

WATER BOARD OF TRUSTEES
Special Meeting
July 6, 2015
4:00 PM
Location: 1208 South St.

Agenda

1. Approve Agenda.
2. Discussion of Draft 28E Agreement with City of Oskaloosa.
3. Discussion of Compensation for General Manager as it Relates to 28E Agreement.
4. Miscellaneous.
5. Adjourn.

INFORMATION CONCERNING AGENDA ITEMS:

Agenda Item #2

You have all received the updated 28E with comments from the attorney as well as seen the answers to your questions from the City Manager from this last month's meeting. Let's discuss the changes and if you are satisfied with this current draft, or what, if any, changes you feel need to be made.

Agenda Item #3

I will attach a copy of a recent survey showing wages and benefits for communities across Iowa. You were provided this a few months ago. These communities range in population from around 5100 to about 9500. The reason population is noted is once the population crosses 10,000 people, the Iowa DNR requires a higher level of testing from Water Purveyors and more guidelines that need to be followed and met. I will also attach information from 2013 in regards to wages for a General Manager/Superintendent position. This was information that was used to derive the General Manager's wage in the fall of 2013. As the agreement moves forward the complexities of the General Manager's job duties will greatly increase from where they were one year ago. As such, a conversation needs to be held regarding compensation for this position. There are no recommendations at this time.

Agenda Item #4

There are none at this time.

City	Population	Council/Board	General Manager/Superintendent	Treatment/Distribution/Waste	Other Utilities?
Newton	15254	Board	General Manager	WT/WD	
Indianola	14782	Board	General Manager	WT/WD	Electric/Technical Service
Altoona	14451	Council	Superintendent	WD/WW	
Waukee	13790	Council	Superintendent (2 years)	WD/WW	
North Liberty	13374	Council	Superintendent	WT/WD	
Boone	12661	Council	Superintendent (35 years)	Treatment Only	
Oskaloosa	11463	Board	General Manager	WT/WD	
Spencer	11233	Board	General Manager (4 years)	WT/WD	Electric/Communications
Fort Madison	11051	Council	Water Services Director (6 months)	WT/WD	
Keokuk	10780	Board	General Manager	WT/WD	
Storm Lake	10600	Council	Superintendent	Treatment Only	
Pella	10352	Council	Superintendent	Treatment Only	
Carroll	10103	Council	Superintendent	Treatment Only	
Waverly	9874	Council	Superintendent	Streets/Sewer/Water	
Le Mars	9826	Council	Superintendent	WT/WD	
Fairfield	9464	Council	Superintendent	WT/WD	
Grinnell	9218	Council	Water Resoures Director	W/WW	
Norwalk	8945		Uses Des Moines Water Works		
Pleasant Hill	8785		Uses Des Moines Water Works		
Mount Pleasant	8668	Board	General Manager	WT/WD	Electric
Knoxville	7313	Board	General Manager	WT/WD	
Creston	6834	Board	General Manager	WT/WD	

This data was collected by Chad Coon from June 24 - July 5, 2013 for the purpose of establishing a baseline for pay for the General Manager's position. As requested by Board member Errin Keltner during the June 2013 Board meeting.

Pay Range	Actual Pay	Other	Pay Range	Actual Pay	Other	Pay Range	Actual Pay
\$67833-\$97565	\$ 86,535.00	Treatment Plant Manager	\$57718-\$82341	\$ 78,832.00	Distribution Manager	\$48820-\$68112	\$ 60,447.00
	\$ 119,000.00	Water Manager		\$ 79,408.00			
	\$ 83,138.00						
\$51709-\$65874	\$ 62,067.00						
\$56424-\$78458							
	\$ 79,239.00	PW handles distribution		\$ 76,663.00			
	\$ 64,836.00						
\$100000-\$150000		Water Manager	\$70,000-\$80,000				
	\$ 59,000.00						
	\$138,960 (7/1/12)	Plant Manager		\$ 73,297.00	Plant Asst. Man		\$ 58,709.00
\$67,000-\$78,000							
\$46779-\$69597	\$ 68,597.00						
	\$ 62,438.00						
\$60539-\$70373							
	\$ 80,000.00						
	\$ 63,000.00						
\$63328-\$82327	\$ 81,080.00						
	\$ 104,775.00	Water Manager		\$ 74,087.00			
	\$ 66,900.00	Out-going GM		\$ 85,000.00			
	\$ 101,813.40	Plant Manager		\$ 50,932.96	Distribution Manager		\$57,925.40

Other Office Manager	Pay Range \$38455-\$55279	Actual Pay \$ 50,760.00	Other	Actual Pay	Other	Actual Pay	Other	Actual Pay
-------------------------	------------------------------	----------------------------	-------	------------	-------	------------	-------	------------

Distribution Manager		\$ 64,966.00	Distr. Asst Man	\$ 51,551.00	Lab Manager	\$ 43,889.00	Office Manager	\$ 56,896.00
----------------------	--	--------------	-----------------	--------------	-------------	--------------	----------------	--------------

Office Manager		\$48,811.36						
----------------	--	-------------	--	--	--	--	--	--

Board Driven Departments

City	Population	Council/Board	General Manager/Superintendent
Newton	15254	Board	General Manager
Indianola	14782	Board	General Manager
Oskaloosa	11463	Board	General Manager
Spencer	11233	Board	General Manager (4 years)
Keokuk	10780	Board	General Manager
Mount Pleasant	8668	Board	General Manager
Knoxville	7313	Board	General Manager
Creston	6834	Board	General Manager

Council Driven Departments

Altoona	14451	Council	Superintendent
Waukee	13790	Council	Superintendent (2 years)
North Liberty	13374	Council	Superintendent
Boone	12661	Council	Superintendent (35 years)
Fort Madison	11051	Council	Water Services Director (6 months)
Storm Lake	10600	Council	Superintendent
Pella	10352	Council	Superintendent
Carroll	10103	Council	Superintendent
Waverly	9874	Council	Superintendent
Le Mars	9826	Council	Superintendent
Fairfield	9464	Council	Superintendent
Grinnell	9218	Council	Water Resources Director
Norwalk	8945		Uses Des Moines Water Works
Pleasant Hill	8785		Uses Des Moines Water Works

Treatment/Distribution/Waste	Other Utilities?	Pay Range	Actual Pay
WT/WD		\$67833-\$97565	\$ 86,535.00
WT/WD	Electric/Technical Service		\$ 119,000.00
WT/WD			\$ 64,836.00
WT/WD	Electric/Communications	\$100000-\$150000	
WT/WD			\$138,960
WT/WD	Electric		\$ 104,775.00
WT/WD			\$ 66,900.00
WT/WD			\$ 101,813.40
		average	\$ 97,545.63

WD/WW			\$ 83,138.00
WD/WW		\$51709-\$65874	\$ 62,067.00
WT/WD		\$56424-\$78458	
Treatment Only			\$ 79,239.00
WT/WD			\$ 59,000.00
Treatment Only		\$67,000-\$78,000	
Treatment Only		\$46779-\$69597	\$ 68,597.00
Treatment Only			\$ 62,438.00
Streets/Sewer/Water		\$60539-\$70373	
WT/WD			\$ 80,000.00
WT/WD			\$ 63,000.00
W/WW		\$63328-\$82327	\$ 81,080.00
		average	\$ 70,951.00

	Pay Range	Actual Pay
Water Manager		\$ 79,408.00
Water Manager	\$70,000-\$80,000	
Interim GM		\$76,344.84

2014 - 15

CITY WAGE

AND

BENEFIT SURVEY

PART 1

WAGES

NOTE: IF THERE IS MORE THAN ONE EMPLOYEE PER POSITION THE HOURLY AND ANNUAL WAGES HAVE BEEN AVERAGED.

Prepared from a written survey conducted by the City of Estherville, July 2014

CITY COUNCIL MEMBER

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464					
2 . Grinnell	9,218	9	6		2,400	
3 . Mount Pleasant	8,668		6		2,400	
4 . Denison	8,298		5		900	
5 . Decorah	8,127		7	40/Mtg.		
6 . Webster City	8,070		4	50/Mtg.		
7 . Creston	7,834		7		3,600	
8 . Clear Lake	7,777		5		2,500	
9 . Perry	7,702		5		960	
10 . Charles City	7,652	3	5	30/Mtg.	1,000	
11 . Knoxville	7,313		5	12/Mtg.		
12 . Washington	7,266		6		1,200	
13 . Atlantic	7,112					
14 . Sioux Center	7,048		5		900	
15 . Nevada	6,798		6		600	
16 . Oelwein	6,415		6	50/Mtg.		
17 . Estherville (1)	6,360		7	50/Mtg.		
18 . Maquoketa	6,141		7		1,200	
19 . Orange City	6,004				2,600	
20 . Independence	5,966					
21 . Red Oak	5,742		5		960	
22 . Clarinda	5,572					
23 . Algona	5,560		6		2,400	
24 . Anamosa	5,533					
25 . Centerville	5,528		5		1,000	
26 . DeWitt (4)	5,322		5	40/Mtg.		
27 . Glenwood	5,269					
28 . Vinton	5,257	8	6		2,000	
29 . Cherokee	5,253					
30 . Iowa Falls	5,238					
31 . Sheldon	5,188					
32 . Manchester	5,179	1-12	5	35/Mtg.		
33 . Shenandoah (2)	5,150	6.5	5	35/Mtg.		
MEDIAN	6,360					

