

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

Effective July 1, 2023 for FY July 1, 2023 - June 30, 2024 (7.00%)

CLASS TITLE	STEPS										
	A	B	C	D	E	F	G	H	I	J	K
Administrative Assistant I	\$33,173	\$33,980	\$34,835	\$35,696	\$36,610	\$37,526	\$38,441	\$39,403	\$40,374	\$41,397	\$44,114
Administrative Assistant II	\$36,965	\$37,862	\$38,755	\$39,708	\$40,654	\$41,659	\$42,659	\$43,714	\$44,768	\$45,872	\$48,824
Lab Technician	\$38,755	\$39,708	\$40,654	\$41,659	\$42,659	\$43,714	\$44,768	\$45,872	\$46,985	\$48,144	\$51,231
WWTP Operator I	\$42,659	\$43,715	\$44,768	\$45,874	\$46,985	\$48,144	\$49,301	\$50,515	\$51,733	\$52,992	\$56,438
Code Enforcement Officer	\$44,797	\$45,862	\$46,977	\$48,129	\$49,283	\$50,480	\$51,729	\$52,953	\$54,240	\$55,569	\$59,147
Payroll/HR Clerk	\$46,985	\$48,144	\$49,301	\$50,517	\$51,733	\$52,992	\$54,311	\$55,627	\$57,001	\$58,420	\$62,200
WWTP Operator II	\$46,985	\$48,144	\$49,301	\$50,517	\$51,733	\$52,992	\$54,311	\$55,627	\$57,001	\$58,420	\$62,200
Deputy City Clerk	\$48,760	\$49,927	\$51,132	\$52,385	\$53,644	\$54,945	\$56,296	\$57,645	\$59,040	\$60,486	\$64,381
WWTP Operator III	\$51,733	\$52,992	\$54,311	\$55,627	\$57,001	\$58,420	\$59,848	\$61,320	\$62,850	\$64,468	\$68,557
Fire Captain	\$54,310	\$55,605	\$56,955	\$58,348	\$59,751	\$61,202	\$62,705	\$64,200	\$65,759	\$67,369	\$71,708
Street Supervisor	\$54,310	\$55,605	\$56,955	\$58,348	\$59,751	\$61,202	\$62,705	\$64,200	\$65,759	\$67,369	\$71,708
Management Analyst	\$54,310	\$55,605	\$56,955	\$58,348	\$59,751	\$61,202	\$62,705	\$64,200	\$65,759	\$67,369	\$71,708
Parks Superintendent	\$56,955	\$58,347	\$59,751	\$61,203	\$62,705	\$64,200	\$65,759	\$67,370	\$69,028	\$70,686	\$75,212
Golf Course Superintendent	\$56,955	\$58,347	\$59,751	\$61,203	\$62,705	\$64,200	\$65,759	\$67,370	\$69,028	\$70,686	\$75,212
Building Official	\$62,601	\$64,097	\$65,652	\$67,256	\$68,913	\$70,565	\$72,268	\$74,031	\$75,839	\$77,703	\$82,725
WWTP Superintendent	\$64,230	\$65,764	\$67,359	\$69,004	\$70,706	\$72,400	\$74,148	\$75,955	\$77,810	\$79,724	\$84,875
Police Sergeant	\$62,707	\$64,199	\$65,760	\$67,371	\$69,021	\$70,713	\$72,445				
Police Lieutenant	\$70,018	\$71,719	\$73,476	\$75,277	\$77,121	\$79,011	\$80,947				

**DEPARTMENT DIRECTORS**

**\$58,879**

Library Director	\$60,000	(Subject to Library Board approval.)	Approved by Board on 5/22/23
Public Works Director	Vacant		
City Clerk/Finance Director	\$107,000		
Fire Chief	\$87,312		
Police Chief	\$99,268		
Development Services Director	\$116,787		
Deputy Public Works Director	\$99,268		
City Manager	\$160,500	(Established by Council approved contract)	

**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 23-24**

	Steps	<b>Start</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	
<b>POLICE OFFICERS</b>	Annual	\$55,110	\$57,867	\$60,764	\$63,804	\$66,995	
	Hourly	\$26.50	\$27.82	\$29.21	\$30.68	\$32.21	
<b>COMM SERVICE OFFICER</b>	Annual	\$34,846	\$36,585	\$38,429	\$40,381	\$42,390	\$46,355
	Hourly	\$16.75	\$17.59	\$18.48	\$19.41	\$20.38	\$22.29

