

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

Effective July 1, 2021 for FY July 1, 2021 - June 30, 2022 (2.25%)

CLASS TITLE	STEPS										
	A	B	C	D	E	F	G	H	I	J	K
Administrative Assistant I	\$30,395	\$31,134	\$31,918	\$32,707	\$33,544	\$34,383	\$35,222	\$36,103	\$36,993	\$37,930	\$40,420
Administrative Assistant II	\$33,870	\$34,691	\$35,510	\$36,382	\$37,249	\$38,171	\$39,086	\$40,053	\$41,019	\$42,030	\$44,735
Lab Technician	\$35,510	\$36,382	\$37,249	\$38,171	\$39,086	\$40,053	\$41,019	\$42,030	\$43,050	\$44,112	\$46,940
WWTP Operator I	\$39,086	\$40,054	\$41,019	\$42,032	\$43,050	\$44,112	\$45,173	\$46,284	\$47,401	\$48,554	\$51,712
Code Enforcement Officer	\$41,045	\$42,022	\$43,043	\$44,098	\$45,156	\$46,253	\$47,397	\$48,519	\$49,698	\$50,916	\$54,194
Payroll/HR Clerk	\$43,050	\$44,112	\$45,173	\$46,286	\$47,401	\$48,554	\$49,763	\$50,969	\$52,227	\$53,527	\$56,991
WWTP Operator II	\$43,050	\$44,112	\$45,173	\$46,286	\$47,401	\$48,554	\$49,763	\$50,969	\$52,227	\$53,527	\$56,991
Deputy City Clerk	\$44,676	\$45,746	\$46,850	\$47,998	\$49,152	\$50,343	\$51,581	\$52,818	\$54,096	\$55,421	\$58,989
WWTP Operator III	\$47,401	\$48,554	\$49,763	\$50,969	\$52,227	\$53,527	\$54,836	\$56,184	\$57,586	\$59,069	\$62,816
Fire Captain	\$49,762	\$50,948	\$52,185	\$53,462	\$54,747	\$56,076	\$57,454	\$58,824	\$60,252	\$61,727	\$65,703
Street Supervisor	\$49,762	\$50,948	\$52,185	\$53,462	\$54,747	\$56,076	\$57,454	\$58,824	\$60,252	\$61,727	\$65,703
Management Analyst	\$49,762	\$50,948	\$52,185	\$53,462	\$54,747	\$56,076	\$57,454	\$58,824	\$60,252	\$61,727	\$65,703
Parks Superintendent	\$52,185	\$53,461	\$54,747	\$56,077	\$57,454	\$58,824	\$60,252	\$61,728	\$63,247	\$64,767	\$68,914
Golf Course Superintendent	\$52,185	\$53,461	\$54,747	\$56,077	\$57,454	\$58,824	\$60,252	\$61,728	\$63,247	\$64,767	\$68,914
Building Official	\$57,359	\$58,729	\$60,154	\$61,624	\$63,142	\$64,656	\$66,216	\$67,831	\$69,488	\$71,196	\$75,797
WWTP Superintendent	\$58,851	\$60,257	\$61,718	\$63,225	\$64,784	\$66,337	\$67,938	\$69,594	\$71,294	\$73,047	\$77,767

Police Sergeant	\$57,456	\$58,823	\$60,253	\$61,729	\$63,241	\$64,791	\$66,378
Police Lieutenant	\$64,154	\$65,713	\$67,323	\$68,973	\$70,663	\$72,394	\$74,168

DEPARTMENT HEADS

Library Director	\$54,975	(Subject to Library Board approval.)
Public Works Director	Vacant	
City Clerk/Finance Director	\$84,662	
Fire Chief	\$75,665	
Police Chief	\$90,955	
Development Services Director	\$107,007	
City Manager	\$145,000	(Established by Council approved contract, base salary set as of June 15, 2020)

Pool Employee Wages

(Effective April 1, 2021)

Manager	\$7,250	Per summer season
Admissions	\$8.25	per hour
Concessions	\$8.40	per hour
Lifeguards 1st year & Subs	\$10.00	per hour
Lifeguards 2nd year	\$10.25	per hour
Lifeguards 3rd year	\$10.50	per hour
Lifeguards 4th year	\$10.75	per hour
Lifeguards 5th year	\$11.00	per hour
Assistant Manager - 2nd	\$11.25	per hour
Assistant Manager - 1st	\$11.50	per hour

RESERVE FIREFIGHTER WAGES

(Effective July 1, 2019)

