

RESOLUTION 2020

A RESOLUTION ADJUSTING THE SALARIES FOR CERTAIN APPOINTED OFFICERS

WHEREAS, the West Branch Police Chief has reviewed the current police officer's salaries and determined that a salary adjustment is warranted for an attempt to retain current staff; and

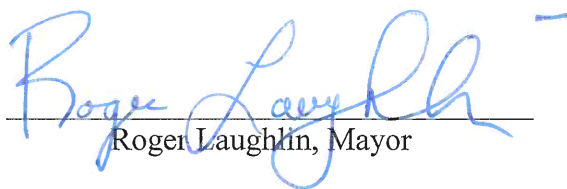
WHEREAS, the Police Chief feels that increasing salaries would help retain and/or recruit new officers should the need arise; and

WHEREAS, the Police Chief acknowledges the impact and importance of these duties and contributions to the city organization and has proposed three salary options for Council consideration; and

WHEREAS, it is now necessary to approve Version A as presented on Exhibit A;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of West Branch, Iowa, that the aforementioned resolution is hereby approved and effective with the pay period beginning July 19, 2021.

Passed and approved this 12th day of July, 2021.



Roger Laughlin, Mayor

ATTEST:



Leslie Brick, Deputy Clerk

Exhibit A

Officer Steen payroll start date: 3/23/2015
 Officer Holmes payroll start date: 12/16/2015
 Officer Murdock payroll start date: 3/18/2019

PD MERIT PAY SCALE SAMPLE:

| Job Level | STEP | | | | | | | | | | | |
|-----------|--|-------------|---------|-------------|---------|-------------|---------|-------------|---------|-------------|---------|-------------|
| | 1 | | 2 | | 3 | | 4 | | 5 | | 6 | |
| | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual |
| 1 | \$15.00 | \$31,200.00 | \$15.75 | \$32,760.00 | \$16.50 | \$34,320.00 | \$17.25 | \$35,880.00 | \$18.00 | \$37,440.00 | \$18.75 | \$39,000.00 |
| 2 | \$20.00 | \$41,600.00 | \$20.75 | \$43,160.00 | \$21.50 | \$44,720.00 | \$22.25 | \$46,280.00 | \$23.00 | \$47,840.00 | \$23.75 | \$49,400.00 |
| 3 | \$25.00 | \$52,000.00 | \$25.75 | \$53,560.00 | \$26.50 | \$55,120.00 | \$27.25 | \$56,680.00 | \$28.00 | \$58,240.00 | \$28.75 | \$59,800.00 |
| 4 | \$30.00 | \$62,400.00 | \$30.75 | \$63,960.00 | \$31.50 | \$65,520.00 | \$32.25 | \$67,080.00 | \$33.00 | \$68,640.00 | \$33.75 | \$70,200.00 |
| 5 | \$35.00 | \$72,800.00 | \$35.75 | \$74,360.00 | \$36.50 | \$75,920.00 | \$37.25 | \$77,480.00 | \$38.00 | \$79,040.00 | \$38.75 | \$80,600.00 |
| Level 1 | No positions at this level. | | | | | | | | | | | |
| Level 2 | Police Officer Cadet-Non ILEA Certified Police Officer I-ILEA Certified (Part Time) | | | | | | | | | | | |
| Level 3 | Police Officer II-ILEA Certified (Full Time) | | | | | | | | | | | |
| Level 4 | Sergeant-ILEA Certified (Supervisor/Assistant Chief) | | | | | | | | | | | |
| Level 5 | Chief of Police-ILEA Certified (Agency Administrator) | | | | | | | | | | | |

Adjustments:

Version A:

| Version A Proposed Employee Compensation - FY22 | | | | | | |
|---|---------------|--------------|--------------|--------------|-------------|--------------------|
| Employee | Base Salary | OT | Dept. IPERS | Dept. FICA | Medicare | Total Compensation |
| Officer Steen (28.50/hr) | \$ 59,280.00 | \$ 5,928.00 | \$ 5,518.97 | \$ 3,675.36 | \$ 859.56 | \$ 75,261.89 |
| Officer Holmes (28.50/hr) | \$ 59,280.00 | \$ 5,928.00 | \$ 5,518.97 | \$ 3,675.36 | \$ 859.56 | \$ 75,261.89 |
| Officer Murdock (27/hr) | \$ 56,160.00 | \$ 5,616.00 | \$ 5,228.50 | \$ 3,481.92 | \$ 814.32 | \$ 71,300.74 |
| PD Subtotal | \$ 174,720.00 | \$ 17,472.00 | \$ 16,266.43 | \$ 10,832.64 | \$ 2,533.44 | \$ 221,824.51 |
| Current Employee Compensation - FY22 | | | | | | |
| Employee | Base Salary | OT | Dept. IPERS | Dept. FICA | Medicare | Total Compensation |
| Officer Steen (26.20/hr) | \$ 54,496.00 | \$ 5,449.60 | \$ 5,073.58 | \$ 3,378.75 | \$ 790.19 | \$ 69,188.12 |
| Officer Holmes (26.19/hr) | \$ 54,475.20 | \$ 5,447.52 | \$ 5,071.64 | \$ 3,377.46 | \$ 789.89 | \$ 69,161.71 |
| Officer Murdock (23.73/hr) | \$ 49,358.00 | \$ 4,935.80 | \$ 4,595.23 | \$ 3,060.20 | \$ 715.69 | \$ 62,664.92 |
| PD Subtotal | \$ 158,329.20 | \$ 15,832.92 | \$ 14,740.45 | \$ 9,816.41 | \$ 2,295.77 | \$ 201,014.75 |
| | | | | | Difference | \$ (20,809.76) |