COMMENTS:

- (1) \$50/Committee Meetings; \$25/Special Meetings; \$40/Committee Meeting
- (2) \$35/Council Meetings, \$20/Outside Meeting
- (3) \$30/Council Meeting, \$20/Committee Meeting
- (4) \$40/Council Meeting, \$10/Committee Meeting

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

MAYOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464					
2 . Grinnell	9,218	15	1		6,000	
3 . Mount Pleasant	8,668	5	1		5,400	
4 . Denison	8,298		1		6,000	
5 . Decorah	8,127		1		4,200	
6 . Webster City	8,070		1	60/Mtg.		
7 . Creston	7,834		1		12,000	
8 . Clear Lake	7,777		1		7,500	
9 . Perry	7,702		1		3,950	
10 . Charles City	7,652	18	1		4,500	
11 . Knoxville	7,313		1		2,400	
12 . Washington	7,266		1		12,000	
13 . Atlantic	7,112					
14 . Sioux Center	7,048		1		3,600	
15 . Nevada	6,798		1		2,400	
16 . Oelwein	6,415		1		5,500	
17 . Estherville	6,360		1		4,800	
18 . Maquoketa	6,141		1		2,800	
19 . Orange City	6,004				7,800	
20 . Independence	5,966					
21 . Red Oak	5,742	3	1		3,600	
22 . Clarinda	5,572					
23 . Algona	5,560		1		7,500	
24 . Anamosa	5,533					
25 . Centerville	5,528		1		10,000	
26 . DeWitt	5,322		1		7,500	
27 . Glenwood	5,269					
28 . Vinton	5,257	13	1		3,000	
29 . Cherokee	5,253					
30 . Iowa Falls	5,238					
31 . Sheldon	5,188					
32 . Manchester	5,179	40	1		4,750	
33 . Shenandoah	5,150	8	1		6,000	
MEDIAN	6,360				\$5,400	

COMMENTS:

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

CITY MANAGER/CITY ADMINISTRATOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218	12	1				125,477.40	1
3 . Mount Pleasant	8,668	17	1				99,798.40	9
4 . Denison	8,298		1				71,790.94	24
5 . Decorah	8,127	3	1	111,586	6		93,260.00	15
6 . Webster City	8,070	8	1				106,122.00	3
7 . Creston	7,834	8	1				99,753.55	10
8 . Clear Lake	7,777	13	1				103,189.00	4
9 . Perry	7,702		1				91,493.16	17
10 . Charles City	7,652		1				96,000.00	13
11 . Knoxville	7,313		1				99,986.00	8
12 . Washington	7,266	3	1				97,602.70	11
13 . Atlantic	7,112							
14 . Sioux Center	7,048	42	1				112,500.00	2
15 . Nevada	6,798		1	103,669.00			94,140.00	14
16 . Oelwein (1)	6,415		1				92,025.00	16
17 . Estherville	6,360	5	1				102,875.75	6
18 . Maquoketa	6,141	17	1				103,077.00	5
19 . Orange City	6,004	35					102,403.00	7
20 . Independence	5,966							
21 . Red Oak	5,742	12	1				81,426.00	21
22 . Clarinda (2)	5,572							
23 . Algona	5,560	3	1				86,000.00	20
24 . Anamosa	5,533							
25 . Centerville	5,528	1	1				75,000.00	22
26 . DeWitt	5,322	12	1				91,391.40	18
27 . Glenwood	5,269							
28 . Vinton	5,257			85,000.00			75,000.00	23
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	9	1				90,685.66	19
33 . Shenandoah	5,150	16	1				96,824.00	12
MEDIAN	6,360						96,412.00	

COMMENTS:

(1) City Manager/City Clerk

(2) City Manager/Clerk/Treasurer/Public Works Director

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

ADMINISTRATIVE ASSISTANT

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218	3	1			18.04	37,523.20	3
3 . Mount Pleasant	8,668	4	1			14.46	30,076.80	7
4 . Denison (1)	8,298		1			16.93	35,204.00	4
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702		1			18.36	38,188.80	1
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528	6	2			16.16	33,602.40	5
26 . DeWitt (2)	5,322	1	1			15.30	31,824.00	6
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	13	1			18.18	37,814.40	2
33 . Shenandoah	5,150	4 mo.	1			12.90	23,478.00	8
MEDIAN	6,360					\$16.55	\$34,403.20	

COMMENTS:

(1) Denison Municipal Utilities - 23 yrs.; \$18.66/hr.; \$38,812.80

(2) Police Dept.

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

CITY CLERK

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell (1)	9,218	8	1				76,084.68	1
3 . Mount Pleasant	8,668	29	1				52,624.00	8
4 . Denison	8,298		1				58,066.32	4
5 . Decorah (1)	8,127	35	1	68,229.00	4		61,935.00	2
6 . Webster City	8,070	2	1				44,262.00	18
7 . Creston	7,834	9	1				53,168.01	7
8 . Clear Lake	7,777	12	1				46,363.00	17
9 . Perry	7,702		1				41,344.73	19
10 . Charles City	7,652	7	1				59,351.11	3
11 . Knoxville	7,313		1				49,412.00	16
12 . Washington	7,266	30	1				52,345.02	10
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798		1	63,260.00			52,617.00	9
16 . Oelwein	6,415							
17 . Estherville (1)	6,360	2	1				50,950.00	13
18 . Maquoketa	6,112							
19 . Orange City	6,004	21					56,039.00	5
20 . Independence	5,966							
21 . Red Oak	5,742	31	1				52,091.00	11
22 . Clarinda (2)	5,572							
23 . Algona	5,560	32	1				54,891.00	6
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322	14	1				50,814.40	14
27 . Glenwood	5,269							
28 . Vinton	5,257	14					49,489.00	15
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	12	1				51,958.40	12
33 . Shenandoah (3)	5,150		1				40,144.00	20
MEDIAN	6,360						\$52,218.01	

COMMENTS:

- (1) City Clerk/Finance Director
- (2) See City Manager
- (3) City Clerk/Treasurer

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

FINANCE DIRECTOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison (3)	8,298	10	1				65,615.68	4
5 . Decorah (2)	8,127							
6 . Webster City	8,070	1	1				51,855.00	8
7 . Creston	7,834							
8 . Clear Lake	7,777	24	1				69,555.00	2
9 . Perry	7,702		1				43,483.37	9
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington (1)	7,266	1	1				53,795.04	7
13 . Atlantic	7,112							
14 . Sioux Center	7,048	3	1				67,600.00	3
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville (2)	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004	19					56,475.00	6
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona (3)	5,560	13	1	79,600.00	5		79,600.00	1
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322	17	1				62,637.60	5
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360						\$62,637.60	

COMMENTS:

- (1) City Accountant
- (2) See City Clerk
- (3) Municipal Utility (Shown Above)

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

DEPUTY CITY CLERK

PUBLIC WORKS UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218	10	1			22.37	46,529.60	4
3 . Mount Pleasant	8,668	29	1			21.64	45,011.20	7
4 . Denison	8,298		1			18.44	38,355.20	12
5 . Decorah	8,127	26	1	48,339	1	22.60	47,000.00	3
6 . Webster City	8,070	62	1			22.06	45,885.00	6
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652	17	1			19.85	41,288.00	9
11 . Knoxville	7,313		1			17.83	37,086.00	13
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798		1	53,286.00		24.43	50,823.00	2
16 . Oelwein	6,415		1			26.04	54,168.00	1
17 . Estherville	6,360	2	1	19.97		19.38	40,310.40	10
18 . Maquoketa	6,141	25				20.28	42,175.00	8
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560	16	1			18.66	38,812.00	11
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	15	1			22.07	45,905.60	5
33 . Shenandoah	5,150							
MEDIAN	6,360					\$21.64	\$45,011.20	

COMMENTS:

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

AIRPORT MANAGER

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison	8,298		1			21.63	45,000.00	3
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313		1				39,600.00	4
12 . Washington	7,266	2	1				11,529.10	9
13 . Atlantic	7,112							
14 . Sioux Center	7,048	34	1				24,225.00	7
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360		1				20,220.00	8
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742	5	1				45,040.00	2
22 . Clarinda	5,572							
23 . Algona	5,560		1				49,653.00	1
24 . Anamosa	5,533							
25 . Centerville	5,528	2	1				31,865.60	5
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257	1	1				Volunteer	
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150	4	1				30,180.80	6
MEDIAN	6,360						\$31,865.60	

COMMENTS:

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

UTILITIES MANAGER

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,237							
2 . Grinnell (4)	9,218	35	1				83,658.52	7
3 . Mount Pleasant	8,668		1				114,400.00	2
4 . Denison (1)	8,298	7	1				131,007.76	1
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston (5)	7,834	4	1				108,000.00	5
8 . Clear Lake	7,777							
9 . Perry	7,702		1				48,033.02	10
10 . Charles City	7,652							
11 . Knoxville (3)	7,313		1				68,300.00	9
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048	25	1				112,500.00	3
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa (1)	6,141		1				92,000.00	6
19 . Orange City	6,004							
20 . Independence (2)	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona (1)	5,560	15	1	109,800.00	5		109,800.00	4
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood (1)	5,269	35	1				76,440.00	8
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360						\$100,000.00	

