

Agenda Report

April 21, 2014 City Council Meeting

April 21, 2014
Item No. 9

ISSUE: Approving annual employee pay scales

BACKGROUND:

Attached is a copy of the proposed employee pay scales for FY 2014 as recommended by the Policy and Administration committee. The wage increases include a 3% adjustment for all non union employees (except City Administration which is negotiated). The 3% adjustment is the same adjustment the council approved for all sworn police officers in their recent collective bargaining agreement.

The recommended wage increases are included in the budget that was approved in March.

RECOMMENDATION:

Policy and Administration committee recommends approval of the resolution establishing the FY 14 employee pay scales

STAFF CONTACTS:

Jeffrey A. Fiegenschuh, City Administrator

City of Windsor Heights Pay Rates/Schedule-FY 15

Salary Base & Steps	Effective 7/1/2014	# of Authorized Positions
Probationary**	\$44,987	0
1 year after hire**	\$49,047	1
2nd year after hire**	\$51,382	3
3rd year after hire**	\$53,720	1
4th year after hire**	\$56,052	2
5th year after hire**	\$58,156	0
6th year after hire**	\$60,505	3
Sergeant	\$64,135	0
Lieutenant	\$70,131	1
Lieutenant/IT	\$76,131	1
Police Chief	\$90,670	1
Part-time Officer	\$21.63/hr.	1
Part-time ATE	\$17/hr.	1
Crossing Guard	\$54 per day	1
Admin Support	\$46,565	1
Admin Support	\$39,724	1
Professional Support	\$43,878	1
Fire Chief	\$73,337	1
Fire/Paramedic	\$47,689	1
Fire/Paramedic	\$50,594	1
Public Works Director	\$80,340	1
PW Crew Chief	\$53,498	1
PW Shift Lead	\$51,548	1
PW Laborer	\$45,334	2
Parks/Special Events Coordinator	\$49,733	1
City Inspector	\$55,902	1
Accounting Clerk	\$52,000	1
City Administrator	Negotiated	1

**set by Union Contract

CITY OF WINDSOR HIGHTS, IOWA

RESOLUTION NO. 14-0417

A RESOLUTION ADOPTING PAY SCALES FOR CITY POSITIONS

WHEREAS, the City has employees who render valuable services in performing their duties;
and

WHEREAS, the City strives to maintain a workforce of knowledgeable, well-trained and
motivated individuals; and

WHEREAS, the City wishes to continue to provide superior municipal services to its
residents, businesses and visitors; and

WHEREAS, the City Council has determined that updated pay scales are necessary to
maintain the City's workforce.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Windsor
Heights, Iowa, that the attached pay scales are hereby adopted.

PASSED AND APPROVED THIS 21st DAY OF APRIL, 2014.

Diana Willits, Mayor

ATTEST:

Jeffrey A. Fiegenschuh, City Administrator/Clerk