

CITY OF DUBUQUE, IOWA
GENERAL EMPLOYEES WAGE PLAN
EFFECTIVE 7/1/2019 THROUGH 6/30/2020

POSITION CLASSIFICATION	SALARY GRADE	Range	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
Communications Assistant	GE-25	GEH-02 Hourly	\$17.69	\$18.68	\$19.69	\$20.76	\$21.93	\$23.14
Confidential Account Clerk		Bi-weekly	\$1,415.20	\$1,494.40	\$1,575.20	\$1,660.80	\$1,754.40	\$1,851.20
Custodian - Library		Annually	\$36,795.20	\$38,854.40	\$40,955.20	\$43,180.80	\$45,614.40	\$48,131.20
Library Assistant								
Secretary								
Infiltration and Inflow Inspector	GE-26	GEH-03 Hourly	\$18.68	\$19.69	\$20.76	\$21.93	\$23.14	\$24.39
Lead Paint Assistant		Bi-weekly	\$1,494.40	\$1,575.20	\$1,660.80	\$1,754.40	\$1,851.20	\$1,951.20
Lead Secretary		Annually	\$38,854.40	\$40,955.20	\$43,180.80	\$45,614.40	\$48,131.20	\$50,731.20
Permit Clerk								
Planning Technician								
Assisted Housing Specialist	GE-27	GEH-04 Hourly	\$19.69	\$20.76	\$21.93	\$23.14	\$24.39	\$25.76
Environmental Sanitarian Assistant		Bi-weekly	\$1,575.20	\$1,660.80	\$1,754.40	\$1,851.20	\$1,951.20	\$2,060.80
Help Desk - Support Technician		Annually	\$40,955.20	\$43,180.80	\$45,614.40	\$48,131.20	\$50,731.20	\$53,580.80
Intake Specialist								
Legal Assistant								
Maintenance Worker - Library								
Self Sufficiency Coordinator								
Zoning Enforcement Officer								
Housing Financial Specialist	GE-28	GEH-05 Hourly	\$20.76	\$21.93	\$23.14	\$24.39	\$25.76	\$27.16
Marketing Coordinator		Bi-weekly	\$1,660.80	\$1,754.40	\$1,851.20	\$1,951.20	\$2,060.80	\$2,172.80
Payroll Specialist		Annually	\$43,180.80	\$45,614.40	\$48,131.20	\$50,731.20	\$53,580.80	\$56,492.80
Utility Locator								
Animal Control Officer	GE-29	GEH-06 Hourly	\$21.93	\$23.14	\$24.39	\$25.76	\$27.16	\$28.61
Assistant City Clerk		Bi-weekly	\$1,754.40	\$1,851.20	\$1,951.20	\$2,060.80	\$2,172.80	\$2,288.80
Assisted Housing Coordinator		Annually	\$45,614.40	\$48,131.20	\$50,731.20	\$53,580.80	\$56,492.80	\$59,508.80
Communications Specialist								
Engineering Assistant I								
Law Enforcement User Support Specialist								
Library User Support Specialist								
Material Control Clerk								
Multicultural Family Center Assistant Director								
Paralegal								
User Technology Specialist								

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Accountant	GE-30	GEH-07 Hourly	\$23.14	\$24.39	\$25.76	\$27.16	\$28.61	\$30.22
Assistant Fixed Base Operations Supervisor		Bi-weekly	\$1,851.20	\$1,951.20	\$2,060.80	\$2,172.80	\$2,288.80	\$2,417.60
Economic Development Project Coordinator		Annually	\$48,131.20	\$50,731.20	\$53,580.80	\$56,492.80	\$59,508.80	\$62,857.60
Information Technology Specialist								
GIS Applications Specialist								
GIS Specialist								
Grant Accountant								
Healthy Homes Program Inspector								
Lead Paint/Healthy Homes Inspector - 2yr/3yr								
Lead Public Safety Dispatcher								
Library Administrative Assistant								
Library Aide								
Payroll Accountant								
Records Supervisor								
Solid Waste Agency Education and Communication Coordinator								
Survey Technician								
Transportation Analyst								
Video Producer								
Airport Operations	GE-31	GEH-08 Hourly	\$24.39	\$25.76	\$27.16	\$28.61	\$30.22	\$31.89
Specialist (40 hour work wk)		Bi-weekly	\$1,951.20	\$2,060.80	\$2,172.80	\$2,288.80	\$2,417.60	\$2,551.20
Engineering Assistant II		Annually	\$50,731.20	\$53,580.80	\$56,492.80	\$59,508.80	\$62,857.60	\$66,331.20
Engineering Technician								
Environmental Coordinator								
Grant Administrator								
Laboratory Technician								
Office Manager								
Public Works Field Supervisor								
Purchasing Coordinator								
Right of Way Management Technician								
Traffic Engineering Technician								
Transportation Services Field Supervisor								
Water Distribution Foreman								