COMMENTS:

- (1) Municipal Utility
- (2) Independence Light & Power Operations Manager (Shown Above)
- (3) Water Works (Shown Above)
- (4) Water Resources Director
- (5) Water Works-Utilities Manager/Plant Manager (Shown Above)

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

PUBLIC WORKS DIRECTOR

PUBLIC WORKS UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)***

<u>City</u>	<u>2010 Pop.</u>	<u>Yrs. or Avg. Yrs. of Svc.</u>	<u>No. of Emp. in Position</u>	<u>Max. Wage</u>	<u># of Yrs. to Max.</u>	<u>Actual Hourly Wage</u>	<u>Average Annual Wage* (w/o overtime)</u>	<u>Rank by Wage</u>
1 . Fairfield	9,464							
2 . Grinnell (1)	9,218	3	1				73,759.08	3
3 . Mount Pleasant	8,668	2	1				59,654.40	11
4 . Denison	8,298		1				50,864.58	12
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834	29	1				61,611.77	8
8 . Clear Lake	7,777	25	1				80,558.00	2
9 . Perry	7,702		1				60,703.30	9
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798		1	68,911.00			66,849.00	5
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa	6,141	3					59,844.00	10
19 . Orange City	6,004	4					88,465.00	1
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda (2)	5,572							
23 . Algona	5,560	3	1				64,625.00	6
24 . Anamosa	5,533							
25 . Centerville	5,528	12	1				67,626.00	4
26 . DeWitt	5,322	5	1				64,102.68	7
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360						\$64,363.84	

COMMENTS:

- (1) Public Services Director
- (2) See City Manager

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

ENGINEERING TECHNICIAN

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070	1	1			21.21	44,117.00	2
7 . Creston (2)	7,834	2.5				17.35	36,081.07	1
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313		1			21.48	44,678.00	3
12 . Washington	7,266	4	1			25.71	53,476.80	4
13 . Atlantic	7,112							
14 . Sioux Center (2)	7,048	9	1			33.17	69,000.00	5
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$21.48	\$44,678.00	

COMMENTS:

- (1) Building Inspector
- (2) Engineering - City

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

CAD OPERATOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

<u>City</u>	<u>2010 Pop.</u>	<u>Yrs. or Avg. Yrs. of Svc.</u>	<u>No. of Emp. in Position</u>	<u>Max. Wage</u>	<u># of Yrs. to Max.</u>	<u>Actual Hourly Wage</u>	<u>Average Annual Wage* (w/o overtime)</u>	<u>Rank by Wage</u>
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360							

COMMENTS:

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

COMMUNITY DEVELOPMENT DIRECTOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell (5)	9,218	34	1				83,512.92	2
3 . Mount Pleasant (1)	8,668	<1	1				41,641.60	10
4 . Denison	8,298							
5 . Decorah	8,127		1				56,005.56	7
6 . Webster City	8,070	22	1				54,100.00	8
7 . Creston	7,834							
8 . Clear Lake	7,777	30	1				62,192.00	5
9 . Perry	7,702		1				38,884.40	12
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266	4	1				47,216.00	9
13 . Atlantic	7,112							
14 . Sioux Center (2)	7,048	7	1				73,400.00	3
15 . Nevada	6,798		1	68,911.00			60,004.00	6
16 . Oelwein (4)	6,415		1				40,164.80	11
17 . Estherville	6,360	12	1				62,362.80	4
18 . Maquoketa	6,141							
19 . Orange City	6,004	1					86,214.00	1
20 . Independence (6)	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville (7)	5,528	6	1				28,683.20	13
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360						\$56,005.56	

COMMENTS:

- (1) Building & Zoning Administrator
- (2) Econ. Dev. Dir. & Assistant City Manager
- (3) Building Official
- (4) Building Inspector/Code Enforcement
- (5) Building & Planning Director
- (6) Building Inspector
- (7) Code Compliance Officer

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

INFORMATION TECHNOLOGY COORDINATOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona (1)	5,560	16	1	61,000.00	5		61,000.00	1
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360						\$61,000.00	

COMMENTS:

(1) Municipal Utility (Shown above)

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

OFFICE COORDINATOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

<u>City</u>	<u>2010 Pop.</u>	<u>Yrs. or Avg. Yrs. of Svc.</u>	<u>No. of Emp. in Position</u>	<u>Max. Wage</u>	<u># of Yrs. to Max.</u>	<u>Actual Hourly Wage</u>	<u>Average Annual Wage* (w/o overtime)</u>	<u>Rank by Wage</u>
1 . Fairfield	9,464							
2 . Grinnell (1)	9,218	4	1			19.10	39,728.00	7
3 . Mount Pleasant (1)(2)	8,668		1			21.49	44,699.20	3
4 . Denison (2)	8,298	12	1			18.42	38,313.60	9
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston (4)	7,834	5	1			25.00	52,000.00	1
8 . Clear Lake (1)	7,777	7	1			17.75	36,920.00	12
9 . Perry	7,702		1			15.47	32,177.60	14
10 . Charles City	7,652							
11 . Knoxville (4)	7,313		1		18 mo.	23.46	48,796.80	2
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada (5)	6,798		1	44,824.00	5	18.96	39,436.00	8
16 . Oelwein	6,415							
17 . Estherville	6,360	4	1	22.19		21.28	44,262.40	4
18 . Maquoketa (2)	6,141		1			19.30	40,136.00	6
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona (2)	5,560	14	1	42,350.00	5	20.36	42,350.00	5
24 . Anamosa	5,533							
25 . Centerville	5,528	9	1			18.36	38,188.80	10
26 . DeWitt	5,322							
27 . Glenwood (2)	5,269	3	1			18.00	37,440.00	11
28 . Vinton	5,257	3	1	37,935.47	3	17.53	36,462.40	13
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah (3)	5,150		1			14.00	25,480.00	15
MEDIAN	6,360					\$18.96	\$39,436.00	

COMMENTS:

- (1) Accounting Clerk
- (2) Municipal Utility (Shown Above)
- (3) Payroll/Human Resources
- (4) Water Works (Shown Above)
- (5) Staff Accountant

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

SECRETARY

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell (5)	9,218	5	PT 1			12.71	23,132.72	8
3 . Mount Pleasant	8,668							
4 . Denison (1)	8,298	20	1			18.36	38,188.80	2
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston (6)	7,834	7	1			13.00	27,040.00	6
8 . Clear Lake	7,777	13	1			20.92	43,514.00	1
9 . Perry	7,702							
10 . Charles City	7,652	3	1			12.73	26,478.40	7
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048	27	5	18.34		17.11	35,588.80	4
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa	6,141	10				16.00	33,278.00	5
19 . Orange City	6,004	13				17.81	37,044.80	3
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$16.56	\$34,433.40	

COMMENTS:

- (1) Municipal Utility (Shown Above)
- (2) Administrative Ass't - Part-time
- (3) Office Assistants
- (4) Water Works (Shown Above)
- (5) Recreation - Part-time
- (6) Creston Water Works - 7 yrs.; \$13.00/hr.; \$27,040

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

RECEPTIONIST/SECRETARY

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218	1	PT 1			13.84	25,193.55	6
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777	3	1			11.94	24,835.00	7
9 . Perry	7,702							
10 . Charles City	7,652	11	1			13.69	28,475.20	5
11 . Knoxville	7,313		1			11.33	23,566.40	8
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360	5	1			15.29	31,803.20	3
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona (3)	5,560	6	1			15.54	32,323.00	2
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322	8	1			16.59	34,507.20	1
27 . Glenwood	5,269							
28 . Vinton (4)	5,257	7	1			14.75	30,680.00	4
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah (2)	5,150							
MEDIAN	6,360					\$14.30	\$29,577.60	

COMMENTS:

- (1) Municipal Utility (Shown Above)
- (2) Receptionist/Clerk
- (3) Algona Mun. Elec. Util. - 10 yrs.; \$16.15/hr.; \$33,600.00
- (4) Park & Rec Dept.

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

UTILITY SERVICES CLERK
(Counter Work, Utility Payments, etc.)