Increase 7.00%

**FISCAL YEAR 24-25**

	Steps	<b>Start</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	
<b>POLICE OFFICERS</b>	Annual	\$57,866	\$60,760	\$63,802	\$66,994	\$70,345	
	Hourly	\$27.82	\$29.21	\$30.67	\$32.21	\$33.82	
<b>COMM SERVICE OFFICER</b>	Annual	\$36,588	\$38,414	\$40,350	\$42,400	\$44,510	\$48,673
	Hourly	\$17.59	\$18.47	\$19.40	\$20.38	\$21.40	\$23.40

Increase 5.00%

**FISCAL YEAR 24-25**

	Steps	<b>Start</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	
<b>POLICE OFFICERS</b>	Annual	\$60,181	\$63,190	\$66,354	\$69,674	\$73,159	
	Hourly	\$28.93	\$30.38	\$31.90	\$33.50	\$35.17	
<b>COMM SERVICE OFFICER</b>	Annual	\$38,052	\$39,951	\$41,964	\$44,096	\$46,290	\$50,620
	Hourly	\$18.29	\$19.21	\$20.18	\$21.20	\$22.25	\$24.34

Increase 4.00%

\*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.

\*Effective 7/1/2023, the Chief may start an officer at Entry or Step 1.

- 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 School Resource 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, 2023 (6.0% increase)

		24 Hour Shift Firefighter					
	Step A	Step B	Step C	Step D	Step E	Step F	
Annual	\$46,143	\$48,053	\$50,090	\$52,247	\$54,531	\$59,897	
Hourly	\$15.85	\$16.50	\$17.20	\$17.94	\$18.73	\$20.57	
		Day Shift Firefighter					
Annual	\$46,143	\$48,053	\$50,090	\$52,247	\$54,531	\$59,897	
Hourly	\$18.68	\$19.45	\$20.28	\$21.15	\$22.08	\$24.25	
Overtime	\$28.02	\$29.18	\$30.42	\$31.73	\$33.12	\$36.37	

Effective July 1, 2024 (3.00% Increase)

		24 Hour Shift Firefighter					
	Step A	Step B	Step C	Step D	Step E	Step F	
Annual	\$47,527	\$49,495	\$51,593	\$53,814	\$56,167	\$61,694	
Hourly	\$16.32	\$17.00	\$17.72	\$18.48	\$19.29	\$21.19	
		Day Shift Firefighter					
Annual	\$47,527	\$49,495	\$51,593	\$53,814	\$56,167	\$61,694	
Hourly	\$19.24	\$20.04	\$20.89	\$21.79	\$22.74	\$24.98	
Overtime	\$28.86	\$30.06	\$31.33	\$32.68	\$34.11	\$37.47	

Effective July 1, 2025 (3.00% Increase)

		24 Hour Shift Firefighter					
	Step A	Step B	Step C	Step D	Step E	Step F	
Annual	\$48,953	\$50,979	\$53,140	\$55,429	\$57,852	\$63,545	
Hourly	\$16.81	\$17.51	\$18.25	\$19.03	\$19.87	\$21.82	
		Day Shift Firefighter					
Annual	\$48,953	\$50,979	\$53,140	\$55,429	\$57,852	\$63,545	
Hourly	\$19.82	\$20.64	\$21.51	\$22.44	\$23.42	\$25.73	
Overtime	\$29.73	\$30.96	\$32.27	\$33.66	\$35.13	\$38.59	

**CITY OF OSKALOOSA**

**OSKALOOSA ASSOCIATION OF PROFESSIONAL  
FIRE FIGHTERS, LOCAL 636, IAFF (AFL-CIO)**

\_\_\_\_\_  
David Krutzfeldt, Mayor

By: \_\_\_\_\_  
Bargaining Committee Member

**ATTEST**

\_\_\_\_\_  
Amy Miller, City Clerk

APPENDIX A

City of Oskaloosa  
Public Professional Maintenance Employees Local 2003

**Effective July 1, 2023**

(5.0% increase)

