

**CITY OF OSKALOOSA, IOWA
ASSIGNED PAY GRADES**

Effective July 1, 2018 for FY July 1, 2018 - June 30, 2019 (2.75%)

CLASS TITLE	STEPS										
	A	B	C	D	E	F	G	H	I	J	K
Secretary I	\$28,404	\$29,096	\$29,828	\$30,565	\$31,348	\$32,132	\$32,916	\$33,740	\$34,571	\$35,446	\$37,774
Secretary II	\$31,348	\$32,132	\$32,916	\$33,740	\$34,571	\$35,446	\$36,322	\$37,241	\$38,161	\$39,127	\$41,704
Lab Technician	\$33,185	\$33,999	\$34,810	\$35,672	\$36,526	\$37,431	\$38,332	\$39,278	\$40,231	\$41,223	\$43,866
Code Enforcement	\$34,085	\$34,936	\$35,809	\$36,705	\$37,623	\$38,564	\$39,528	\$40,516	\$41,529	\$42,569	\$45,334
WWTP Operator I	\$36,526	\$37,432	\$38,332	\$39,280	\$40,231	\$41,223	\$42,215	\$43,253	\$44,297	\$45,375	\$48,326
Payroll/HR Clerk	\$40,231	\$41,223	\$42,215	\$43,254	\$44,297	\$45,375	\$46,505	\$47,632	\$48,807	\$50,022	\$53,259
WWTP Operator II	\$40,231	\$41,223	\$42,215	\$43,254	\$44,297	\$45,375	\$46,505	\$47,632	\$48,807	\$50,022	\$53,259
Deputy City Clerk	\$41,750	\$42,750	\$43,783	\$44,856	\$45,933	\$47,047	\$48,204	\$49,360	\$50,555	\$51,791	\$55,127
WWTP Operator III	\$44,297	\$45,375	\$46,505	\$47,632	\$48,807	\$50,022	\$51,245	\$52,506	\$53,816	\$55,201	\$58,703
Fire Captain	\$46,504	\$47,612	\$48,768	\$49,962	\$51,162	\$52,404	\$53,692	\$54,973	\$56,307	\$57,685	\$61,401
Street Supervisor	\$46,504	\$47,612	\$48,768	\$49,962	\$51,162	\$52,404	\$53,692	\$54,973	\$56,307	\$57,685	\$61,401
Management Analyst	\$46,504	\$47,612	\$48,768	\$49,962	\$51,162	\$52,404	\$53,692	\$54,973	\$56,307	\$57,685	\$61,401
Building/Comm Imp Official	\$48,768	\$49,961	\$51,162	\$52,405	\$53,692	\$54,973	\$56,307	\$57,686	\$59,105	\$60,526	\$64,402
Parks Superintendent	\$48,768	\$49,961	\$51,162	\$52,405	\$53,692	\$54,973	\$56,307	\$57,686	\$59,105	\$60,526	\$64,402
Golf Course Superintendent	\$48,768	\$49,961	\$51,162	\$52,405	\$53,692	\$54,973	\$56,307	\$57,686	\$59,105	\$60,526	\$64,402
Police Lieutenant	\$50,574	\$51,691	\$52,854	\$54,055	\$55,265	\$56,513	\$57,811	\$59,106	\$60,447	\$61,833	\$65,573
WWTP Superintendent	\$54,997	\$56,311	\$57,676	\$59,086	\$60,542	\$61,993	\$63,489	\$65,037	\$66,626	\$68,264	\$72,675

DEPARTMENT HEADS

Library Director	\$51,375	(Subject to Library Board approval.)
Public Works Director	\$90,388	
City Clerk/Finance Director	\$79,118	
Fire Chief	\$73,038	
Police Chief	\$84,554	\$85,000 (New chief hired 6/5/2018)
Development Services Director	\$100,972	
City Manager	\$133,900	(Established by Council approved contract, base salary set as of June 15, 2017)
	\$137,917	(Established by Council approved contract, base salary set as of June 15, 2018)

Pool Employee Wages

(Effective April 1, 2018)

Manager	\$6,500	Per summer season
Admissions	\$7.25	per hour
Concessions	\$7.40	per hour
Lifeguards 1st year	\$8.00	per hour
Lifeguards Returning	\$8.25	per hour
Assistant Manager	\$8.75	per hour