PUBLIC WORKS UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)***

<u>City</u>	<u>2010 Pop.</u>	<u>Yrs. or Avg. Yrs. of Svc.</u>	<u>No. of Emp. in Position</u>	<u>Max. Wage</u>	<u># of Yrs. to Max.</u>	<u>Actual Hourly Wage</u>	<u>Average Annual Wage* (w/o overtime)</u>	<u>Rank by Wage</u>
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant (1)	8,668		4			18.22	37,987.60	6
4 . Denison	8,298	2	PT 1			12.95	23,566.40	23
5 . Decorah	8,127	14	1	37,400.00	5	15.48	32,200.00	14
6 . Webster City	8,070	5	2			14.43	30,014.00	17
7 . Creston (4)	7,834	11	1			19.23	40,000.00	4
8 . Clear Lake	7,777	2	1			16.79	34,923.00	12
9 . Perry	7,702		1			17.20	35,776.00	9
10 . Charles City	7,652	6	1			14.00	29,120.00	18
11 . Knoxville (4)	7,313							
12 . Washington	7,266	16	2			19.30	40,144.00	3
13 . Atlantic	7,112							
14 . Sioux Center	7,048	35	2			21.40	44,512.00	1
15 . Nevada	6,798		1	33,966.00	5	16.33	33,966.00	13
16 . Oelwein	6,415	4	1	16.84	24 mo.	16.84	35,027.20	11
17 . Estherville	6,360	7	3	17.53		17.05	35,457.07	10
18 . Maquoketa (2)	6,141	10				17.45	36,295.00	8
19 . Orange City	6,004	17				19.40	40,352.00	2
20 . Independence (3)	5,966							
21 . Red Oak	5,742	1	1			13.55	28,184.00	20
22 . Clarinda	5,572	2	1			15.23	31,678.40	15
23 . Algona (1)	5,560	10	3	40,550.00	5	18.49	38,450.00	5
24 . Anamosa	5,533							
25 . Centerville	5,528	1.5	1			14.57	30,305.60	16
26 . DeWitt	5,322	20	1			18.09	37,627.20	7
27 . Glenwood (1)	5,269	7	2			13.91	28,932.80	19
28 . Vinton	5,257	4	1 (3/4 time)	26,816.93	3	16.51	25,755.60	21
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150	3	1			13.20	24,024.00	22
MEDIAN	6,360					\$16.79	\$34,923.00	

COMMENTS:

- (1) Municipal Utility (Shown Above)
- (2) Maquoketa Mun. Elec. Utility Svc. Clerk - \$18.10/hr.; \$37,655.00
- (3) Independence Light & Power (Shown Above)
- (4) Water Works (Shown Above)

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

FINANCIAL COORDINATOR
(Financial Records, Accounting)

PUBLIC WORKS UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668		1			37.24	77,463.00	1
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070	1	1			15.87	33,015.00	6
7 . Creston (3)	7,834	1	1			19.62	40,800.00	5
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048	8	1			22.00	45,760.00	3
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa (1)	6,141	17				20.28	42,175.00	4
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560	35	1	70,600.00	5	33.94	70,600.00	2
24 . Anamosa	5,533							
25 . Centerville (5)	5,528	3.5	1			15.17	31,553.60	7
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257	18 mo.	PT 1			13.49	14,029.60	8
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$19.95	\$41,487.50	

COMMENTS:

- (1) Maquoketa Mun. Elec. Util. - \$22.53/hr.; \$46,867.00
- (2) Municipal Utility (Shown Above)
- (3) Accounting Manager
- (4) Office Manager
- (5) Utility Billing Clerk

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

GARAGE SUPERVISOR
(Head Mechanic)

PUBLIC WORKS UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218	29	1	45,115.20		22.14	46,051.20	5
3 . Mount Pleasant	8,668							
4 . Denison (2)	8,298	27	1			23.15	48,152.00	3
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048	20	1			29.41	61,172.80	1
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360	28	1	22.78		22.55	46,904.00	4
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572	31	1			19.42	40,393.60	6
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528	26	2	40,060.80		19.26	40,060.80	7
26 . DeWitt	5,322	9	1			23.27	48,401.60	2
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$22.55	\$46,904.00	

COMMENTS:

- (1) Asst. Public Services Director
- (2) Municipal Utility (Shown Above)

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

AUTOMOTIVE MECHANIC

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070	13	1			23.83	49,566.00	1
7 . Creston	7,834	13.5	1			19.97	41,537.15	8
8 . Clear Lake	7,777	11	1			22.78	47,382.00	2
9 . Perry	7,702							
10 . Charles City	7,652	26	1			22.37	46,529.60	3
11 . Knoxville	7,313							
12 . Washington	7,266	2	1			21.61	44,948.80	5
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798		1	44,512.00	5	21.40	44,512.00	6
16 . Oelwein	6,415	27	1	19.68	18 mo.	19.68	40,934.40	9
17 . Estherville	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004	8				21.86	45,468.80	4
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560	18				20.66	42,972.00	7
24 . Anamosa	5,533							
25 . Centerville	5,528	13	1	37,336.00		17.95	37,336.00	10
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150	10				10.00	20,800.00	11
MEDIAN	6,360					\$21.40	\$44,512.00	

COMMENTS:

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

STREET SUPERINTENDENT

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison	8,298		1			23.63	49,149.88	16
5 . Decorah	8,127	30	1	68,229.00	4	29.78	61,935.00	5
6 . Webster City	8,070	18	1			26.83	55,806.00	6
7 . Creston	7,834	25	1			24.80	51,584.55	10
8 . Clear Lake	7,777							
9 . Perry (2)	7,702		1			23.98	49,874.44	14
10 . Charles City	7,652	21	1			24.28	50,500.06	13
11 . Knoxville	7,313		1			24.36	50,669.00	12
12 . Washington	7,266	5	1			32.04	66,635.66	1
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein (4)	6,415	34	1			32.03	66,613.20	2
17 . Estherville (1)	6,360	9	1			31.20	64,893.69	3
18 . Maquoketa	6,141							
19 . Orange City	6,004	16				30.67	63,796.00	4
20 . Independence	5,966							
21 . Red Oak	5,742	5	1			25.04	52,091.00	9
22 . Clarinda	5,572							
23 . Algona	5,560	31	1			26.30	54,704.00	8
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322	8	1			22.92	47,673.60	17
27 . Glenwood	5,269							
28 . Vinton	5,257	36	1	54,350.32		24.63	51,230.40	11
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	34	1			26.78	55,702.40	7
33 . Shenandoah	5,150	17	1			23.92	49,753.60	15
MEDIAN	6,360					\$25.04	\$52,091.00	

COMMENTS:

- (1) Street Supt. is also Solid Waste Collec. Supt.
- (2) Deputy Public Works Director
- (3) Street Asst Supervisor
- (4) Street Supt./Airport Mgr./Cemetery Supt.

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

STREET CREW FOREMAN

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell (3)	9,218	28	1	44,907.20		22.04	45,843.20	6
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127	14	1	48,339.00		23.24	48,339.00	3
6 . Webster City	8,070	10	2			21.89	45,531.00	7
7 . Creston	7,834	18	1			18.91	39,332.69	13
8 . Clear Lake	7,777	37	1			25.24	52,499.00	1
9 . Perry	7,702		5			19.22	39,977.60	11
10 . Charles City	7,652							
11 . Knoxville	7,313		3			21.27	44,242.00	8
12 . Washington	7,266	2	2			22.77	47,361.60	4
13 . Atlantic	7,112							
14 . Sioux Center	7,048	26	1			25.10	52,208.00	2
15 . Nevada	6,798							
16 . Oelwein	6,415	35	1	19.68	18 mo.	19.68	40,934.40	9
17 . Estherville	6,360	9	1			22.23	46,238.40	5
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence (2)	5,966							
21 . Red Oak	5,742	20	1			19.04	39,603.00	12
22 . Clarinda	5,572	24	1			18.44	38,355.20	14
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville (1)	5,528	2	2	36,108.80	2	16.14	33,571.20	15
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257	17	1	42,678.72	3	19.34	40,228.80	10
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$21.27	\$44,242.00	

COMMENTS:

- (1) Street Maintenance
- (2) Street Operators III
- (3) Street/Solid Waste Foreman

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

HEAVY EQUIPMENT OPERATOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell (1)	9,218	10	5			20.18	41,982.72	12
3 . Mount Pleasant	8,668	5	6			14.20	29,536.00	19
4 . Denison	8,298							
5 . Decorah	8,127	15	7	20.68	7	20.68	43,014.40	7
6 . Webster City	8,070	12	1			20.52	42,681.00	8
7 . Creston	7,834	7.5	2			18.03	37,504.54	17
8 . Clear Lake	7,777	11	5	22.32	2	22.64	47,083.00	1
9 . Perry	7,702							
10 . Charles City	7,652	13.5	3			20.48	42,598.40	9
11 . Knoxville	7,313							
12 . Washington	7,266	25	2			22.08	45,916.00	2
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798		2	44,512.00	5	21.40	44,512.00	6
16 . Oelwein	6,415		2	19.68	18 mo.	19.68	40,934.40	14
17 . Estherville	6,360	14	1	20.71		20.45	42,536.00	11
18 . Maquoketa	6,141	8	4	21.70		21.70	45,136.00	4
19 . Orange City	6,004	5				21.68	45,094.40	5
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560	15	4			19.84	41,267.00	13
24 . Anamosa	5,533							
25 . Centerville	5,528	30	1	38,625.60	2	18.42	38,316.60	16
26 . DeWitt	5,322	16	2			20.46	42,556.80	10
27 . Glenwood	5,269							
28 . Vinton	5,257	7	5	42,500.49	3	19.26	40,060.80	15
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	6-14	3			21.93	45,614.40	3
33 . Shenandoah	5,150	10.5	2			14.88	30,950.40	18
MEDIAN	6,360					\$20.46	\$42,556.80	

COMMENTS:

(1) Laborer

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

LIGHT EQUIPMENT OPERATOR
(Backhoe, Tractor/Mower, etc.)

