City of Carroll

627 N. Adams Street Carroll, Iowa 51401 (712) 792-1000 FAX: (712) 792-0139

MEMO TO: Mike Pogge-Weaver, City Manager MSPW

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

DATE: May 6, 2021

SUBJECT: FY 2021/2022 Salary Resolution

Attached please find the salary resolution for the top of pay or ranges of pay for all city positions beginning July 1, 2021. The numbers were derived from union contracts with Police and Public Works that are required to be provided as of July 1, 2021. 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, at least $0.25/hour, 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, 2021.

RESOLUTION NO. _____

A RESOLUTION SETTING SALARIES/WAGES FOR EMPLOYEES OF THE CITY OF CARROLL FOR THE FISCAL YEAR 2021/2022

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

Section 1. The positions named in the Fiscal Year 2022 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 26, 2020. 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, 2021 Hourly Rate / Salary
City Manager	140,282.58
Engineer/Public Works Director	115,881.55
Police Chief	100,616.11
Wastewater Superintendent	92,099.93
Finance Director/City Clerk	89,712.24
Library Director	86,894.46
Parks & Recreation Director	85,350.69
Water Superintendent	80,989.13
Police Captain	80,989.13
Street Superintendent	76,627.60
Park Superintendent	76,627.60
Golf Course Superintendent	76,627.60
Recreation Superintendent	76,627.60
Chief Building Official	76,627.60
Building / Fire Safety Official	76,627.60
Building Official	68,132.86
Police Sergeant	27.040 - 35.578
Engineering Technician	26.522 - 34.897
Wastewater Plant Operator IV	26.148 - 34.405
Wastewater Plant Operator III	24.765 - 32.585
Police Officer	23.560 - 31.000
Wastewater Plant Operator II	23.382 - 30.766
Water Plant Operator II (must also have Water Distribution System Grade II)	23.382 - 30.766
Building Maint. Specialist	23.269 - 30.617
Wastewater Plant Operator	21.999 - 28.946
Water Plant Operator	21.999 - 28.946
Code Compliance Officer	21.999 - 28.946
Mechanic	21.999 - 28.946
Deputy City Clerk	21.642 - 28.477
Crew Supervisor	21.642 - 28.477
Cemetery Sexton	20.204 - 26.584
Municipal Service Worker	19.486 - 25.640
Program Specialist	19.486 - 25.640
Assist Golf Course Superintendent	19.036 - 25.047
Administrative Assistant	18.391 - 24.199
Assist Library Director	18.374 - 24.176
Secretary	16.576 - 21.811
Library Worker	16.576 - 21.811
Receptionist/Clerk	14.239 - 18.736
Recreation Center Worker	14.239 - 18.736

***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, 2021 Hourly Rate/Salary
Volunteer Fire Chief	6,007.95
Vol. Assist. Fire Chief	1,300.00
Fitness Instructors	15.250 - 30.250
Recreation Center Building Supervisor	15.250 - 17.750
Aquatic Center Pool Manager	12.500 - 14.250
Leisure Services Supervisor	12.000 - 15.250
Aquatic Center Pool Assistant Managers	11.250 - 14.250
Parks/Golf/Cemetery Seasonal Workers	11.500 - 16.500
Custodians	11.000 - 17.250
Head Lifeguards*	12.250 - 14.250
Lifeguards *	10.250 - 13.750
Leisure Services Assistant	10.000 - 11.250
Concession Workers	9.500 - 11.250
Control Room Operators	12.000 - 14.250
Library Assistants	9.250 - 13.806
City Maintenance Worker	8.000 - 11.500
Library Pages	7.500 - 8.500

*** a lifeguard with W.S.I. training is eligible for an additional $.25/hour**

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

Passed and approved on this _____ day of _____, 2021.

Eric P. Jensen, Mayor

ATTEST:

Laura A. Schaefer, City Clerk