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 MPW

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

DATE: May 24, 2018

SUBJECT: FY 2018/2019 Salary Resolution

Attached please find the salary resolution for the top of pay or ranges of pay for all city positions beginning July 1, 2018. The numbers were derived from union contracts with Police and Public Works and adjustments to the non-represented employees.

The Police Union Contract adjusts top of pay for a police officer by 2.50%. Public Works Union Contract adjusts union covered positions by 2.50%. All non-represented positions were also adjusted 2.50%.

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

City staff is also recommending adding a new category for part-time positions to cover referees, umpires and other type of sporting officials. These employees are paid on a per game basis. Since this is the first year for this, City staff recommends pay for these employees to become effective immediately to cover the employees that will be hired for the 2018 softball/baseball season.

RECOMMENDATION: Council consideration and approval of the resolution setting the pay ranges for employees beginning July 1, 2018.

RESOLUTION NO. _____

A RESOLUTION SETTING SALARIES/WAGES FOR EMPLOYEES OF THE CITY OF CARROLL FOR THE FISCAL YEAR 2018/2019

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

Section 1. The positions named in the Fiscal Year 2019 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 9, 2016. 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, 2018 Hourly Rate / Salary
City Manager	128,378.44
Engineer/Public Works Director	106,048.04
Police Chief	92,077.99
Wastewater Superintendent	84,284.49
Finance Director/City Clerk	82,099.41
Library Director	79,520.74
Parks & Recreation Director	78,107.97
Water Superintendent	74,116.52
Police Captain	74,116.52
Street Superintendent	70,125.11
Park Superintendent	70,125.11
Golf Course Superintendent	70,125.11
Recreation Superintendent	70,125.11
Chief Building Official	70,125.11
Building / Fire Safety Official	70,125.11
Building Official	62,351.22
Police Sergeant	26.048 - 32.559
Engineering Technician	23.952 - 31.936
Wastewater Plant Operator IV	23.614 - 31.485
Wastewater Plant Operator III	22.365 - 29.820
Police Officer	21.560 - 28.369
Wastewater Plant Operator II	21.116 - 28.155
Water Plant Operator II (must also have Water Distribution System Grade III)	21.116 - 28.155
Building Maint. Specialist	21.014 - 28.018
Wastewater Plant Operator	19.867 - 26.489
Water Plant Operator	19.867 - 26.489
Mechanic	19.867 - 26.489
Deputy City Clerk	19.546 - 26.061
Crew Supervisor	19.546 - 26.061
Cemetery Sexton	18.246 - 24.328
Municipal Service Worker	17.598 - 23.464
Program Specialist	17.598 - 23.464
Assist Golf Course Supervisor	17.191 - 22.921
Administrative Assistant	16.610 - 22.146
Assist Library Director	16.593 - 22.124
Secretary - Non-Union	14.970 - 19.960
Secretary - Union	14.956 - 19.941
Library Worker	14.956 - 19.941
Receptionist/Clerk	12.860 - 17.146
Recreation Center Worker	12.860 - 17.146

****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, 2018 Hourly Rate/Salary
Volunteer Fire Chief	5,498.13
Vol. Assist. Fire Chief	1,300.00
Fitness Instructors	15.000 - 30.000
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 - 15.000
Custodians	10.000 - 17.000
Lifeguards *	10.000 - 13.500
Gym Supervisor	10.000 - 12.500
Leisure Services Assistant	10.000 - 11.000
Concession Workers	9.500 - 11.000
Control Room Operators	9.250 - 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**

	Per Hr. Calls > 1 hr.
Firefighters	10.00
Officials/Referees/Umpires	up to $25/game +

+ - Note: The pay for umpires will become effective immediately to pay umpires for the 2018 season.

Passed and approved on this _____ day of _____, 2018

_____
Eric P. Jensen, Mayor

ATTEST:

_____
Laura A. Schaefer, City Clerk