PUBLIC WORKS UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127	3	1	19.11	4	17.98	37,398.40	3
6 . Webster City	8,070	3	3			17.66	36,733.00	4
7 . Creston	7,834	9	3			17.60	36,602.12	5
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652	2.5	2			18.25	37,960.00	2
11 . Knoxville	7,313							
12 . Washington	7,266	5	5			16.70	34,727.68	7
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798		2		5	16.54	34,403.00	8
16 . Oelwein	6,415							
17 . Estherville	6,360	8	1			20.20	42,016.00	1
18 . Maquoketa	6,141		1	18.69		16.13	33,550.40	9
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742	7	1			17.27	35,921.00	6
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$17.60	\$36,602.12	

COMMENTS:

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Johnston, Hiawatha, North Liberty and Waukee).

TRUCK DRIVER

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360	9	2			18.76	40,747.12	2
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742	5	1			16.09	33,467.00	1
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$17.43	\$37,107.06	
COMMENTS:								

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

GARBAGE COLLECTOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

<u>City</u>	<u>2010 Pop.</u>	<u>Yrs. or Avg. Yrs. of Svc.</u>	<u>No. of Emp. in Position</u>	<u>Max. Wage</u>	<u># of Yrs. to Max.</u>	<u>Actual Hourly Wage</u>	<u>Average Annual Wage* (w/o overtime)</u>	<u>Rank by Wage</u>
1 . Fairfield	9,464							
2 . Grinnell	9,218	19	2	44,699.20		21.81	45,354.40	3
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702		6			19.22	39,977.60	1
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360	15	2	20.82		19.67	40,903.20	2
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$19.67	\$40,903.20	

COMMENTS:

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes, and Eldridge).

POLICE CHIEF

**PUBLIC WORKS UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)*****

<u>City</u>	<u>2010 Pop.</u>	<u>Yrs. or Avg. Yrs. of Svc.</u>	<u>No. of Emp. in Position</u>	<u>Max. Wage</u>	<u># of Yrs. to Max.</u>	<u>Actual Hourly Wage</u>	<u>Average Annual Wage* (w/o overtime)</u>	<u>Rank by Wage</u>
1 . Fairfield	9,464							
2 . Grinnell	9,218	2	1				82,483.44	1
3 . Mount Pleasant	8,668	2	1				66,622.40	12
4 . Denison	8,298		1				64,758.72	15
5 . Decorah	8,127	17	1	78,733.00	4		70,203.00	8
6 . Webster City	8,070	5	1				70,500.00	7
7 . Creston	7,834	6	1				67,803.87	11
8 . Clear Lake	7,777							
9 . Perry	7,702		1				64,500.00	16
10 . Charles City	7,652	27	1				74,936.95	4
11 . Knoxville	7,313		1				76,128.00	3
12 . Washington	7,266	29	1				67,991.04	10
13 . Atlantic	7,112							
14 . Sioux Center	7,048	41	1				72,500.00	5
15 . Nevada	6,798							
16 . Oelwein	6,415	20	1				76,844.16	2
17 . Estherville	6,360	15	1				68,904.55	9
18 . Maquoketa	6,141						65,014.00	14
19 . Orange City	6,004	1					63,986.00	18
20 . Independence	5,966							
21 . Red Oak	5,742	9	1				57,301.00	22
22 . Clarinda	5,572							
23 . Algona	5,560	21	1				64,500.00	17
24 . Anamosa	5,533							
25 . Centerville	5,528	7	1				60,882.54	20
26 . DeWitt	5,322	3	1				72,031.80	6
27 . Glenwood	5,269							
28 . Vinton	5,257	24	1				58,171.10	21
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	20	1				63,685.70	19
33 . Shenandoah	5,150	6	1				66,310.40	13
MEDIAN	6,360						\$67,213.14	
COMMENTS:								

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

POLICE CAPTAIN

POLICE UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218	26	1			31.20	64,905.96	1
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127	17	1	68,229.00	5	29.01	60,333.00	5
6 . Webster City	8,070	26	1			28.44	59,155.20	6
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652	20	1			29.01	60,343.20	4
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415	12	1			29.56	61,475.40	3
17 . Estherville	6,360		1			26.99	56,139.20	7
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence (2)	5,966							
21 . Red Oak	5,742	15	1			25.37	52,769.00	11
22 . Clarinda	5,572							
23 . Algona (1)	5,560	9	1			26.67	55,473.00	8
24 . Anamosa	5,533							
25 . Centerville (1)	5,528	9	1			23.04	47,923.20	12
26 . DeWitt	5,322	1	1			30.71	63,872.88	2
27 . Glenwood	5,269							
28 . Vinton	5,257	28	1			26.51	55,144.96	9
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	25	1			25.72	53,500.20	10
33 . Shenandoah (1)	5,150							
MEDIAN	6,360					\$27.72	\$57,647.20	

COMMENTS:

- (1) Assistant Police Chief
- (2) Independence Assistant Police Chief - \$25.97/hr.; \$54,011.00

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

POLICE LIEUTENANT

**POLICE UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)*****

<u>City</u>	<u>2010 Pop.</u>	<u>Yrs. or Avg. Yrs. of Svc.</u>	<u>No. of Emp. in Position</u>	<u>Max. Wage</u>	<u># of Yrs. to Max.</u>	<u>Actual Hourly Wage</u>	<u>Average Annual Wage* (w/o overtime)</u>	<u>Rank by Wage</u>
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668	2	1	56,555.20	6	26.13	54,350.40	5
4 . Denison	8,298							
5 . Decorah (2)	8,127	23	1	68,229.00	4	29.78	61,935.00	2
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777	24	3			29.80	61,991.00	1
9 . Perry	7,702							
10 . Charles City	7,652	9.5	2			23.34	48,547.20	10
11 . Knoxville	7,313		2			26.33	54,766.00	4
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein (1)	6,415	8				26.60	55,327.80	3
17 . Estherville	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742	13	1			24.26	50,460.00	8
22 . Clarinda	5,572	13	1			19.63	40,830.40	11
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257	16	1			24.95	51,896.00	6
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	24	1			24.29	50,523.20	7
33 . Shenandoah	5,150	26	1			23.52	48,921.60	9
MEDIAN	6,360					\$24.95	\$51,896.00	

COMMENTS:

- (1) 2nd Lieutenant - 14 yrs.,\$24.38/hr., \$50,717.16/yr.
- (2) Ass't Chief

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

POLICE SERGEANT

POLICE UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)***

<u>City</u>	<u>2010 Pop.</u>	<u>Yrs. or Avg. Yrs. of Svc.</u>	<u>No. of Emp. in Position</u>	<u>Max. Wage</u>	<u># of Yrs. to Max.</u>	<u>Actual Hourly Wage</u>	<u>Average Annual Wage* (w/o overtime)</u>	<u>Rank by Wage</u>
1 . Fairfield	9,464							
2 . Grinnell	9,218	9	1			28.41	59,089.68	3
3 . Mount Pleasant	8,668	10	3	50,294.40	6	24.18	50,294.40	9
4 . Denison	8,298		2			23.40	48,676.94	11
5 . Decorah	8,127	15	2	60,855.00	4	25.99	54,061.00	5
6 . Webster City	8,070	14	2			26.81	55,765.00	4
7 . Creston (1)	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702		1			24.35	50,648.00	8
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266	24	3			28.42	59,122.96	2
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798		1	55,439.00		24.01	49,940.00	10
16 . Oelwein	6,415							
17 . Estherville	6,360	26	2			25.35	52,728.00	7
18 . Maquoketa	6,141		2			25.91	53,886.00	6
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742	5	1			22.77	47,361.00	13
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt (2)	5,322	9	1			28.49	59,259.24	1
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	13	1			22.99	47,819.20	12
33 . Shenandoah	5,150	3	1			19.77	41,121.60	14
MEDIAN	8,127					\$25.17	\$52,354.50	

COMMENTS:

- (1) City of Creston - Police Sergeant II - \$23.54/hr.; \$48,963.20
- (2) City of DeWitt - 2nd Police Sergeant - \$26.15/hr.; \$54,392.04

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

POLICE DETECTIVE

POLICE UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218	15	1	54,631.20	10	\$26.62	55,368.04	2
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777	12	1			25.44	52,915.00	3
9 . Perry	7,702							
10 . Charles City	7,652	13	1			22.23	48,325.17	6
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048	30	1			28.24	58,739.20	1
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360	29	1			24.88	51,750.40	5
18 . Maquoketa	6,141							
19 . Orange City	6,004	1				25.00	52,000.00	4
20 . Independence (2)	5,966							
21 . Red Oak	5,742	5	1			22.26	46,300.00	7
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$25.00	\$52,000.00	

COMMENTS:

- (1) Police Detective/Investigator
- (2) Police Corporal

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

POLICE OFFICER

(Starting Wage)