<b>FY 2023-2024</b>												
Grade		A	B	C	D	E	F	G	H	I	J	K
4	Library Aide	\$27,223	\$27,892	\$28,565	\$29,238	\$29,960	\$30,683	\$31,412	\$32,188	\$32,998	\$33,740	\$35,910
4	Custodian	\$27,223	\$27,892	\$28,565	\$29,238	\$29,960	\$30,683	\$31,412	\$32,188	\$32,998	\$33,740	\$35,910
5	Senior Library Aide	\$28,564	\$29,238	\$29,960	\$30,683	\$31,412	\$32,188	\$32,998	\$33,740	\$34,563	\$35,394	\$37,682
8	Library Assistant	\$32,963	\$33,740	\$34,730	\$35,394	\$36,274	\$37,154	\$38,031	\$38,966	\$39,894	\$40,881	\$43,496
10	Secretary II	\$36,274	\$37,154	\$38,031	\$38,966	\$39,894	\$40,881	\$41,861	\$42,897	\$43,931	\$45,015	\$47,912
10	Account Clerk	\$36,274	\$37,154	\$38,031	\$38,966	\$39,894	\$40,881	\$41,861	\$42,897	\$43,931	\$45,015	\$47,912
10	Library Admin. Asst.	\$36,274	\$37,154	\$38,031	\$38,966	\$39,894	\$40,881	\$41,861	\$42,897	\$43,931	\$45,015	\$47,912
11	Motor Eq. Operator I	\$38,031	\$38,966	\$39,894	\$40,881	\$41,861	\$42,897	\$43,931	\$45,015	\$46,107	\$47,244	\$50,273
12	Children's Librarian	\$39,894	\$40,881	\$41,861	\$42,897	\$43,931	\$45,015	\$46,107	\$47,244	\$48,380	\$49,573	\$52,749
13	Motor Eq. Operator II	\$41,861	\$42,898	\$43,931	\$45,017	\$46,107	\$47,244	\$48,380	\$49,571	\$50,766	\$52,001	\$55,383
15	Lead Motor Equip. Opr.	\$46,107	\$47,244	\$48,380	\$49,573	\$50,766	\$52,001	\$53,296	\$54,587	\$55,936	\$57,328	\$61,038
17	Auto Mechanic	\$50,766	\$52,001	\$53,296	\$54,587	\$55,936	\$57,328	\$58,730	\$60,173	\$61,675	\$63,263	\$67,276
18	Building Inspector	\$53,296	\$54,587	\$55,936	\$57,328	\$58,730	\$60,173	\$61,675	\$63,176	\$64,728	\$66,337	\$70,668
18	Engineer Technician	\$53,296	\$54,587	\$55,936	\$57,328	\$58,730	\$60,173	\$61,675	\$63,176	\$64,728	\$66,337	\$70,668
19	Senior Engineer Tech	\$55,936	\$57,328	\$58,730	\$60,173	\$61,675	\$63,176	\$64,728	\$66,337	\$67,991	\$69,676	\$74,167

APPENDIX A

City of Oskaloosa  
Public Professional Maintenance Employees Local 2003

**Effective July 1, 2024** (4.0% increase)

<b>FY 2024-2025</b>												
Grade		A	B	C	D	E	F	G	H	I	J	K
4	Library Aide	\$28,312	\$29,008	\$29,708	\$30,408	\$31,158	\$31,910	\$32,668	\$33,476	\$34,318	\$35,090	\$37,346
4	Custodian	\$28,312	\$29,008	\$29,708	\$30,408	\$31,158	\$31,910	\$32,668	\$33,476	\$34,318	\$35,090	\$37,346
5	Senior Library Aide	\$29,707	\$30,408	\$31,158	\$31,910	\$32,668	\$33,476	\$34,318	\$35,090	\$35,946	\$36,810	\$39,189
8	Library Assistant	\$34,282	\$35,090	\$36,119	\$36,810	\$37,725	\$38,640	\$39,552	\$40,525	\$41,490	\$42,516	\$45,236
10	Secretary II	\$37,725	\$38,640	\$39,552	\$40,525	\$41,490	\$42,516	\$43,535	\$44,613	\$45,688	\$46,816	\$49,828
10	Account Clerk	\$37,725	\$38,640	\$39,552	\$40,525	\$41,490	\$42,516	\$43,535	\$44,613	\$45,688	\$46,816	\$49,828
10	Library Admin. Asst.	\$37,725	\$38,640	\$39,552	\$40,525	\$41,490	\$42,516	\$43,535	\$44,613	\$45,688	\$46,816	\$49,828
11	Motor Eq. Operator I	\$39,552	\$40,525	\$41,490	\$42,516	\$43,535	\$44,613	\$45,688	\$46,816	\$47,951	\$49,134	\$52,284
12	Children's Librarian	\$41,490	\$42,516	\$43,535	\$44,613	\$45,688	\$46,816	\$47,951	\$49,134	\$50,315	\$51,556	\$54,859
13	Motor Eq. Operator II	\$43,535	\$44,614	\$45,688	\$46,818	\$47,951	\$49,134	\$50,315	\$51,554	\$52,797	\$54,081	\$57,598
15	Lead Motor Equip. Opr.	\$47,951	\$49,134	\$50,315	\$51,556	\$52,797	\$54,081	\$55,428	\$56,770	\$58,173	\$59,621	\$63,480
17	Auto Mechanic	\$52,797	\$54,081	\$55,428	\$56,770	\$58,173	\$59,621	\$61,079	\$62,580	\$64,142	\$65,794	\$69,967
18	Building Inspector	\$55,428	\$56,770	\$58,173	\$59,621	\$61,079	\$62,580	\$64,142	\$65,703	\$67,317	\$68,990	\$73,495
18	Engineer Technician	\$55,428	\$56,770	\$58,173	\$59,621	\$61,079	\$62,580	\$64,142	\$65,703	\$67,317	\$68,990	\$73,495
19	Senior Engineer Tech	\$58,173	\$59,621	\$61,079	\$62,580	\$64,142	\$65,703	\$67,317	\$68,990	\$70,711	\$72,463	\$77,134