Seasonal/Part Time Parks, Street, Waste Water Wages

(Effective April 1, 2018)

Shall be paid based upon classification by experience

Beginning	\$7.25	per hour
Intermediate	\$7.75	per hour
High	\$8.25	per hour
Advanced	\$10.50	per hour

APPENDIX A

POLICE DEPARTMENT WAGE SCALE

FISCAL YEAR 17-18

	Steps	Start	1	2	3	4
POLICE OFFICERS	Annual	\$44,929	\$47,177	\$49,538	\$52,016	\$54,617
	Hourly	\$21.60	\$22.68	\$23.82	\$25.01	\$26.26

	Steps	Start	1	2	3	4	5
COMM SERVICE OFFICER	Annual	\$28,407	\$29,826	\$31,328	\$32,921	\$34,559	\$37,790
	Hourly	\$13.66	\$14.34	\$15.06	\$15.83	\$16.61	\$18.17

Increase 2.90% (CSO only)

FISCAL YEAR 18-19

	Steps	Start	1	2	3	4
POLICE OFFICERS	Annual	\$46,165	\$48,474	\$50,900	\$53,446	\$56,119
	Hourly	\$22.19	\$23.30	\$24.47	\$25.70	\$26.98

	Steps	Start	1	2	3	4	5
COMM SERVICE OFFICER	Annual	\$29,188	\$30,646	\$32,190	\$33,826	\$35,509	\$38,829
	Hourly	\$14.03	\$14.73	\$15.48	\$16.26	\$17.07	\$18.67

Increase 2.75%

FISCAL YEAR 19-20

	Steps	Start	1	2	3	4
POLICE OFFICERS	Annual	\$47,365	\$49,734	\$52,223	\$54,836	\$57,578
	Hourly	\$22.77	\$23.91	\$25.11	\$26.36	\$27.68

	Steps	Start	1	2	3	4	5
COMM SERVICE OFFICER	Annual	\$29,947	\$31,443	\$33,027	\$34,705	\$36,432	\$39,839
	Hourly	\$14.40	\$15.12	\$15.88	\$16.69	\$17.52	\$19.15

Increase 2.60%

*Employees on step shall move steps on his/her anniversary date.
Employees at the top step on 7/1/17 shall move to the new step 4.

- A) A Police Officer assigned to work as a Detective shall receive an extra \$250 per month for such assignment.
- B) A Police Officer assigned to work as a Community Service Officer shall receive an extra \$100 per month for such assignment.
- C) A Police Officer assigned to work the Canine Unit shall receive an extra 1/2 hour of pay at straight time per day for such assignment.
- D) A Police Officer assigned to work as a Senior Officer shall receive an extra \$1.00 per hour for such assignment. A Police Officer assigned to work as a Field Training Officer shall receive an extra \$1.00 per hour for actual hours worked on the assignment.
- E) New Police Officers who already hold ILEA Certification when hired may start at the first wage step above starting rate and if starting with at least five (5) years experience receive the second wage step above starting rate.

APPENDIX A
Fire Fighter Wage Schedule

Effective July 1, 2017 (2.90% increase)

		24 Hour Shift Firefighter					
		Step A	Step B	Step C	Step D	Step E	Step F
Annual		\$37,972	\$39,545	\$41,221	\$42,997	\$44,875	\$49,292
Hourly		\$13.04	\$13.58	\$14.16	\$14.77	\$15.41	\$16.93
		Day Shift Firefighter					
		Step A	Step B	Step C	Step D	Step E	Step F
Annual		\$37,972	\$39,545	\$41,221	\$42,997	\$44,875	\$49,292
Hourly		\$15.37	\$16.01	\$16.69	\$17.41	\$18.17	\$19.96
Overtime		\$23.06	\$24.02	\$25.03	\$26.11	\$27.25	\$29.93

Effective July 1, 2018 (2.75% Increase)