POLICE UNIT

2014-15 CITY WAGE SUMMARY**

(Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218	11 mo.	1	44,200.00		21.25	44,200.00	3
3 . Mount Pleasant	8,668			39,041.60	7			
4 . Denison	8,298							
5 . Decorah	8,127			24.04	7	20.13	41,870.40	6
6 . Webster City	8,070					21.93	45,614.00	2
7 . Creston	7,834	1	2			19.69	40,955.20	8
8 . Clear Lake	7,777			25.65	20	20.27	42,162.00	5
9 . Perry	7,702					18.43	38,334.40	15
10 . Charles City	7,652					19.34	40,223.46	11
11 . Knoxville	7,313					18.41	38,292.80	16
12 . Washington	7,266	2	1			19.36	40,265.68	10
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798		8		5	20.51	42,654.00	4
16 . Oelwein	6,415			21.98	24 mo.	19.15	39,832.00	12
17 . Estherville	6,360							
18 . Maquoketa	6,141					19.36	40,267.00	9
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742	4	2			19.05	39,624.00	13
22 . Clarinda	5,572							
23 . Algona	5,560	1	1			18.44	38,355.00	14
24 . Anamosa	5,533							
25 . Centerville	5,528		2	43,736.20	2	18.21	37,876.80	17
26 . DeWitt	5,322	1 mo.	1			22.25	46,280.00	1
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	1	2			20.08	41,766.40	7
33 . Shenandoah	5,150					17.57	36,545.60	18
MEDIAN	6,360					\$19.36	\$40,266.34	

COMMENTS:

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

POLICE OFFICER

(Average Wage)

POLICE UNIT

2014-15 CITY WAGE SUMMARY**

(Cities 5,150 to 9,500 Population)***

<u>City</u>	<u>2010 Pop.</u>	<u>Yrs. or Avg. Yrs. of Svc.</u>	<u>No. of Emp. in Position</u>	<u>Max. Wage</u>	<u># of Yrs. to Max.</u>	<u>Actual Hourly Wage</u>	<u>Average Annual Wage*</u> (w/o overtime)	<u>Rank by Wage</u>
1 . Fairfield	9,464							
2 . Grinnell	9,218	6	7	53,560.00		23.71	49,326.70	5
3 . Mount Pleasant	8,668	12	7			21.75	45,240.00	18
4 . Denison	8,298		9			22.02	45,809.66	15
5 . Decorah	8,127	8				22.70	47,216.00	12
6 . Webster City	8,070	5	7			23.31	48,484.00	9
7 . Creston	7,834	4.5	5			21.29	44,274.88	19
8 . Clear Lake	7,777	7	10			24.27	50,490.00	2
9 . Perry	7,702		10			22.78	47,382.40	11
10 . Charles City	7,652	7	9			21.16	44,017.07	20
11 . Knoxville	7,313		11			22.80	47,424.00	10
12 . Washington	7,266	8	6			24.18	50,292.06	3
13 . Atlantic	7,112							
14 . Sioux Center	7,048	8	5	26.15		23.73	49,358.40	4
15 . Nevada	6,798							
16 . Oelwein	6,415		6	21.98	24 mo.	21.98	45,718.40	16
17 . Estherville	6,360	9.5	6			23.36	48,588.80	8
18 . Maquoketa	6,141		8			23.55	48,988.00	6
19 . Orange City	6,004		5			23.44	48,755.20	7
20 . Independence	5,966							
21 . Red Oak	5,742	1	3			20.00	41,600.00	22
22 . Clarinda	5,572							
23 . Algona	5,560	7	7			21.86	45,474.00	17
24 . Anamosa	5,533							
25 . Centerville	5,528	10	6	43,736.20	2	21.04	43,763.20	21
26 . DeWitt	5,322	7	5			24.40	50,756.16	1
27 . Glenwood	5,269							
28 . Vinton	5,257	11	5			22.40	46,592.00	14
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	1-13	6			22.69	47,195.20	13
33 . Shenandoah	5,150		6			18.30	38,071.97	23
MEDIAN	6,360					\$22.70	\$47,216.00	

COMMENTS:

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

DISPATCHERS

POLICE UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell (2)	9,218	22	2			18.94	39,395.20	4
3 . Mount Pleasant	8,668							
4 . Denison	8,298		5			17.86	37,144.12	10
5 . Decorah	8,127	13	7	18.18		17.78	36,982.40	11
6 . Webster City	8,070	9	3			18.57	38,626.00	6
7 . Creston	7,834	6	4			18.39	38,255.23	7
8 . Clear Lake	7,777	8	5	19.43	20	18.15	37,756.00	8
9 . Perry	7,702		6			17.99	37,419.20	9
10 . Charles City	7,652	7.5	6			18.74	38,979.20	5
11 . Knoxville	7,313							
12 . Washington	7,266	9	1			19.64	40,851.20	1
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415		4	16.78	24 mo.	16.74	34,819.20	14
17 . Estherville	6,360							
18 . Maquoketa	6,141		6			19.33	40,200.00	2
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560	19	4			17.29	35,957.00	12
24 . Anamosa	5,533							
25 . Centerville	5,528	7	5	36,504.00	2	17.23	35,834.24	13
26 . Dewitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	7-31	6			19.18	39,894.40	3
33 . Shenandoah	5,150	11.5	6			12.74	26,499.20	15
MEDIAN	6,360					\$18.15	\$37,756.00	

COMMENTS:

- (1) Admin Asst Police
- (2) Administrative Asst/Clerk

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

FIRE CHIEF (Volunteer)
PUBLIC WORKS UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)***

<u>City</u>	<u>2010 Pop.</u>	<u>Yrs. or Avg. Yrs. of Svc.</u>	<u>No. of Emp. in Position</u>	<u>Max. Wage</u>	<u># of Yrs. to Max.</u>	<u>Actual Hourly Wage</u>	<u>Average Annual Wage* (w/o overtime)</u>	<u>Rank by Wage</u>
1 . Fairfield	9,464							
2 . Grinnell	9,218	10	1				78,042.40	1
3 . Mount Pleasant	8,668		1				4,871.64	11
4 . Denison	8,298							
5 . Decorah	8,127		1				4,900.00	10
6 . Webster City	8,070							
7 . Creston	7,834	15	FT				63,391.70	2
8 . Clear Lake	7,777	14	1				6,645.00	9
9 . Perry	7,702		1				35,006.40	7
10 . Charles City	7,652							
11 . Knoxville	7,313		1				60,778.00	3
12 . Washington (1)	7,266	16	4				38,539.73	6
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798		FT				55,348.00	4
16 . Oelwein	6,415							
17 . Estherville	6,360		1				3,500.00	12
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560	15	1				30,305.00	8
24 . Anamosa	5,533							
25 . Centerville	5,528	15	1				50,669.52	5
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257	24	1				825.00	14
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179		1				2,100.00	13
33 . Shenandoah	5,150							
MEDIAN	6,360						\$32,655.70	

COMMENTS:

(1) Fire Chief & 4 Drivers

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

FIREFIGHTER (Volunteer - Hourly)

PUBLIC WORKS UNIT

2014-15 CITY WAGE SUMMARY
(Cities 5,100 to 9,500 Population)*****

<u>City</u>	<u>2010 Pop.</u>	<u>Yrs. or Avg. Yrs. of Svc.</u>	<u>No. of Emp. in Position</u>	<u>Max. Wage</u>	<u># of Yrs. to Max.</u>	<u>Actual Hourly Wage</u>	<u>Average Annual Wage* (w/o overtime)</u>	<u>Rank by Wage</u>
1 . Fairfield	9,464							
2 . Grinnell	9,218	10	3			24.59	51,154.33	1
3 . Mount Pleasant	8,668		21				3,337.76	5
4 . Denison	8,298							
5 . Decorah	8,127					13.25		
6 . Webster City	8,070							
7 . Creston (3)	7,834	5.5	2 FT			12.67	26,353.60	4
8 . Clear Lake	7,777		25			\$50/mo.		
9 . Perry	7,702		29			10.00		
10 . Charles City	7,652							
11 . Knoxville	7,313					\$15/call		
12 . Washington	7,266		33			10.00		
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415		1	19.11		19.11	39,747.36	3
17 . Estherville	6,360		23			13.50		
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560		26			20.00		
24 . Anamosa	5,533							
25 . Centerville (2)	5,528	10	FT 2	45,369.00	2	21.81	45,369.00	2
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257	10				8.00		
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179		31			\$11.00/Mtg.		
33 . Shenandoah (1)	5,150							
MEDIAN	6,360						\$39,747.36	

COMMENTS:

- (1) Fire Truck Driver
- (2) Volunteers pd \$12-\$17 per call based on certification
- (3) 7 PT - \$.40/hr.