APPENDIX A

City of Oskaloosa  
Public Professional Maintenance Employees Local 2003

**Effective July 1, 2025** (3.0% increase)

<b>FY 2025-2026</b>												
Grade		A	B	C	D	E	F	G	H	I	J	K
4	Library Aide	\$29,161	\$29,878	\$30,599	\$31,320	\$32,093	\$32,867	\$33,648	\$34,480	\$35,348	\$36,143	\$38,466
4	Custodian	\$29,161	\$29,878	\$30,599	\$31,320	\$32,093	\$32,867	\$33,648	\$34,480	\$35,348	\$36,143	\$38,466
5	Senior Library Aide	\$30,598	\$31,320	\$32,093	\$32,867	\$33,648	\$34,480	\$35,348	\$36,143	\$37,024	\$37,914	\$40,365
8	Library Assistant	\$35,310	\$36,143	\$37,203	\$37,914	\$38,857	\$39,799	\$40,739	\$41,741	\$42,735	\$43,791	\$46,593
10	Secretary II	\$38,857	\$39,799	\$40,739	\$41,741	\$42,735	\$43,791	\$44,841	\$45,951	\$47,059	\$48,220	\$51,323
10	Account Clerk	\$38,857	\$39,799	\$40,739	\$41,741	\$42,735	\$43,791	\$44,841	\$45,951	\$47,059	\$48,220	\$51,323
10	Library Admin. Asst.	\$38,857	\$39,799	\$40,739	\$41,741	\$42,735	\$43,791	\$44,841	\$45,951	\$47,059	\$48,220	\$51,323
11	Motor Eq. Operator I	\$40,739	\$41,741	\$42,735	\$43,791	\$44,841	\$45,951	\$47,059	\$48,220	\$49,390	\$50,608	\$53,853
12	Children's Librarian	\$42,735	\$43,791	\$44,841	\$45,951	\$47,059	\$48,220	\$49,390	\$50,608	\$51,824	\$53,103	\$56,505
13	Motor Eq. Operator II	\$44,841	\$45,952	\$47,059	\$48,223	\$49,390	\$50,608	\$51,824	\$53,101	\$54,381	\$55,703	\$59,326
15	Lead Motor Equip. Opr.	\$49,390	\$50,608	\$51,824	\$53,103	\$54,381	\$55,703	\$57,091	\$58,473	\$59,918	\$61,410	\$65,384
17	Auto Mechanic	\$54,381	\$55,703	\$57,091	\$58,473	\$59,918	\$61,410	\$62,911	\$64,457	\$66,066	\$67,768	\$72,066
18	Building Inspector	\$57,091	\$58,473	\$59,918	\$61,410	\$62,911	\$64,457	\$66,066	\$67,674	\$69,337	\$71,060	\$75,700
18	Engineer Technician	\$57,091	\$58,473	\$59,918	\$61,410	\$62,911	\$64,457	\$66,066	\$67,674	\$69,337	\$71,060	\$75,700
19	Senior Engineer Tech	\$59,918	\$61,410	\$62,911	\$64,457	\$66,066	\$67,674	\$69,337	\$71,060	\$72,832	\$74,637	\$79,448