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POSITION CLASSIFICATION	SALARY GRADE	Range	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
Acquisition and Relocation Specialist	GE-32	GEH-09 Hourly	\$25.76	\$27.16	\$28.61	\$30.22	\$31.89	\$33.65
Assistant Planner		Bi-weekly	\$2,060.80	\$2,172.80	\$2,288.80	\$2,417.60	\$2,551.20	\$2,692.00
Civil Rights Specialist		Annually	\$53,580.80	\$56,492.80	\$59,508.80	\$62,857.60	\$66,331.20	\$69,992.00
Environmental Sanitarian								
General Housing Specialist								
Lead Application/Network Analyst								
Librarian I								
Personnel Assistant								
Aquatics & Therapeutic Recreation Supervisor	GE-33	GEH-10 Hourly	\$27.16	\$28.61	\$30.22	\$31.89	\$33.65	\$35.51
Arts & Cultural Affairs Coordinator		Bi-weekly	\$2,172.80	\$2,288.80	\$2,417.60	\$2,551.20	\$2,692.00	\$2,840.80
Assisted Housing Specialist Supervisor		Annually	\$56,492.80	\$59,508.80	\$62,857.60	\$66,331.20	\$69,992.00	\$73,860.80
Assisted Housing Director								
Circulation Supervisor								
Community Development Specialist								
Community Engagement Coordinator								
Equity Outreach Coordinator								
Facilities Supervisor								
Fixed Base Operation Supervisor								
GIS Coordinator/Analyst								
Golf Course Supervisor								
Laboratory Supervisor								
Library Information Technology Supervisor								
Recreation Program Supervisor								
Rehabilitation Programs Supervisor								
Strategic Workforce Equity Coordinator								
Survey Party Chief								
Sustainable Community Coordinator								
Technical Director II								
Traffic Engineering Assistant								
Utility Billing Supervisor								
Water Engineering Assistant								
WRRC Operations Supervisor								
Assistant Fire Marshal	GE-34	GEH-11 Hourly	\$28.61	\$30.22	\$31.89	\$33.65	\$35.51	\$37.45
Budget Financial Analyst		Bi-weekly	\$2,288.80	\$2,417.60	\$2,551.20	\$2,692.00	\$2,840.80	\$2,996.00
Community Development Specialist		Annually	\$59,508.80	\$62,857.60	\$66,331.20	\$69,992.00	\$73,860.80	\$77,896.00
Inspector II								
Lead and Healthy Homes Supervisor								
Librarian II								
Rental Inspection and Licensing Supervisor								
Resiliency Project Coordinator								
WPC Maintenance Supervisor								

