F10

City of Hiawatha

Finance Director's Office
319-393-1515

Memo:

To: Mayor and Council

From: Cindy Kudrna CK

Date: June 15, 2018

Re: Pay Plan and Wage/Salary Resolution

The attached Pay Plan and Wage/Salary schedule represents a 3% COLA, that the compensation committee recommended in December, 2017 for the Fiscal Year 2019 budget, for all union and non-union employees to be effective July 1, 2018.

On behalf of the Compensation Committee, we are recommending the represented 3% COLA increase for all union and non-union employees effective July 1, 2018 for council approval.

CITY OF HIAWATHA
PAY PLAN
PROPOSED FISCAL YEAR 2019 (3% MERIT) Effective July 1, 2018

Group	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	
		H	14.99	15.36	15.74	16.11	16.48	16.86	17.23	17.60	17.97	18.35	18.72	19.09	19.47	19.84	20.21	0.3730
A	1	A	31,179	31,955	32,731	33,507	34,283	35,058	35,834	36,610	37,386	38,162	38,938	39,713	40,489	41,265	42,041	
		H	15.51	15.90	16.29	16.67	17.06	17.44	17.83	18.22	18.60	18.99	19.38	19.76	20.15	20.53	20.92	
A	2	A	32,270	33,073	33,876	34,679	35,482	36,285	37,088	37,891	38,694	39,497	40,300	41,103	41,906	42,709	43,512	
		H	16.06	16.46	16.86	17.26	17.66	18.06	18.46	18.85	19.25	19.65	20.05	20.45	20.85	21.25	21.65	
A	3	A	33,400	34,231	35,062	35,893	36,724	37,555	38,387	39,218	40,049	40,880	41,711	42,542	43,373	44,204	45,035	
		H	16.62	17.03	17.45	17.86	18.27	18.69	19.10	19.51	19.93	20.34	20.76	21.17	21.58	22.00	22.41	
A	4	A	34,569	35,429	36,289	37,149	38,010	38,870	39,730	40,590	41,450	42,311	43,171	44,031	44,891	45,751	46,612	
		H	17.20	17.63	18.06	18.49	18.91	19.34	19.77	20.20	20.63	21.05	21.48	21.91	22.34	22.77	23.19	
A	5	A	35,779	36,669	37,559	38,450	39,340	40,230	41,121	42,011	42,901	43,791	44,682	45,572	46,462	47,353	48,243	
		H	17.80	18.25	18.69	19.13	19.58	20.02	20.46	20.90	21.35	21.79	22.23	22.68	23.12	23.56	24.01	
B	1	A	37,031	37,953	38,874	39,795	40,717	41,638	42,560	43,481	44,403	45,324	46,246	47,167	48,089	49,010	49,931	
		H	18.43	18.89	19.34	19.80	20.26	20.72	21.18	21.64	22.09	22.55	23.01	23.47	23.93	24.39	24.85	
B	2	A	38,327	39,281	40,235	41,188	42,142	43,096	44,049	45,003	45,957	46,911	47,864	48,818	49,772	50,725	51,679	
		H	19.07	19.55	20.02	20.50	20.97	21.44	21.92	22.39	22.87	23.34	23.82	24.29	24.77	25.24	25.72	
B	3	A	39,669	40,656	41,643	42,630	43,617	44,604	45,591	46,578	47,565	48,552	49,540	50,527	51,514	52,501	53,488	
		H	19.74	20.23	20.72	21.21	21.70	22.19	22.69	23.18	23.67	24.16	24.65	25.14	25.63	26.12	26.62	
B	4	A	41,057	42,079	43,100	44,122	45,144	46,165	47,187	48,208	49,230	50,252	51,273	52,295	53,317	54,338	55,360	
		H	20.43	20.94	21.45	21.95	22.46	22.97	23.48	23.99	24.50	25.01	25.51	26.02	26.53	27.04	27.55	
B	5	A	42,494	43,551	44,609	45,666	46,724	47,781	48,838	49,896	50,953	52,011	53,068	54,125	55,183	56,240	57,298	
		H	21.14	21.67	22.20	22.72	23.25	23.78	24.30	24.83	25.35	25.88	26.41	26.93	27.46	27.98	28.51	
C	1	A	43,981	45,076	46,170	47,265	48,359	49,453	50,548	51,642	52,737	53,831	54,925	56,020	57,114	58,209	59,303	
		H	21.88	22.43	22.97	23.52	24.06	24.61	25.15	25.70	26.24	26.79	27.33	27.88	28.42	28.96	29.51	
C	2	A	45,521	46,653	47,786	48,919	50,051	51,184	52,317	53,450	54,582	55,715	56,848	57,980	59,113	60,246	61,379	
		H	22.65	23.21	23.78	24.34	24.91	25.47	26.03	26.60	27.16	27.72	28.29	28.85	29.41	29.98	30.54	
C	3	A	47,114	48,286	49,459	50,631	51,803	52,976	54,148	55,320	56,493	57,665	58,837	60,010	61,182	62,354	63,527	
		H	23.44	24.03	24.61	25.19	25.78	26.36	26.94	27.53	28.11	28.69	29.28	29.86	30.44	31.03	31.61	
C	4	A	48,763	49,976	51,190	52,403	53,616	54,830	56,043	57,257	58,470	59,683	60,897	62,110	63,323	64,537	65,750	
		H	24.26	24.87	25.47	26.08	26.68	27.28	27.89	28.49	29.09	29.70	30.30	30.91	31.51	32.11	32.72	