		24 Hour Shift Firefighter					
		Step A	Step B	Step C	Step D	Step E	Step F
Annual		\$39,016	\$40,632	\$42,355	\$44,179	\$46,109	\$50,648
Hourly		\$13.40	\$13.95	\$14.54	\$15.17	\$15.83	\$17.39
		Day Shift Firefighter					
		Step A	Step B	Step C	Step D	Step E	Step F
Annual		\$39,016	\$40,632	\$42,355	\$44,179	\$46,109	\$50,648
Hourly		\$15.80	\$16.45	\$17.15	\$17.89	\$18.67	\$20.51
Overtime		\$23.69	\$24.68	\$25.72	\$26.83	\$28.00	\$30.76

Effective July 1, 2019 (2.60% Increase)

		24 Hour Shift Firefighter					
		Step A	Step B	Step C	Step D	Step E	Step F
Annual		\$40,031	\$41,689	\$43,456	\$45,328	\$47,308	\$51,964
Hourly		\$13.75	\$14.32	\$14.92	\$15.57	\$16.25	\$17.84
		Day Shift Firefighter					
		Step A	Step B	Step C	Step D	Step E	Step F
Annual		\$40,031	\$41,689	\$43,456	\$45,328	\$47,308	\$51,964
Hourly		\$16.21	\$16.88	\$17.59	\$18.35	\$19.15	\$21.04
Overtime		\$24.31	\$25.32	\$26.39	\$27.53	\$28.73	\$31.56

APPENDIX A

City of Oskaloosa
 Public Professional Maintenance Employees Local 2003
Effective July 1, 2018 (2.75% increase)

FY 2018-2019												
Grade		A	B	C	D	E	F	G	H	I	J	K
4	Library Aide	\$23,755	\$24,338	\$24,926	\$25,512	\$26,142	\$26,774	\$27,409	\$28,087	\$28,793	\$29,441	\$31,333
4	Custodian	\$23,755	\$24,338	\$24,926	\$25,512	\$26,142	\$26,774	\$27,409	\$28,087	\$28,793	\$29,441	\$31,333
5	Senior Library Aide	\$24,925	\$25,512	\$26,142	\$26,774	\$27,409	\$28,087	\$28,793	\$29,441	\$30,159	\$30,884	\$32,880
8	Library Assistant	\$28,762	\$29,441	\$30,303	\$30,884	\$31,652	\$32,420	\$33,185	\$33,999	\$34,810	\$35,672	\$37,953
10	Secretary II	\$31,652	\$32,420	\$33,185	\$33,999	\$34,810	\$35,672	\$36,526	\$37,431	\$38,332	\$39,278	\$41,806
10	Account Clerk	\$31,652	\$32,420	\$33,185	\$33,999	\$34,810	\$35,672	\$36,526	\$37,431	\$38,332	\$39,278	\$41,806
10	Library Admin. Asst.	\$31,652	\$32,420	\$33,185	\$33,999	\$34,810	\$35,672	\$36,526	\$37,431	\$38,332	\$39,278	\$41,806
11	Motor Eq. Operator I	\$33,185	\$33,999	\$34,810	\$35,672	\$36,526	\$37,431	\$38,332	\$39,278	\$40,231	\$41,223	\$43,866
12	Children's Librarian	\$34,810	\$35,672	\$36,526	\$37,431	\$38,332	\$39,278	\$40,231	\$41,223	\$42,215	\$43,254	\$46,027
13	Motor Eq. Operator II	\$36,526	\$37,432	\$38,332	\$39,280	\$40,231	\$41,223	\$42,215	\$43,253	\$44,297	\$45,375	\$48,326
15	Lead Motor Equip. Opr.	\$40,231	\$41,223	\$42,215	\$43,254	\$44,297	\$45,375	\$46,505	\$47,632	\$48,807	\$50,022	\$53,259
17	Auto Mechanic	\$44,297	\$45,375	\$46,505	\$47,632	\$48,807	\$50,022	\$51,245	\$52,506	\$53,816	\$55,201	\$58,703
18	Building Inspector	\$46,505	\$47,632	\$48,807	\$50,022	\$51,245	\$52,506	\$53,816	\$55,126	\$56,480	\$57,883	\$61,663
18	Engineer Technician	\$46,505	\$47,632	\$48,807	\$50,022	\$51,245	\$52,506	\$53,816	\$55,126	\$56,480	\$57,883	\$61,663