Wages 2019-2020 - ALL Updated at 1.5 percent

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POSITION CLASSIFICATION	SALARY GRADE	Range	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
Airport Operations & Maintenance Supervisor	GE-35	GEH-12 Hourly	\$30.22	\$31.89	\$33.65	\$35.51	\$37.45	\$39.48
Assistant WPC Plant Manager		Bi-weekly	\$2,417.60	\$2,551.20	\$2,692.00	\$2,840.80	\$2,996.00	\$3,158.40
Associate Planner		Annually	\$62,857.60	\$66,331.20	\$69,992.00	\$73,860.80	\$77,896.00	\$82,118.40
Civil Engineer I								
EMS Supervisor								
Fleet Maintenance Supervisor								
Financial Analyst								
Multicultural Family Center Director								
Neighborhood Development Specialist								
Resource Management Coordinator & Supervisor								
Senior Network/Systems Administrator								
Solid Waste Agency Facility Supervisor								
Traffic Engineer								
Transportation Services Operations Supervisor								
Assistant Economic Development Director	GE-36	GEH-13 Hourly	\$31.89	\$33.65	\$35.51	\$37.45	\$39.48	\$41.70
Emergency Communications Manager		Bi-weekly	\$2,551.20	\$2,692.00	\$2,840.80	\$2,996.00	\$3,158.40	\$3,336.00
Land Surveyor		Annually	\$66,331.20	\$69,992.00	\$73,860.80	\$77,896.00	\$82,118.40	\$86,736.00
Park Division Manager								
Parking System Supervisor								
Police Lieutenant								
Recreation Division Manager								
Solid Waste Agency Administrator								
Water Distribution Supervisor								
Assistant Finance Director	GE-37	GEH-14 Hourly	\$33.65	\$35.51	\$37.45	\$39.48	\$41.70	\$44.00
Cable Television Coordinator		Bi-weekly	\$2,692.00	\$2,840.80	\$2,996.00	\$3,158.40	\$3,336.00	\$3,520.00
Public Health Specialist		Annually	\$69,992.00	\$73,860.80	\$77,896.00	\$82,118.40	\$86,736.00	\$91,520.00

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POSITION CLASSIFICATION	SALARY GRADE	Range	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
Assistant Fire Chief	GE-38	GEH-15 Hourly	\$35.51	\$37.45	\$39.48	\$41.70	\$44.00	\$46.43
Assistant Fire Chief/Fire Marshal		Bi-weekly	\$2,840.80	\$2,996.00	\$3,158.40	\$3,336.00	\$3,520.00	\$3,714.40
Assistant Public Works Director		Annually	\$73,860.80	\$77,896.00	\$82,118.40	\$86,736.00	\$91,520.00	\$96,574.40
Building Services Manager								
Civil Engineer II								
Police Captain								
Public Information Officer								
Water Plant Manager								
Water Resources Engineer								
Budget Manager	GE-39	GEH-16 Hourly	\$37.45	\$39.48	\$41.70	\$44.00	\$46.43	\$48.95
Finance Manager		Bi-weekly	\$2,996.00	\$3,158.40	\$3,336.00	\$3,520.00	\$3,714.40	\$3,916.00
		Annually	\$77,896.00	\$82,118.40	\$86,736.00	\$91,520.00	\$96,574.40	\$101,816.00
Assistant City Engineer	GE-40	GEH-17 Hourly	\$39.48	\$41.70	\$44.00	\$46.43	\$48.95	\$51.63
Assistant Police Chief		Bi-weekly	\$3,158.40	\$3,336.00	\$3,520.00	\$3,714.40	\$3,916.00	\$4,130.40
Planning Services Manager		Annually	\$82,118.40	\$86,736.00	\$91,520.00	\$96,574.40	\$101,816.00	\$107,390.40
Human Rights Director								
Project Manager								
Water Department Manager								
Water & Resource Recovery Center Manager								
Airport Manager	GE-41	GEH-18 Hourly	\$41.70	\$44.00	\$46.43	\$48.95	\$51.63	\$54.51
Director of Transportation Services		Bi-weekly	\$3,336.00	\$3,520.00	\$3,714.40	\$3,916.00	\$4,130.40	\$4,360.80
Housing and Community Development Director		Annually	\$86,736.00	\$91,520.00	\$96,574.40	\$101,816.00	\$107,390.40	\$113,380.80
Information Services Manager								
Leisure Services Manager								
Library Director								
Personnel Manager								
Public Works Director								
	GE-42	GEH-19 Hourly	\$44.00	\$46.43	\$48.95	\$51.63	\$54.51	\$57.46
		Bi-weekly	\$3,520.00	\$3,714.40	\$3,916.00	\$4,130.40	\$4,360.80	\$4,596.80
		Annually	\$91,520.00	\$96,574.40	\$101,816.00	\$107,390.40	\$113,380.80	\$119,516.80