Start	\$ 8.00	per hour
1st Year	\$ 8.50	per hour
2nd Year	\$ 9.25	per hour
3rd Year	\$ 10.00	per hour
4th Year	\$ 10.75	per hour
5th Year (Max)	\$ 11.50	per hour

Seasonal/Part Time Parks, Street Wages

(Effective April 1, 2021)

Range: Minimum wage to \$13.50 per hour

APPENDIX A

POLICE DEPARTMENT WAGE SCALE

FISCAL YEAR 21-22

	Steps	Start	1	2	3	4
POLICE OFFICERS	Annual	\$50,005	\$52,506	\$55,135	\$57,893	\$60,788
	Hourly	\$24.04	\$25.24	\$26.51	\$27.83	\$29.23

	Steps	Start	1	2	3	4	5
COMM SERVICE OFFICER	Annual	\$31,617	\$33,196	\$34,869	\$36,640	\$38,463	\$42,060
	Hourly	\$15.20	\$15.96	\$16.76	\$17.62	\$18.49	\$20.22

Increase 3.00%

FISCAL YEAR 22-23

	Steps	Start	1	2	3	4
POLICE OFFICERS	Annual	\$51,505	\$54,081	\$56,789	\$59,630	\$62,612
	Hourly	\$24.76	\$26.00	\$27.30	\$28.67	\$30.10

	Steps	Start	1	2	3	4	5
COMM SERVICE OFFICER	Annual	\$32,566	\$34,192	\$35,915	\$37,739	\$39,617	\$43,322
	Hourly	\$15.66	\$16.44	\$17.27	\$18.14	\$19.05	\$20.83

Increase 3.00%

*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, 2021 (3.00% Increase)

		24 Hour Shift Firefighter					
		Step A	Step B	Step C	Step D	Step E	Step F
Annual		\$42,263	\$44,013	\$45,878	\$47,855	\$49,946	\$54,861
Hourly		\$14.51	\$15.11	\$15.75	\$16.43	\$17.15	\$18.84
		Day Shift Firefighter					
Annual		\$42,263	\$44,013	\$45,878	\$47,855	\$49,946	\$54,861
Hourly		\$17.11	\$17.82	\$18.57	\$19.37	\$20.22	\$22.21
Overtime		\$25.67	\$26.73	\$27.86	\$29.06	\$30.33	\$33.32

Effective July 1, 2022 (2.00% Increase)

		24 Hour Shift Firefighter					
		Step A	Step B	Step C	Step D	Step E	Step F
Annual		\$43,108	\$44,893	\$46,796	\$48,812	\$50,945	\$55,958
Hourly		\$14.80	\$15.42	\$16.07	\$16.76	\$17.49	\$19.22
		Day Shift Firefighter					
Annual		\$43,108	\$44,893	\$46,796	\$48,812	\$50,945	\$55,958
Hourly		\$17.45	\$18.18	\$18.95	\$19.76	\$20.63	\$22.66
Overtime		\$26.18	\$27.26	\$28.42	\$29.64	\$30.94	\$33.98

APPENDIX A

City of Oskaloosa
Public Professional Maintenance Employees Local 2003

Effective July 1, 2021 (2.25% increase)

FY 2021-2022												
Grade		A	B	C	D	E	F	G	H	I	J	K
4	Library Aide	\$25,419	\$26,043	\$26,672	\$27,300	\$27,974	\$28,649	\$29,329	\$30,054	\$30,811	\$31,503	\$33,529
4	Custodian	\$25,419	\$26,043	\$26,672	\$27,300	\$27,974	\$28,649	\$29,329	\$30,054	\$30,811	\$31,503	\$33,529
5	Senior Library Aide	\$26,671	\$27,300	\$27,974	\$28,649	\$29,329	\$30,054	\$30,811	\$31,503	\$32,272	\$33,048	\$35,184
8	Library Assistant	\$30,777	\$31,503	\$32,427	\$33,048	\$33,870	\$34,691	\$35,510	\$36,382	\$37,249	\$38,171	\$40,613
10	Secretary II	\$33,870	\$34,691	\$35,510	\$36,382	\$37,249	\$38,171	\$39,086	\$40,053	\$41,019	\$42,030	\$44,735
10	Account Clerk	\$33,870	\$34,691	\$35,510	\$36,382	\$37,249	\$38,171	\$39,086	\$40,053	\$41,019	\$42,030	\$44,735
10	Library Admin. Asst.	\$33,870	\$34,691	\$35,510	\$36,382	\$37,249	\$38,171	\$39,086	\$40,053	\$41,019	\$42,030	\$44,735
11	Motor Eq. Operator I	\$35,510	\$36,382	\$37,249	\$38,171	\$39,086	\$40,053	\$41,019	\$42,030	\$43,050	\$44,112	\$46,940
12	Children's Librarian	\$37,249	\$38,171	\$39,086	\$40,053	\$41,019	\$42,030	\$43,050	\$44,112	\$45,173	\$46,286	\$49,252
13	Motor Eq. Operator II	\$39,086	\$40,054	\$41,019	\$42,032	\$43,050	\$44,112	\$45,173	\$46,284	\$47,401	\$48,554	\$51,712
15	Lead Motor Equip. Opr.	\$43,050	\$44,112	\$45,173	\$46,286	\$47,401	\$48,554	\$49,763	\$50,969	\$52,227	\$53,527	\$56,991
17	Auto Mechanic	\$47,401	\$48,554	\$49,763	\$50,969	\$52,227	\$53,527	\$54,836	\$56,184	\$57,586	\$59,069	\$62,816
18	Building Inspector	\$49,763	\$50,969	\$52,227	\$53,527	\$54,836	\$56,184	\$57,586	\$58,988	\$60,437	\$61,939	\$65,983
18	Engineer Technician	\$49,763	\$50,969	\$52,227	\$53,527	\$54,836	\$56,184	\$57,586	\$58,988	\$60,437	\$61,939	\$65,983
19	Senior Engineer Tech	\$52,227	\$53,527	\$54,836	\$56,184	\$57,586	\$58,988	\$60,437	\$61,939	\$63,483	\$65,057	\$69,250