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

LIBRARY DIRECTOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218	2	1				56,742.40	5
3 . Mount Pleasant	8,668	2	1				40,081.60	20
4 . Denison	8,298		1				41,516.80	18
5 . Decorah	8,127	24	1	68,229.00	5		60,033.00	3
6 . Webster City	8,070							
7 . Creston	7,834	11	1				40,832.94	19
8 . Clear Lake	7,777							
9 . Perry	7,702		1				42,977.88	17
10 . Charles City	7,652	4	1				43,175.60	16
11 . Knoxville	7,313		1				51,210.00	9
12 . Washington	7,266	3	1				47,508.76	12
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798		1	57,859.00			60,144.00	2
16 . Oelwein	6,415	7					52,913.28	7
17 . Estherville	6,360	3	1				50,950.00	10
18 . Maquoketa	6,141	2					49,440.00	11
19 . Orange City	6,004	1					61,000.00	1
20 . Independence	5,966							
21 . Red Oak	5,742	20	1				52,091.00	8
22 . Clarinda	5,572							
23 . Algona	5,560		1				45,000.00	14
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322	30	1				45,515.40	13
27 . Glenwood	5,269							
28 . Vinton	5,257	26	1				44,846.88	15
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	11	1				59,035.08	4
33 . Shenandoah	5,150	25	1				54,163.20	6
MEDIAN	6,360						\$50,195.00	
COMMENTS:								

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Johnston, Hiawatha, North Liberty and Waukee).

LIBRARIAN II

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218	16	2			21.15	41,801.76	2
3 . Mount Pleasant (4)	8,668	1	1			15.85	31,324.80	7
4 . Denison	8,298							
5 . Decorah	8,127	9	1			16.23	33,758.00	6
6 . Webster City	8,070							
7 . Creston (4)	7,834	14	1			20.09	29,692.91	11
8 . Clear Lake	7,777							
9 . Perry (2)	7,702		1			18.30	36,159.87	4
10 . Charles City	7,652	7	1			12.92	25,529.92	14
11 . Knoxville	7,313		1			15.50	30,628.00	10
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada (2)	6,798		1	55,439.00		22.03	45,830.00	1
16 . Oelwein	6,415	2	1			12.73	25,154.48	15
17 . Estherville (1)	6,360	3	2			14.61	28,869.36	12
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence (2)	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560	9	2			14.90	31,002.00	9
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt (2)	5,322	1	1			13.82	28,745.60	13
27 . Glenwood	5,269							
28 . Vinton	5,257	23	1			17.34	34,257.60	5
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	6-18	2			15.77	31,161.52	8
33 . Shenandoah	5,150	14	3			18.40	36,364.67	3
MEDIAN	6,360					\$15.85	\$31,161.52	

COMMENTS:

- (1) Asst. Library Director (1976 Hours/Year) \$15.06/hr., \$29,758.56/yr)
- (2) Assistant Director
- (3) Youth Service Director
- (4) Children's Librarian

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Johnston, Hiawatha, North Liberty and Waukee).

**LIBRARIAN I
(Hourly)**

**PUBLIC WORKS UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)*****

<u>City</u>	<u>2010 Pop.</u>	<u>Yrs. or Avg. Yrs. of Svc.</u>	<u>No. of Emp. in Position</u>	<u>Max. Wage</u>	<u># of Yrs. to Max.</u>	<u>Actual Hourly Wage</u>	<u>Average Annual Wage* (w/o overtime)</u>	<u>Rank by Wage</u>
1 . Fairfield	9,464							
2 . Grinnell (2)	9,218	9	6			12.66	25,029.86	7
3 . Mount Pleasant	8,668		1FT 5 PT			8.30	16,400.00	17
4 . Denison	8,298		5			8.50	16,796.00	16
5 . Decorah	8,127	10	10	16.73	7	14.09	29,307.20	4
6 . Webster City	8,070							
7 . Creston	7,834	8	4			9.05	17,882.80	13
8 . Clear Lake	7,777	10	1			15.42	30,472.00	3
9 . Perry	7,702		10			10.89	21,518.64	11
10 . Charles City	7,652	7.5	11			11.44	22,605.44	9
11 . Knoxville	7,313							
12 . Washington	7,266	17	4			16.45	32,505.20	2
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798		1	39,707.00		17.03	35,422.00	1
16 . Oelwein	6,415					11.00	21,736.00	10
17 . Estherville (1)	6,360	3	2			12.81	25,302.68	6
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560		9			10.00	19,760.00	12
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322	13	3			12.43	25,854.40	5
27 . Glenwood	5,269							
28 . Vinton	5,257	8	3			8.52	16,835.52	15
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	2-6	4			11.89	23,494.64	8
33 . Shenandoah	5,150	3.8	6			8.65	17,092.40	14
MEDIAN	6,360					\$11.44	\$22,605.44	

COMMENTS:

- (1) Librarian I (1976 Hours/Year)
- (2) Library Assistant 2-FT, 4 PT

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

PARK DIRECTOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant (1)	8,668	8	1				45,968.00	13
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City (2)	8,070	27	1				75,600.00	1
7 . Creston (1)	7,834	24	1				51,586.46	8
8 . Clear Lake	7,777	5	1				48,402.00	11
9 . Perry (1)	7,702		1				47,000.00	12
10 . Charles City	7,652	38	1				56,303.69	6
11 . Knoxville	7,313							
12 . Washington	7,266	13	1				48,472.32	10
13 . Atlantic	7,112							
14 . Sioux Center	7,048	27	1				58,968.00	4
15 . Nevada	6,798		1	57,859.00			63,783.00	2
16 . Oelwein (3)	6,415						44,883.24	16
17 . Estherville	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004	15					45,115.20	15
20 . Independence (1)	5,966							
21 . Red Oak	5,742							
22 . Clarinda (1)	5,572							
23 . Algona	5,560	27	1				48,505.00	9
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt (1)	5,322	9	1				61,896.96	3
27 . Glenwood	5,269							
28 . Vinton	5,257	28	1				45,429.00	14
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester (1)	5,179	7	1				52,151.32	7
33 . Shenandoah (1)	5,150	15	1				56,451.20	5
MEDIAN	6,360						\$50,045.73	

COMMENTS:

- (1) Park & Recreation Director
- (2) Park & Recreation Director & Asst. City Manager
- (3) Park Supervisor
- (4) Groundskeeper

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

RECREATION DIRECTOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell (1)	9,218	6	1			32.96	68,551.68	1
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston (2)	7,834	2	1			17.60	36,602.12	7
8 . Clear Lake (3)	7,777	2	1			16.03	33,342.00	8
9 . Perry	7,702		3			15.17	31,553.60	10
10 . Charles City	7,652							
11 . Knoxville	7,313		1			27.78	57,782.00	3
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048	38	1			31.35	65,200.00	2
15 . Nevada (3)	6,798		1	55,439.00		26.99	56,148.00	4
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004	6				25.79	53,652.00	6
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560	35	1			26.84	55,827.00	5
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt (1)	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257	7	1			16.01	33,303.92	9
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$26.32	\$54,739.50	

COMMENTS:

- (1) Park & Recreation Director
- (2) Asst. Park & Recreation Director or Supervisor
- (3) Assistant to the Director

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

WATER DEPARTMENT SUPERINTENDENT

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage Range	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell (1)	9,218	30	1				55,365.36	14
3 . Mount Pleasant	8,668		1				76,680.00	1
4 . Denison (3)	8,298	37	1				71,041.98	2
5 . Decorah	8,127	23	1	68,229.00	8		55,603.00	13
6 . Webster City (2)	8,070	4	1				69,763.00	4
7 . Creston	7,834	24	1				62,000.00	11
8 . Clear Lake	7,777	4	1				51,251.00	16
9 . Perry	7,702		1				67,503.53	6
10 . Charles City	7,652		1				67,500.00	7
11 . Knoxville	7,313							
12 . Washington	7,266	6	1				61,464.00	12
13 . Atlantic	7,112							
14 . Sioux Center	7,048	20	1				70,158.40	3
15 . Nevada	6,798		1	57,859.00			49,141.00	19
16 . Oelwein	6,415							
17 . Estherville	6,360	10	1				69,586.49	5
18 . Maquoketa	6,141							
19 . Orange City	6,004	34					62,841.00	10
20 . Independence	5,966							
21 . Red Oak	5,742	15	1				52,091.00	15
22 . Clarinda	5,572							
23 . Algona	5,560	22	1	66,000.00	5		66,000.00	9
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322	31	1				47,777.60	20
27 . Glenwood	5,269							
28 . Vinton	5,257	36	1	53,414.40	3		51,230.40	17
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester (4)	5,179	6	1				50,294.40	18
33 . Shenandoah	5,150	13	1				66,289.60	8
MEDIAN	6,360						\$62,420.50	

COMMENTS:

- (1) Water Dept. Supervisor
- (2) Water & Wastewater Supt.
- (3) Municipal Utility (Shown above)
- (4) Interim Superintendent

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

WATER PLANT CHIEF OPERATOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison (1)	8,298	24	2			25.49	53,008.80	2
5 . Decorah	8,127	30	1	54,150.00	1	25.31	52,653.00	3
6 . Webster City	8,070							
7 . Creston	7,834	28	1			25.22	52,460.00	4
8 . Clear Lake	7,777	35	1			24.20	50,336.00	6
9 . Perry	7,702		1			24.97	51,937.60	5
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528	9	1	40,310.40	2	19.38	40,310.40	8
26 . DeWitt	5,322							
27 . Glenwood	5,269	19	1			25.90	57,872.00	1
28 . Vinton	5,257	9		46,321.60	3	21.22	44,137.60	7
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150	13	1			18.17	37,793.60	9
MEDIAN	6,360					\$24.97	\$51,937.60	