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Economic Development Director	GE-43	GEH-20 Hourly	\$46.43	\$48.95	\$51.63	\$54.51	\$57.46	\$60.67
		Bi-weekly	\$3,714.40	\$3,916.00	\$4,130.40	\$4,360.80	\$4,596.80	\$4,853.60
		Annually	\$96,574.40	\$101,816.00	\$107,390.40	\$113,380.80	\$119,516.80	\$126,193.60
Assistant City Manager	GE-44	GEH-21 Hourly	\$48.95	\$51.63	\$54.51	\$57.46	\$60.67	\$64.01
City Engineer		Bi-weekly	\$3,916.00	\$4,130.40	\$4,360.80	\$4,596.80	\$4,853.60	\$5,120.80
Director of Budget & Finance		Annually	\$101,816.00	\$107,390.40	\$113,380.80	\$119,516.80	\$126,193.60	\$133,140.80
Fire Chief								
Police Chief								
Assistant City Attorney	GE-45	GEH-22 Hourly	\$51.63	\$54.51	\$57.46	\$60.67	\$64.01	\$67.54
		Bi-weekly	\$4,130.40	\$4,360.80	\$4,596.80	\$4,853.60	\$5,120.80	\$5,403.20
		Annually	\$107,390.40	\$113,380.80	\$119,516.80	\$126,193.60	\$133,140.80	\$140,483.20

CITY OF DUBUQUE, IOWA
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EFFECTIVE 7/1/2019 THROUGH 6/30/2020

POSITION CLASSIFICATION	SALARY GRADE	Range	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
Seasonal Laborer - Airport/Street/Water Seasonal Laborer II Rec/Park - Long Term	NA-01	NA-01	-	-	-	-	-	\$11.24
Human Rights Intern - Seasonal Legal Intern - Seasonal	NA-02	NA-02	-	-	-	-	-	\$23.54
Seasonal Laborer I - Rec - Short Term Laborer I (Rec) - Part-time - on call	NA-03	NA-03	-	-	-	\$9.89	\$10.24	\$10.44
House Staff - Cashier House Manager	NA-04	NA-04	-	-	-	-	-	\$13.31
Laborer I - on call c.c. Library Custodian Helper PT - on call	NA-05	NA-05	-	-	-	-	-	\$10.39
Laborer II - Stage - on call	NA-06	NA-06	-	-	-	-	-	\$11.40
Pool Cashier - Seasonal	NA-07	NA-07	-	-	-	\$8.71	\$8.96	\$9.24
Usher - on call	NA-08	NA-08	-	\$8.51	\$8.96	\$9.41	\$9.93	\$10.44
	NA-09	NA-09	-	-	-	-	-	\$16.44
	NA-10	NA-10						
Line Serviceworker Helper - Seasonal Recreation Supervisor - Seasonal Seasonal Laborer I - Park - Short Term Seasonal Park Fee Collector	NA-11	NA-11	-	-	-	-	\$10.24	\$10.44
	NA-12	NA-12						