Exhibit A

Version B:

| Version B | | Proposed Employee Compensation - FY22 | | | | | |
|--------------------------------------|---------------|---------------------------------------|--------------|--------------|-------------|--------------------|--|
| Employee | Base Salary | OT | Dept. IPERS | Dept. FICA | Medicare | Total Compensation | |
| Officer Steen (28.00/hr) | \$ 58,240.00 | \$ 5,824.00 | \$ 5,422.14 | \$ 3,610.88 | \$ 844.48 | \$ 73,941.50 | |
| Officer Holmes (28.00/hr) | \$ 58,240.00 | \$ 5,824.00 | \$ 5,422.14 | \$ 3,610.88 | \$ 844.48 | \$ 73,941.50 | |
| Officer Murdock (27/hr) | \$ 56,160.00 | \$ 5,616.00 | \$ 5,228.50 | \$ 3,481.92 | \$ 814.32 | \$ 71,300.74 | |
| PD Subtotal | \$ 172,640.00 | \$ 17,264.00 | \$ 16,072.78 | \$ 10,703.68 | \$ 2,503.28 | \$ 219,183.74 | |
| Current Employee Compensation - FY22 | | | | | | | |
| Employee | Base Salary | OT | Dept. IPERS | Dept. FICA | Medicare | Total Compensation | |
| Officer Steen (26.20/hr) | \$ 54,496.00 | \$ 5,449.60 | \$ 5,073.58 | \$ 3,378.75 | \$ 790.19 | \$ 69,188.12 | |
| Officer Holmes (26.19/hr) | \$ 54,475.20 | \$ 5,447.52 | \$ 5,071.64 | \$ 3,377.46 | \$ 789.89 | \$ 69,161.71 | |
| Officer Murdock (23.73/hr) | \$ 49,358.00 | \$ 4,935.80 | \$ 4,595.23 | \$ 3,060.20 | \$ 715.69 | \$ 62,664.92 | |
| PD Subtotal | \$ 158,329.20 | \$ 15,832.92 | \$ 14,740.45 | \$ 9,816.41 | \$ 2,295.77 | \$ 201,014.75 | |
| | | | | | Difference | \$ (18,168.99) | |

Version C:

| Version C | | Proposed Employee Compensation - FY22 | | | | | |
|--------------------------------------|---------------|---------------------------------------|--------------|--------------|-------------|--------------------|--|
| Employee | Base Salary | OT | Dept. IPERS | Dept. FICA | Medicare | Total Compensation | |
| Officer Steen (27.50/hr) | \$ 57,200.00 | \$ 5,720.00 | \$ 5,325.32 | \$ 3,546.40 | \$ 829.40 | \$ 72,621.12 | |
| Officer Holmes (27.50/hr) | \$ 57,200.00 | \$ 5,720.00 | \$ 5,325.32 | \$ 3,546.40 | \$ 829.40 | \$ 72,621.12 | |
| Officer Murdock (27/hr) | \$ 56,160.00 | \$ 5,616.00 | \$ 5,228.50 | \$ 3,481.92 | \$ 814.32 | \$ 71,300.74 | |
| PD Subtotal | \$ 170,560.00 | \$ 17,056.00 | \$ 15,879.14 | \$ 10,574.72 | \$ 2,473.12 | \$ 216,542.98 | |
| Current Employee Compensation - FY22 | | | | | | | |
| Employee | Base Salary | OT | Dept. IPERS | Dept. FICA | Medicare | Total Compensation | |
| Officer Steen (26.20/hr) | \$ 54,496.00 | \$ 5,449.60 | \$ 5,073.58 | \$ 3,378.75 | \$ 790.19 | \$ 69,188.12 | |
| Officer Holmes (26.19/hr) | \$ 54,475.20 | \$ 5,447.52 | \$ 5,071.64 | \$ 3,377.46 | \$ 789.89 | \$ 69,161.71 | |
| Officer Murdock (23.73/hr) | \$ 49,358.00 | \$ 4,935.80 | \$ 4,595.23 | \$ 3,060.20 | \$ 715.69 | \$ 62,664.92 | |
| PD Subtotal | \$ 158,329.20 | \$ 15,832.92 | \$ 14,740.45 | \$ 9,816.41 | \$ 2,295.77 | \$ 201,014.75 | |
| | | | | | Difference | \$ (15,528.22) | |