City of Carroll

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

MEMO TO: Mike Pogge-Weaver, City Manager MJPW

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

DATE: March 19, 2020

SUBJECT: FY 2020/2021 Salary Resolution

Attached please find the salary resolution for the top of pay or ranges of pay for all city positions beginning July 1, 2020. The numbers were derived from union contracts with Police and Public Works that are required to be provided as of July 1, 2020. Following past practice, the non-represented full-time positions were adjusted by the same percentage increase as the full-time union positions. All adjustments to full-time positions are 3.0% which was negotiated in both union contracts.

Part-time pay ranges were adjusted as necessary to hire new workers or retain current employees.

RECOMMENDATION: Council consideration and approval of the resolution setting top of pay or ranges of pay for city employees beginning July 1, 2020, or sooner as noted on the resolution.

RESOLUTION NO. _____

A RESOLUTION SETTING SALARIES/WAGES FOR EMPLOYEES OF THE CITY OF CARROLL FOR THE FISCAL YEAR 2020/2021

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

Section 1. The positions named in the Fiscal Year 2021 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 March 25, 2019. 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, 2020 Hourly Rate / Salary
City Manager	136,196.68
Engineer/Public Works Director	112,506.36
Police Chief	97,685.54
Wastewater Superintendent	89,417.41
Finance Director/City Clerk	87,099.26
Library Director	84,363.55
Parks & Recreation Director	82,864.75
Water Superintendent	78,630.22
Police Captain	78,630.22
Street Superintendent	74,395.73
Park Superintendent	74,395.73
Golf Course Superintendent	74,395.73
Recreation Superintendent	74,395.73
Chief Building Official	74,395.73
Building / Fire Safety Official	74,395.73
Building Official	66,148.41
Police Sergeant	26.252 - 34.542
Engineering Technician	25.750 - 33.881
Wastewater Plant Operator IV	25.386 - 33.403
Wastewater Plant Operator III	24.043 - 31.636
Police Officer	22.874 - 30.097
Wastewater Plant Operator II	22.701 - 29.870
Water Plant Operator II (must also have Water Distribution System Grade II)	22.701 - 29.870
Building Maint. Specialist	22.591 - 29.725
Wastewater Plant Operator	21.358 - 28.103
Water Plant Operator	21.358 - 28.103
Mechanic	21.358 - 28.103
Deputy City Clerk	21.012 - 27.648
Crew Supervisor	21.012 - 27.648
Cemetery Sexton	19.616 - 25.810
Municipal Service Worker	18.919 - 24.893
Program Specialist	18.919 - 24.893
Assist Golf Course Superintendent	18.481 - 24.317
Administrative Assistant	17.855 - 23.494
Assist Library Director	17.839 - 23.472
Secretary	16.094 - 21.176
Library Worker	16.094 - 21.176
Receptionist/Clerk	13.824 - 18.190
Recreation Center Worker	13.824 - 18.190

***Police Officer regularly assigned to the 1st shift shall receive an additional $.20/hour**

****any employee required to hold a pesticide and/or herbicide certification shall receive an additional $.12/hour**

Position	July 1, 2020 Hourly Rate/Salary
Volunteer Fire Chief	5,832.96
Vol. Assist. Fire Chief	1,300.00
Fitness Instructors	15.000 - 30.000
Recreation Center Building Supervisor	15.000 - 17.500
Aquatic Center Pool Manager	12.000 - 14.000
Leisure Services Supervisor	11.000 - 15.000
Aquatic Center Pool Assistant Managers	11.000 - 14.000
Parks/Golf/Cemetery Seasonal Workers	10.000 - 16.000**
Custodians	10.000 - 17.000
Head Lifeguards*	12.000 - 14.000
Lifeguards *	10.000 - 13.500
Leisure Services Assistant	8.000 - 11.000
Concession Workers	9.500 - 11.000
Control Room Operators	9.750 - 14.000
Library Assistants	9.000 - 13.556
City Maintenance Worker	7.750 - 11.250
Library Pages	7.250 - 8.250

*** a lifeguard with W.S.I. training is eligible for an additional $.25/hour**
****effective April 1, 2020**

	Per Hr. Calls > 1 hr.
Firefighters	15.00
Officials/Referees/Umpires	up to $30/game

Passed and approved on this _____ day of _____, 2020.

Eric P. Jensen, Mayor

ATTEST:

Laura A. Schaefer, City Clerk