City of Carroll

112 E. 5th Street Carroll, Iowa 51401-2799 (712) 792-1000 FAX: (712) 792-0139

MEMO TO: Gerald L. Clausen, City Manager

FROM: Laura A. Schaefer, Finance Director/City Clerk

DATE: May 5, 2016

SUBJECT: FY 2016/2017 Salary Resolution

Attached please find the salary resolution for the top of range beginning July 1, 2016. The numbers were derived from union contracts with Police and Public Works and adjustments to the unrepresented employees.

Non-union full-time positions are adjusted upward by 2.75%, the same as the police union adjustment. Public works union employees were adjusted a cost of living amount plus an amount to cover the additional 10% contribution toward the health insurance costs. All employees will contribute 20%, up from 10%, of the cost of single or family health insurance costs.

Part-time top of range were adjusted as necessary to hire new workers or retain current employees.

RECOMMENDATION: Council consideration and approval of the resolution setting the top of ranges for employees beginning July 1, 2016.

RESOLUTION NO. _____

A RESOLUTION SETTING SALARIES/WAGES FOR EMPLOYEES OF THE CITY OF CARROLL FOR THE FISCAL YEAR 2016/2017

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CARROLL, IOWA THAT:

Section 1. The positions named in the Fiscal Year 2017 Wage Schedule below shall be paid the salaries or wages indicated and the City Clerk and/or City Manager is hereby authorized to issue checks less legally required or authorized deductions from the amounts set out below on a bi-weekly basis, and also make such contributions to Social Security, I.P.E.R.S., or other purpose as required by law or authorization of the Council, all subject to audit and review by the Council.

Section 2. All City personnel are subject to the provisions contained in the City of Carroll Personnel Policy Manual adopted on February 24, 2003 and last updated on May 11, 2015. All employees and positions covered by bargaining units or other employment related contracts are subject to the terms and conditions of those agreements in addition to the City's Personnel Policy Manual.

Position	July 1, 2016 Hourly Rate / Salary
City Manager	116,021.30
Engineer/Public Works Director	100,839.67
Police Chief	87,555.74
Wastewater Superintendent	80,145.00
Finance Director/City Clerk	78,067.24
Library Director	75,615.21
Parks & Recreation Director	74,271.83
Water Superintendent	70,476.41
Police Captain	70,476.41
Street Superintendent	66,681.03
Park Superintendent	66,681.03
Golf Course Superintendent	66,681.03
Recreation Center Superintendent	66,681.03
Chief Building Official	66,681.03
Building / Fire Safety Official	66,681.03
Building Official	59,288.95
Police Sergeant	24.768 - 30.960
Engineering Technician	22.775 - 30.367
Wastewater Plant Operator IV	22.476 - 29.968
Wastewater Plant Operator III	21.287 - 28.383
Police Officer	20.471 - 26.936
Wastewater Plant Operator II	20.099 - 26.798
Water Plant Operator II (must also have Water Distribution System Grade III)	20.099 - 26.798
Building Maint. Specialist	19.982 - 26.642
Wastewater Plant Operator	18.910 - 25.213
Water Plant Operator	18.910 - 25.213
Mechanic	18.910 - 25.213
Deputy City Clerk	18.585 - 24.781
Crew Supervisor	18.585 - 24.781
Cemetery Sexton	17.367 - 23.156
Municipal Service Worker	16.751 - 22.334
Recreation Program Specialist	16.751 - 22.334
Assist Golf Course Supervisor	16.363 - 21.817
Administrative Assistant	15.794 - 21.058
Assist Library Director	15.794 - 21.058
Secretary	14.235 - 18.980
Library Worker	14.235 - 18.980
Receptionist/Clerk	12.240 - 16.320
Recreation Center Worker	12.240 - 16.320

****any employee required to hold a pesticide and/or herbicide certification will be paid an additional $.12/hour**

Position	July 1, 2016 Hourly Rate/Salary
Volunteer Fire Chief	5,228.10
Vol. Assist. Fire Chief	1,300.00
Aerobics Instructors	15.000 - 30.000
Custodians (night)	9.000 - 17.000
Aquatic Center Pool Manager	11.000 - 14.000
Library Assistants	9.000 - 13.556
Leisure Services Supervisor	9.250 - 12.500
Parks/Golf/Cemetery Seasonal Workers	9.000 - 12.500
Gym Supervisor	8.000 - 12.500
Lifeguards *	9.000 12.000
City Maintenance Worker	7.750 - 11.250
Aquatic Center Pool Assistant Managers	9.000 - 10.500
Control Room Operators	8.000 - 10.000
Concession Workers	8.000 - 10.000
Custodians	8.000 - 10.000
Leisure Services Assistant	8.000 - 9.500
Library Pages	7.250 - 8.250

* A lifeguard with W.S.I. training is eligible for an additional .25 cents per hour.

	Per Hr. Calls > 1 hr.
Firefighters	10.00

Passed and approved on this _____ day of _____, 2016

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Eric P. Jensen, Mayor

ATTEST:

_____
Laura A. Schaefer, City Clerk