | STEPS | | | | | | |
|--------------------|-------|---|----------|----------|----------|----------|----------|
| | A | B | C | D | E | | |
| Pay Grade 1 | | | | | | | |
| 4101 | | | \$ 11.00 | \$ 11.25 | \$ 11.50 | \$ 11.75 | \$ 12.00 |
| 4104 | | | | | | | |
| 4105 | | | | | | | |
| 4107 | | | | | | | |
| 4108 | | | | | | | |
| 4109 | | | | | | | |
| 4110 | | | | | | | |
| 4111 | | | | | | | |
| 4203 | | | | | | | |
| Pay Grade 2 | | | | | | | |
| 4401 | | | \$ 12.00 | \$ 12.25 | \$ 12.50 | \$ 12.75 | \$ 13.00 |
| 4402 | | | | | | | |
| 4403 | | | | | | | |
| 4404 | | | | | | | |
| 4405 | | | | | | | |
| 4405 | | | | | | | |
| 4406 | | | | | | | |
| 4501 | | | | | | | |
| 4502 | | | | | | | |
| Pay Grade 3 | | | | | | | |
| 4601 | | | \$ 13.00 | \$ 13.25 | \$ 13.50 | \$ 13.75 | \$ 14.00 |
| 4602 | | | | | | | |
| 4701 | | | | | | | |
| 4702 | | | | | | | |
| 4704 | | | | | | | |

4803

| | | | | | | | |
|--------------------|--|--|----------|----------|----------|----------|----------|
| Pay Grade 4 | | | \$ 14.00 | \$ 14.25 | \$ 14.50 | \$ 14.75 | \$ 15.00 |
|--------------------|--|--|----------|----------|----------|----------|----------|

4901 Program Instructor

4902

4902 Water Activity Instructor

4910 Supervisor/Official

4703 Lead Groundskeeper

| | | | | | | | |
|--------------------|--|--|----------|----------|----------|----------|----------|
| Pay Grade 5 | | | \$ 17.00 | \$ 17.25 | \$ 17.50 | \$ 17.75 | \$ 18.00 |
|--------------------|--|--|----------|----------|----------|----------|----------|

4911 Gymnastics Instructor

4912 Aquatic Center Manager

Consideration for initial placement on wage guide and advancement within wage guide (other than longevity) based on the following:

1. Previous work experience and qualifications
2. Red Cross Health and Safety certifications, i.e. first aid, CPR, WSI, etc.
3. Special education, certificates, degrees, licenses, etc. (i.e. chauffeurs license, pesticide applicator's certification, instructor training certification).
4. Combination of hours worked and quality of the performance.

Other Part-Time Employees Pay Plan (year round <20 hours per week)

| | | | | | | | |
|--------------------|--|---------|---------|----------|----------|---------|-------|
| Pay Grade 1 | | \$ 9.50 | \$ 9.75 | \$ 10.00 | \$ 10.25 | \$10.50 | 2%/yr |
|--------------------|--|---------|---------|----------|----------|---------|-------|

Library Shelver
Program Aide

| | | | | | | | |
|--------------------|--|----------|----------|----------|----------|----------|-------|
| Pay Grade 2 | | \$ 15.00 | \$ 15.25 | \$ 15.50 | \$ 15.75 | \$ 16.00 | 2%/yr |
|--------------------|--|----------|----------|----------|----------|----------|-------|

Art Center Aide

| | |
|-----------------------|--|
| Flat Pay Rates | |
|-----------------------|--|

Sub Refuse Collectors 15.00/hr
Engineering Intern \$15.00/hour
Program Assistant up to \$13.00/hour

Consultant

(Negotiated rate - special approval required)

Not Classified

(Negotiated rate - special approval required)