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Airport Operations Specialist (112 hours)	NA-13	NA-13	\$15.25	\$16.10	\$16.98	\$17.89	\$18.89	\$19.93
Recreational Leader - Seasonal	NA-14	NA-14	-	-	-	\$9.89	\$10.15	\$10.41
Jr. Recreation Leader - Seasonal	NA-15	NA-15	-	-	-	-	\$8.03	\$8.30
Lifeguard - Seasonal	NA-17	NA-17	\$8.86	\$9.12	\$9.39	\$9.71	\$9.99	\$10.28
Concessions Stocker - on call Pro Shop Attendant - on call Starter - Seasonal	NA-18	NA-18	\$9.06	\$9.36	\$9.65	\$9.97	\$10.26	\$10.59
Seasonal Airport Intern	NA-19	NA-19	-	-	-	-	\$11.77	\$12.14
Historical Preservation Intern - Seasonal Planning Intern - Seasonal	NA-22	NA-22	-	-	-	-	-	\$10.24
Marina Cashier/Clerk Marina Dock Attendant	NA-23	NA-23			\$9.89	\$10.24	\$10.44	\$11.10
Library Clerk - PT	NA-24	NA-24	-	-	-	\$9.84	\$10.14	\$10.44
MFC Site Supervisor (Paid at Step F) Rec. Program Assistant - Seasonal Recreation Field Supervisor - Seasonal Summer Teen Empowerment Program Manager (Paid at Step F)	NA-25	NA-25	-	-	\$12.14	\$12.49	12.89	\$18.15
Seasonal Equipment Operator Seasonal Park Ranger Seasonal Sanitation Driver Seasonal Truck Driver Youth Education Employment Program Manager	NA-26	NA-26	-	-	-	-	-	\$14.93

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Line Serviceworker - PT Parking Revenue Collector Playground Coordinator - Seasonal	NA-27	NA-27	\$11.56	\$12.35	\$13.23	\$14.14	\$15.13	\$16.22
Clerical Assistant (AmeriCorps, Police, Library, PW)	NA-28	NA-28	-	-	-	-	\$11.13	\$12.67
	NA-31	NA-29	-	-	-	-	-	\$10.41
Bartender - on call Recreational Supervisor - Seasonal	NA-32	NA-30	-	-	\$10.22	\$10.75	\$11.34	\$11.92
Engineering Intern - Seasonal	NA-34	NA-31	-	-	-	\$14.01	\$15.13	\$16.27
Code Enforcement Official - Seasonal Pre-School Instructor - Seasonal	NA-35	NA-32	-	-	-	\$14.87	\$16.73	\$18.55
Lead Paint Intern - Seasonal	NA-36	NA-33	-	-	-	-	-	\$12.77
GIS Technician I Intern - Seasonal	NA-37	NA-34	-	-	-	-	-	\$14.46
Camera Operator - PT - on call Economic Development Intern Environmental Monitoring Lab Intern-WRRC Finance Intern - Seasonal Information Services Intern Law Enforcement Technology Intern Library Information Technology Intern Residential Parking Enforcement Officer - PT - on call Sustainable Dubuque Intern Transit Marketing Intern Video Production Intern	NA-38	NA-35	-	-	-	-	-	\$12.95
Concession Worker (plus tips)	NA-39	NA-36						\$7.25

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A/T Compliance Monitor - PT - on call Waste Reduction Intern	NA-40	NA-37	-	-	-	-	-	\$12.57
(Blank)	NA-41	NA-38						
Pool Concession Manager Head Life Guard	NA-42	NA-39						\$12.49
Pool Manager Assistant Marina Manager	NA-43	NA-43						\$14.61
Customer Service Representative Receptionist - PT	NA-44	NA-41	\$13.67	\$14.43	\$15.23	\$16.06	\$16.96	\$17.88
After School Sports Coordinator Assistant Golf Professional-Seasonal Golf Shop/Club House Assistant - Seasonal Snack Bar Concession Manager-Seasonal	NA-45	NA-42	\$14.61	\$15.43	\$16.28	\$17.16	\$18.10	\$19.08
Engineering Assistant - Seasonal	NA-46	NA-44						\$21.50
Library Marketing Coordinator	NA-47	NA-45	\$24.03	\$25.38	\$26.76	\$28.19	\$29.77	\$31.42
Clerk Typist Public Works Apprentice Records Clerk Training Specialist	NA-48	NA-46	\$18.06	\$18.55	\$19.05	\$19.90	\$20.43	\$20.86
Water Meter Inspector	NA-49	NA-47	\$22.76	\$23.28	\$23.84	\$24.41	\$24.90	\$25.45
Account Clerk II	NA-50	NA-48	\$23.32	\$23.93	\$24.53	\$25.12	\$25.68	\$26.24
Stimulus Coordinator	NA-51	NA-49						\$24.93