

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

Effective July 1, 2019 for FY July 1, 2019 - June 30, 2020 (2.60%)

CLASS TITLE	STEPS										
	A	B	C	D	E	F	G	H	I	J	K
Secretary I	\$29,143	\$29,852	\$30,604	\$31,360	\$32,163	\$32,967	\$33,772	\$34,617	\$35,470	\$36,368	\$38,756
Secretary II	\$32,163	\$32,967	\$33,772	\$34,617	\$35,470	\$36,368	\$37,266	\$38,209	\$39,153	\$40,144	\$42,788
Lab Technician	\$34,048	\$34,883	\$35,715	\$36,599	\$37,476	\$38,404	\$39,329	\$40,299	\$41,277	\$42,295	\$45,007
Code Enforcement	\$34,971	\$35,844	\$36,740	\$37,659	\$38,601	\$39,567	\$40,556	\$41,569	\$42,609	\$43,676	\$46,513
WWTP Operator I	\$37,476	\$38,405	\$39,329	\$40,301	\$41,277	\$42,295	\$43,313	\$44,378	\$45,449	\$46,555	\$49,582
Payroll/HR Clerk	\$41,277	\$42,295	\$43,313	\$44,379	\$45,449	\$46,555	\$47,714	\$48,870	\$50,076	\$51,323	\$54,644
WWTP Operator II	\$41,277	\$42,295	\$43,313	\$44,379	\$45,449	\$46,555	\$47,714	\$48,870	\$50,076	\$51,323	\$54,644
Deputy City Clerk	\$42,836	\$43,862	\$44,921	\$46,022	\$47,127	\$48,270	\$49,457	\$50,643	\$51,869	\$53,138	\$56,560
WWTP Operator III	\$45,449	\$46,555	\$47,714	\$48,870	\$50,076	\$51,323	\$52,577	\$53,871	\$55,215	\$56,636	\$60,229
Fire Captain	\$47,713	\$48,850	\$50,036	\$51,261	\$52,492	\$53,767	\$55,088	\$56,402	\$57,771	\$59,185	\$62,997
Street Supervisor	\$47,713	\$48,850	\$50,036	\$51,261	\$52,492	\$53,767	\$55,088	\$56,402	\$57,771	\$59,185	\$62,997
Management Analyst	\$47,713	\$48,850	\$50,036	\$51,261	\$52,492	\$53,767	\$55,088	\$56,402	\$57,771	\$59,185	\$62,997
Parks Superintendent	\$50,036	\$51,260	\$52,492	\$53,768	\$55,088	\$56,402	\$57,771	\$59,186	\$60,642	\$62,100	\$66,076
Golf Course Superintendent	\$50,036	\$51,260	\$52,492	\$53,768	\$55,088	\$56,402	\$57,771	\$59,186	\$60,642	\$62,100	\$66,076
Police Lieutenant	\$51,889	\$53,035	\$54,228	\$55,460	\$56,702	\$57,982	\$59,314	\$60,643	\$62,019	\$63,441	\$67,278
Building Official	\$54,997	\$56,311	\$57,676	\$59,086	\$60,542	\$61,993	\$63,489	\$65,037	\$66,626	\$68,264	\$72,675
WWTP Superintendent	\$56,427	\$57,775	\$59,176	\$60,622	\$62,116	\$63,605	\$65,140	\$66,728	\$68,358	\$70,039	\$74,565

**DEPARTMENT HEADS**

Library Director	\$52,711	(Subject to Library Board approval.)
Public Works Director	\$92,738	
City Clerk/Finance Director	\$81,175	
Fire Chief	\$74,937	
Police Chief	\$87,210	
Development Services Director	\$102,600	
City Manager	\$137,917	(Established by Council approved contract, base salary set as of June 15, 2018)

**Pool Employee Wages**

(Effective April 1, 2019)

Manager	\$6,500	Per summer season
Admissions	\$7.25	per hour
Concessions	\$7.40	per hour
Lifeguards 1st year & Subs	\$8.00	per hour
Lifeguards 2nd year	\$8.25	per hour
Lifeguards 3rd year	\$8.50	per hour
Lifeguards 4th year	\$8.75	per hour
Lifeguards 5th year	\$9.00	per hour
Assistant Manager - 2nd	\$9.25	per hour
Assistant Manager - 1st	\$9.50	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, 2019)

Range: Minimum wage to \$13.50 per hour

**APPENDIX A**

**POLICE DEPARTMENT WAGE SCALE**

**FISCAL YEAR 17-18**

	Steps	Start	1	2	3	4
<b>POLICE OFFICERS</b>	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
<b>COMM SERVICE OFFICER</b>	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
<b>POLICE OFFICERS</b>	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
<b>COMM SERVICE OFFICER</b>	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
<b>POLICE OFFICERS</b>	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
<b>COMM SERVICE OFFICER</b>	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, 2019

(2.6% increase)

FY 2019-2020												
Grade		A	B	C	D	E	F	G	H	I	J	K
4	Library Aide	\$24,373	\$24,971	\$25,574	\$26,175	\$26,822	\$27,470	\$28,122	\$28,817	\$29,542	\$30,206	\$32,148
4	Custodian	\$24,373	\$24,971	\$25,574	\$26,175	\$26,822	\$27,470	\$28,122	\$28,817	\$29,542	\$30,206	\$32,148
5	Senior Library Aide	\$25,573	\$26,175	\$26,822	\$27,470	\$28,122	\$28,817	\$29,542	\$30,206	\$30,943	\$31,687	\$33,735
8	Library Assistant	\$29,510	\$30,206	\$31,091	\$31,687	\$32,475	\$33,263	\$34,048	\$34,883	\$35,715	\$36,599	\$38,940
10	Secretary II	\$32,475	\$33,263	\$34,048	\$34,883	\$35,715	\$36,599	\$37,476	\$38,404	\$39,329	\$40,299	\$42,893
10	Account Clerk	\$32,475	\$33,263	\$34,048	\$34,883	\$35,715	\$36,599	\$37,476	\$38,404	\$39,329	\$40,299	\$42,893
10	Library Admin. Asst.	\$32,475	\$33,263	\$34,048	\$34,883	\$35,715	\$36,599	\$37,476	\$38,404	\$39,329	\$40,299	\$42,893
11	Motor Eq. Operator I	\$34,048	\$34,883	\$35,715	\$36,599	\$37,476	\$38,404	\$39,329	\$40,299	\$41,277	\$42,295	\$45,007
12	Children's Librarian	\$35,715	\$36,599	\$37,476	\$38,404	\$39,329	\$40,299	\$41,277	\$42,295	\$43,313	\$44,379	\$47,224
13	Motor Eq. Operator II	\$37,476	\$38,405	\$39,329	\$40,301	\$41,277	\$42,295	\$43,313	\$44,378	\$45,449	\$46,555	\$49,582
15	Lead Motor Equip. Opr.	\$41,277	\$42,295	\$43,313	\$44,379	\$45,449	\$46,555	\$47,714	\$48,870	\$50,076	\$51,323	\$54,644
17	Auto Mechanic	\$45,449	\$46,555	\$47,714	\$48,870	\$50,076	\$51,323	\$52,577	\$53,871	\$55,215	\$56,636	\$60,229
18	Building Inspector	\$47,714	\$48,870	\$50,076	\$51,323	\$52,577	\$53,871	\$55,215	\$56,559	\$57,948	\$59,388	\$63,266
18	Engineer Technician	\$47,714	\$48,870	\$50,076	\$51,323	\$52,577	\$53,871	\$55,215	\$56,559	\$57,948	\$59,388	\$63,266