APPENDIX A

City of Oskaloosa
Public Professional Maintenance Employees Local 2003

Effective July 1, 2022 (2.0% increase)

FY 2022-2023												
Grade		A	B	C	D	E	F	G	H	I	J	K
4	Library Aide	\$25,927	\$26,564	\$27,205	\$27,846	\$28,533	\$29,222	\$29,916	\$30,655	\$31,427	\$32,133	\$34,200
4	Custodian	\$25,927	\$26,564	\$27,205	\$27,846	\$28,533	\$29,222	\$29,916	\$30,655	\$31,427	\$32,133	\$34,200
5	Senior Library Aide	\$27,204	\$27,846	\$28,533	\$29,222	\$29,916	\$30,655	\$31,427	\$32,133	\$32,917	\$33,709	\$35,888
8	Library Assistant	\$31,393	\$32,133	\$33,076	\$33,709	\$34,547	\$35,385	\$36,220	\$37,110	\$37,994	\$38,934	\$41,425
10	Secretary II	\$34,547	\$35,385	\$36,220	\$37,110	\$37,994	\$38,934	\$39,868	\$40,854	\$41,839	\$42,871	\$45,630
10	Account Clerk	\$34,547	\$35,385	\$36,220	\$37,110	\$37,994	\$38,934	\$39,868	\$40,854	\$41,839	\$42,871	\$45,630
10	Library Admin. Asst.	\$34,547	\$35,385	\$36,220	\$37,110	\$37,994	\$38,934	\$39,868	\$40,854	\$41,839	\$42,871	\$45,630
11	Motor Eq. Operator I	\$36,220	\$37,110	\$37,994	\$38,934	\$39,868	\$40,854	\$41,839	\$42,871	\$43,911	\$44,994	\$47,879
12	Children's Librarian	\$37,994	\$38,934	\$39,868	\$40,854	\$41,839	\$42,871	\$43,911	\$44,994	\$46,076	\$47,212	\$50,237
13	Motor Eq. Operator II	\$39,868	\$40,855	\$41,839	\$42,873	\$43,911	\$44,994	\$46,076	\$47,210	\$48,349	\$49,525	\$52,746
15	Lead Motor Equip. Opr.	\$43,911	\$44,994	\$46,076	\$47,212	\$48,349	\$49,525	\$50,758	\$51,988	\$53,272	\$54,598	\$58,131
17	Auto Mechanic	\$48,349	\$49,525	\$50,758	\$51,988	\$53,272	\$54,598	\$55,933	\$57,308	\$58,738	\$60,250	\$64,072
18	Building Inspector	\$50,758	\$51,988	\$53,272	\$54,598	\$55,933	\$57,308	\$58,738	\$60,168	\$61,646	\$63,178	\$67,303
18	Engineer Technician	\$50,758	\$51,988	\$53,272	\$54,598	\$55,933	\$57,308	\$58,738	\$60,168	\$61,646	\$63,178	\$67,303
19	Senior Engineer Tech	\$53,272	\$54,598	\$55,933	\$57,308	\$58,738	\$60,168	\$61,646	\$63,178	\$64,753	\$66,358	\$70,635