

**RESOLUTION 2023-54**

**A RESOLUTION ADMENDING THE PAY SCALE FOR PERMANENT  
FULL-TIME EMPLOYEES**

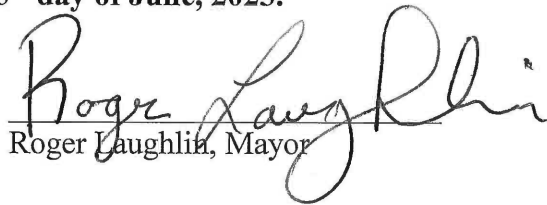
**WHEREAS**, a salary survey committee consisting of staff and council members conducted a market wage study in 2022 which was approved by the City Council with the passage of Resolution 2022-52; and

**WHEREAS**, the City Administrator is now recommending that the cost of living (COLA) is added to the pay scale for Fiscal Year 2024 (See Exhibit A); and

**WHEREAS**, it is the intention of the City Administrator to conduct a wage study every three years to evaluate each position salary to remain competitive in the market and attract an experienced workforce.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of West Branch, Iowa, the amended pay scale for permanent full-time employees for Fiscal Year 2024 and is hereby approved.

**Passed and approved this 5<sup>th</sup> day of June, 2023.**

  
Roger Laughlin, Mayor

ATTEST:

  
\_\_\_\_\_  
Leslie Brick, City Clerk



Exhibit A

City of West Branch Pay Scale

Fiscal Year 2024

(July 1, 2023 – June 30, 2024)

FY 24 Pay Scale							Hiring Range			
5% COLA Increase Over FY-23 - Added to Midpoint										
Position	A		B		C		D		E	
	Low		10 year	High						
	Midpt ÷	1.15	Current	Midpoint	Midpt x	1.15			5%>Midpt	
	Hourly	Annual		Midpoint	Hourly	Annual	Low		High	
1 Police Chief	\$34.83	\$72,437	\$40.05	\$83,302	\$46.06	\$95,797	\$34.83	\$72,437	\$42.05	\$87,467
2 PW Director	\$33.37	\$69,406	\$38.37	\$79,816	\$44.13	\$91,789	\$33.37	\$69,406	\$40.29	\$83,807
3 Police Sargent (Vacant)	\$31.12	\$64,734	\$35.79	\$74,444	\$41.16	\$85,610	\$31.12	\$64,734	\$37.58	\$78,166
4 Finance Officer	\$28.45	\$59,178	\$32.72	\$68,054	\$37.63	\$78,262	\$28.45	\$59,178	\$34.35	\$71,457
5 * Senior Police Officer	\$29.23	\$60,799	\$33.61	\$69,919	\$38.66	\$80,407	\$29.23	\$60,799	\$35.30	\$73,415
6 Lead Water/WW Employee	\$27.81	\$57,851	\$31.98	\$71,102	\$36.78	\$76,507	\$27.81	\$57,851	\$33.58	\$69,855
7 Entry Police Officer	\$26.48	\$55,080	\$30.45	\$63,343	\$35.02	\$72,844	\$26.48	\$55,080	\$31.98	\$66,510
8 City Clerk	\$24.73	\$51,431	\$28.44	\$59,146	\$32.70	\$68,018	\$24.73	\$51,431	\$29.86	\$62,104
9 IT Library Director	\$23.45	\$48,785	\$26.97	\$56,103	\$31.02	\$64,518	\$23.45	\$48,785	\$28.32	\$58,908
10 Parks & Rec Director	\$23.37	\$48,603	\$26.87	\$55,894	\$30.90	\$64,278	\$23.37	\$48,603	\$28.22	\$58,689
11 Senior Publicworks Employee	\$22.00	\$45,760	\$25.30	\$56,242	\$29.10	\$60,518	\$22.00	\$45,760	\$26.57	\$55,255
12 Library Director	\$22.03	\$45,815	\$25.33	\$52,687	\$29.13	\$60,590	\$22.03	\$45,815	\$26.60	\$55,322
13 Publicworks Employee	\$21.70	\$45,138	\$24.96	\$55,478	\$28.70	\$59,695	\$21.70	\$45,138	\$26.20	\$54,504
14 Utility Clerk	\$20.71	\$43,077	\$23.82	\$49,538	\$27.39	\$56,969	\$20.71	\$43,077	\$25.01	\$52,015
15 Asistant Library Director	\$18.94	\$39,398	\$21.78	\$45,308	\$25.05	\$52,104	\$18.94	\$39,398	\$22.87	\$47,573
16 Librarian	\$18.78	\$39,067	\$21.60	\$44,928	\$24.84	\$51,667	\$18.78	\$39,067	\$22.68	\$47,174