C	5	A	50,470	51,725	52,981	54,237	55,493	56,749	58,005	59,261	60,516	61,772	63,028	64,284	65,540	66,796	68,051	
D	1	H	25.11	25.74	26.36	26.99	27.61	28.24	28.86	29.49	30.11	30.74	31.36	31.99	32.61	33.24	33.86	
		A	52,236	53,536	54,836	56,135	57,435	58,735	60,035	61,335	62,634	63,934	65,234	66,534	67,834	69,133	70,433	
D	2	H	25.99	26.64	27.29	27.93	28.58	29.23	29.87	30.52	31.17	31.81	32.46	33.11	33.75	34.40	35.05	
		A	54,064	55,410	56,755	58,100	59,445	60,791	62,136	63,481	64,827	66,172	67,517	68,863	70,208	71,553	72,898	
D	3	H	26.90	27.57	28.24	28.91	29.58	30.25	30.92	31.59	32.26	32.93	33.60	34.27	34.94	35.60	36.27	
		A	55,957	57,349	58,741	60,134	61,526	62,918	64,311	65,703	67,096	68,488	69,880	71,273	72,665	74,058	75,450	
D	4	H	27.84	28.54	29.23	29.92	30.62	31.31	32.00	32.69	33.39	34.08	34.77	35.47	36.16	36.85	37.54	
		A	57,915	59,356	60,797	62,238	63,679	65,121	66,562	68,003	69,444	70,885	72,326	73,767	75,208	76,650	78,091	
D	5	H	28.82	29.54	30.25	30.97	31.69	32.40	33.12	33.84	34.56	35.27	35.99	36.71	37.42	38.14	38.86	
		A	59,942	61,434	62,925	64,417	65,908	67,400	68,891	70,383	71,874	73,366	74,858	76,349	77,841	79,332	80,824	
		H	29.83	30.57	31.31	32.05	32.80	33.54	34.28	35.02	35.76	36.51	37.25	37.99	38.73	39.48	40.22	
E	1	A	62,040	63,584	65,128	66,671	68,215	69,759	71,303	72,846	74,390	75,934	77,478	79,021	80,565	82,109	83,653	
		H	30.87	31.64	32.41	33.18	33.94	34.71	35.48	36.25	37.02	37.78	38.55	39.32	40.09	40.86	41.63	
E	2	A	64,211	65,809	67,407	69,005	70,603	72,200	73,798	75,396	76,994	78,592	80,189	81,787	83,385	84,983	86,580	
		H	31.95	32.75	33.54	34.34	35.13	35.93	36.72	37.52	38.31	39.11	39.90	40.70	41.49	42.29	43.08	
E	3	A	66,459	68,113	69,766	71,420	73,074	74,727	76,381	78,035	79,689	81,342	82,996	84,650	86,303	87,957	89,611	
		H	33.07	33.89	34.72	35.54	36.36	37.18	38.01	38.83	39.65	40.48	41.30	42.12	42.94	43.77	44.59	
E	4	A	68,785	70,496	72,208	73,920	75,631	77,343	79,054	80,766	82,478	84,189	85,901	87,612	89,324	91,036	92,747	
		H	34.23	35.08	35.93	36.78	37.63	38.49	39.34	40.19	41.04	41.89	42.74	43.60	44.45	45.30	46.15	
E	5	A	71,192	72,964	74,735	76,507	78,278	80,050	81,821	83,593	85,364	87,136	88,907	90,679	92,450	94,222	95,993	
		H	35.43	36.31	37.19	38.07	38.95	39.83	40.71	41.60	42.48	43.36	44.24	45.12	46.00	46.88	47.77	
F	1	A	73,684	75,518	77,351	79,185	81,018	82,852	84,685	86,519	88,352	90,186	92,019	93,853	95,686	97,520	99,353	
		H	36.66	37.58	38.49	39.40	40.31	41.23	42.14	43.05	43.96	44.88	45.79	46.70	47.61	48.53	49.44	
F	2	A	76,263	78,161	80,058	81,956	83,854	85,751	87,649	89,547	91,444	93,342	95,240	97,137	99,035	100,933	102,830	
		H	37.95	38.89	39.84	40.78	41.73	42.67	43.61	44.56	45.50	46.45	47.39	48.34	49.28	50.22	51.17	
F	3	A	78,932	80,896	82,860	84,825	86,789	88,753	90,717	92,681	94,645	96,609	98,573	100,537	102,501	104,465	106,430	
		H	39.28	40.25	41.23	42.21	43.19	44.16	45.14	46.12	47.09	48.07	49.05	50.03	51.00	51.98	52.96	
F	4	A	81,695	83,728	85,761	87,793	89,826	91,859	93,892	95,925	97,958	99,990	102,023	104,056	106,089	108,122	110,155	
		H	40.65	41.66	42.67	43.69	44.70	45.71	46.72	47.73	48.74	49.75	50.77	51.78	52.79	53.80	54.81	
F	5	A	84,554	86,658	88,762	90,866	92,970	95,074	97,178	99,282	101,386	103,490	105,594	107,698	109,802	111,906	114,010	

RESOLUTION NO. 18-
City Council

RESOLUTION APPROVING THE CITY OF HIAWATHA EMPLOYEE PAY PLAN WAGES FOR FY 2018-2019

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF HIAWATHA, IOWA, to approve the City of Hiawatha Employee FY 2018-2019 Pay Plan Wages, reflecting a 3.0% increase, effective July 1, 2018.

See attached "Exhibit A"

AYES:
NAYS:
ABSENT:

PASSED AND APPROVED on this 20th day of June, 2018.

_____
Bill Bennett, Mayor

ATTEST:

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Kelly Kornegor, City Clerk