CITY OF WEST DES MOINES
CITY COUNCIL MEETING COMMUNICATION

ITEM: FY 2015/2016 Pay Plan
Regular, Non-union Employees

DATE: May 4, 2015

FINANCIAL IMPACT: The total cost of this increase is approximately $404,822 per year and reflects non-bargaining unit employees only. Each department has sufficient appropriations to meet the requirements of the attached Pay Plans as such funds were included in the previously adopted FY2015/2016 Budget.

BACKGROUND: The FY15/16 Budget reflects a 2.5% salary range adjustment for non-union classifications, including paid-on-call Fire Fighters. The 2.5% increase was based on the City of West Des Moines Union Agreements.

The 2.5% increase reflects the movement of the pay plan, with no employee automatically being given this increase. Departments will work within a 3% pool for pay increases for non-union employees.

In addition, all performance reviews and corresponding pay increases for non-union employees will be effective July 1st rather than the employee's anniversary date which was based on their hire date. This will make it easier to budget and will insure better equity among employees.

Two other changes are proposed to keep non-union supervisors equal to union employees they manage: 1) all non-union 24 hour Fire command-staff employees will receive 12 hours of holiday pay for each recognized holiday. Currently they are paid 8 hours for a holiday. This would make them equal to what is given to union employees and 2) all non-union sworn Police Officers will receive holiday pay equal to their normally scheduled hours (e.g. those working a 10 hour schedule will receive 10 hours of holiday pay, those working in CIU will receive 8 hours).

It is also proposed that all non-union employees on a single medical plan increase their premium contribution rate by 1%, moving from 3% to 4%.

OUTSTANDING ISSUES:

RECOMMENDATION: Approval of resolution adopting the attached FY2015/2016 Pay Plans for all City of West Des Moines, regular full and part time, non-bargaining unit employees which includes Paid-on-call (POC) Firefighters, POC Fire Lieutenants and POC Battalion Chiefs.

Lead Staff Member: Jane Pauba Dodge, Human Resources Director JPDodge

STAFF REVIEWS

Department Director	Jane Pauba Dodge, Human Resources Director
Appropriations/Finance	
Legal	
Agenda Acceptance	RTJ

Resolution

WHEREAS, the City Council of the City of West Des Moines previously adopted the 2015-2016 Municipal Budget which included appropriations for July 1, 2015 salary adjustments, and;

WHEREAS, the Human Resources Director has developed the attached FY2015/16 Pay Plans and corresponding salary adjustment matrix.

NOW, THEREFORE, BE IT RESOLVED, BY THE CITY COUNCIL OF THE CITY OF WEST DES MOINES, IOWA, that the FY 2015/16 Pay Plans, copy attached, be approved.

PASSED AND APPROVED this 4th day of May, 2015

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Steven K. Gaer, Mayor

ATTEST:

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Ryan Jacobson, City Clerk

City of West Des Moines			
Proposed Pay Scale			
FY 15-16			
		FY 15-16	FY 15-16
		Range	Range
	Wage Scale/Range	Minimum	Max
	A01 (Page)	16,483	23,152
	A11	32,396	48,109
	A12	34,422	51,116
	A13	36,573	54,311
	B21	38,859	57,704
	B22	41,287	61,311
	B23	43,868	65,144
	B24/B31	47,754	73,541
	B25/B32	50,739	78,137
	C41	53,910	83,021
	C42	57,279	88,209
	C43	64,662	93,723
	C44/C51	66,335	105,805
	C45/C52	70,481	112,417
	D61	74,885	119,442
	D62	79,567	126,908
	D71	84,539	134,840
	E81	89,823	143,267
	E82	95,437	152,222
	E91	101,401	161,735
	Job	Rang Min	Range Max
	Assistant City Attorney	81,027	113,438
	Job	Range Min	Range Max
	End User Support Tech	36,707	55,062
	IT Specialist- PS& Mobile	47,537	71,307
	IT Specialist-Desktop Management	47,537	71,307
	GIS Analyst	47,537	71,307
	IT Specialist-Westcom	59,881	89,821
	IT Specialist-Server Management	59,881	89,821
	IT Specialist-PS Support	59,881	89,821
	IT Specialist-SharePoint Developer	59,881	89,821
	GIS Manager	64,372	96,558
	IT Operations Manager	74,389	111,584
	Enterprise Applications Manager	74,389	111,584

	Job	Range Min	Range Max	
	Fire Lieutenant (Salaried)	68,255	92,144	
	Deputy Chief-Training/Marshal	72,399	101,358	
	Deputy Chief-Operations	72,399	101,358	
	Ass't Fire Chief	77,108	111,805	
	Police Sergeant	63,028	85,088	
	Police Lieutenant	66,855	93,597	
	Police Captain	71,005	102,957	
	Ass't Police Chief	78,106	113,253	
	EMS Lieutenant (Hourly)	62,657	84,588	
	EMS Deputy Chief-Training	69,489	97,284	
	EMS-Assistant Chief- Logistics			
	EMS Assistant Chief	77,156	111,876	
	POC Fire Fighter	9.65		
	POC Fire Lieutenant	12.42		
	POC Bat Chief	15.15		