COMMENTS:

(1) Municipal Utility (Shown above)

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

WATER PLANT OPERATOR I

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218	6	1	43,867.20	2	21.18	44,054.40	6
3 . Mount Pleasant	8,668		0			26.13	54,350.40	1
4 . Denison (1)	8,298	<1	1			15.50	32,240.00	15
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834	12	1			22.12	46,000.00	5
8 . Clear Lake	7,777	1	2	22.32		19.13	39,780.00	10
9 . Perry	7,702							
10 . Charles City	7,652	2	1			18.56	38,604.80	12
11 . Knoxville	7,313				18 mo.	23.46	48,796.80	3
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048	11	1			23.75	49,400.00	2
15 . Nevada	6,798							
16 . Oelwein	6,415	2		20.02	18 mo.	20.02	41,641.60	9
17 . Estherville	6,360	23	1			22.36	46,508.80	4
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742	8	2			16.50	34,320.00	14
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528	3	1	36,108.80	2	17.36	36,108.80	13
26 . DeWitt	5,322	11	2			20.34	42,307.20	8
27 . Glenwood	5,269							
28 . Vinton	5,257	9	1	41,204.80	3	18.76	39,020.80	11
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150	34	1			20.39	42,411.20	7
MEDIAN	6,360					\$20.34	\$42,307.20	

COMMENTS:

(1) Municipal Utility (Shown above)

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

WATER PLANT OPERATOR II

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218	5	1	44,179.20		21.34	44,387.20	8
3 . Mount Pleasant	8,668		1			26.95	56,056.00	1
4 . Denison (2)	8,298	7	3			22.62	47,049.60	6
5 . Decorah	8,127							
6 . Webster City	8,070	9	1			20.40	42,432.00	11
7 . Creston	7,834	8.5	4			21.01	43,700.80	9
8 . Clear Lake	7,777							
9 . Perry	7,702		2			23.78	49,467.20	3
10 . Charles City	7,652	28	2			20.48	42,598.40	10
11 . Knoxville	7,313		1		18 mo.	23.46	48,796.80	4
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048	24	1			24.05	50,024.00	2
15 . Nevada	6,798							
16 . Oelwein	6,415	13	2	20.34	18 mo.	20.34	42,307.20	12
17 . Estherville	6,360	18	2	23.68		22.71	47,236.80	5
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560	15	2	45,700.00	5	21.47	44,650.00	7
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$22.05	\$45,849.80	

COMMENTS:

(1) Meter Reader/Distribution

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

WATER PLANT OPERATOR III

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218	5	1	44,491.20	2	21.48	44,678.40	6
3 . Mount Pleasant	8,668		2			29.50	61,360.00	1
4 . Denison	8,298							
5 . Decorah	8,127	21	3	20.29		20.10	41,808.00	8
6 . Webster City	8,070	12	2			21.99	45,749.00	5
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702		3			24.01	49,947.20	2
10 . Charles City	7,652							
11 . Knoxville	7,313				18 mo.	23.46	48,796.80	3
12 . Washington	7,266	4	1			20.37	42,369.60	7
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798		2	44,512.00		19.73	41,038.00	9
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004	14				23.24	48,339.20	4
20 . Independence	5,966							
21 . Red Oak	5,742	20	1			19.14	39,811.00	10
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269	3.5	2			15.75	32,760.00	12
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150	15	1			17.88	37,190.40	11
MEDIAN	6,360					\$20.93	\$43,524.00	

COMMENTS:

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

WATER METER READER

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668		2			18.22	37,897.60	5
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City (1)	8,070	12	2			17.15	35,682.00	7
7 . Creston	7,834		1			21.01	43,700.80	2
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266	7	2			12.18	25,334.40	11
13 . Atlantic	7,112							
14 . Sioux Center	7,048	2	1			15.60	32,448.00	10
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville (1)	6,360	15	1			18.57	38,625.60	4
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742	8	2			16.50	34,320.00	9
22 . Clarinda	5,572							
23 . Algona (1)	5,560	3	1	44,000.00	5	21.15	44,000.00	1
24 . Anamosa	5,533							
25 . Centerville	5,528	1	1	36,108.80	2	16.74	34,819.20	8
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257	6	1	40,892.80	3	18.13	37,708.80	6
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150	15				18.59	38,667.20	3
MEDIAN	6,360					\$18.13	\$37,708.80	

COMMENTS:

- (1) Electric, Water Meter Reader
- (2) Electric, Gas, Water Meter Reader
- (3) Water Meter Reader/Plant Lab Tech

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

WATER DISTRIBUTION WORKER

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668		5			27.64	57,491.20	1
4 . Denison	8,298							
5 . Decorah	8,127	1.5	1	18.10	6	16.87	35,089.60	5
6 . Webster City	8,070							
7 . Creston	7,834		3			21.01	43,700.80	2
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein (1)	6,415							
17 . Estherville	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742	5	2			17.00	35,360.00	4
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150	5	2			17.54	36,472.80	3
MEDIAN	6,360					\$17.54	\$36,472.80	

COMMENTS:

(1) Water & Wastewater

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

WASTEWATER TREATMENT PLANT SUPERINTENDENT

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell (1)	9,218	1.5 mo.	1				60,000.00	10
3 . Mount Pleasant	8,668							
4 . Denison (4)	8,298	5	1				76,423.36	1
5 . Decorah	8,127	17	1	68,229.00	4		61,935.00	6
6 . Webster City (2)	8,070							
7 . Creston	7,834	17	1				53,037.27	13
8 . Clear Lake	7,777							
9 . Perry	7,702		1				60,703.30	8
10 . Charles City	7,652	13	1				51,685.41	16
11 . Knoxville	7,313		1				59,072.00	11
12 . Washington	7,266	36	1				61,776.00	7
13 . Atlantic	7,112							
14 . Sioux Center	7,048	22	1				67,808.00	4
15 . Nevada	6,798							
16 . Oelwein (3)	6,415	29	1				72,117.84	2
17 . Estherville	6,360	5	1				63,921.87	5
18 . Maquoketa	6,141							
19 . Orange City	6,004	10					60,536.00	9
20 . Independence	5,966							
21 . Red Oak	5,742	20	1				52,091.00	15
22 . Clarinda	5,572							
23 . Algona	5,560	4	1				70,137.00	3
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322	39	1				48,984.00	18
27 . Glenwood	5,269							
28 . Vinton	5,257	31	1	53,414.40	3		51,230.40	17
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	29	1				56,784.00	12
33 . Shenandoah	5,150	40	1				52,894.40	14
MEDIAN	6,360						\$60,268.00	

COMMENTS:

- (1) Water Dept. Supervisor
- (2) Water & Wastewater Supt.
- (3) Water, Wastewater & Pool Supt.
- (4) Municipal Utility (Shown above)

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

WASTEWATER TREATMENT PLANT CHIEF OPERATOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison (3)	8,298	7	1			23.68	49,254.40	4
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269	8	1			23.32	48,505.60	3
28 . Vinton	5,257	16	1	44,158.40	3	20.18	41,974.40	2
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150	12	1			17.91	37,252.80	1
MEDIAN	6,360					\$21.75	\$45,240.00	

COMMENTS:

- (1) WWTP Compliance Officer
- (2) Asst. Supervisor
- (3) Municipal Utility (Shown above)

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

WASTEWATER TREATMENT PLANT OPERATOR I

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison (1)	8,298	2	4			16.88	35,100.00	6
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834	3	1			18.25	37,959.09	2
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652	1	1			18.61	38,708.80	1
11 . Knoxville	7,313							
12 . Washington	7,266	22	1			16.89	35,131.20	5
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560	4	1			17.67	36,774.00	4
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322	1	1			18.23	37,918.40	3
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,193							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$17.95	\$37,346.20	

COMMENTS:

(1) Municipal Utility (Shown above)

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

WASTEWATER TREATMENT PLANT OPERATOR II

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218	7	1	44,179.20	2	21.33	44,366.40	4
3 . Mount Pleasant	8,668							
4 . Denison (1)	8,298	6	1			20.48	42,598.40	6
5 . Decorah	8,127							
6 . Webster City	8,070	12	1			20.43	42,494.00	7
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652	3	1			19.66	40,892.80	9
11 . Knoxville	7,313		1			21.69	45,115.00	3
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048	8	1			23.28	48,422.40	1
15 . Nevada	6,798							
16 . Oelwein	6,415	14	2	20.34	18 mo.	20.34	42,307.20	8
17 . Estherville	6,360	10	3	22.30		21.92	45,593.60	2
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742	20	1			12.22	39,977.00	10
22 . Clarinda	5,572							
23 . Algona	5,560	5	1			20.89	43,451.00	5
24 . Anamosa	5,533							
25 . Centerville	5,528	15	2	36,108.80	2	17.36	36,108.80	11
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$20.48	\$42,598.40	

COMMENTS:

(1) Municipal Utility (Shown Above)

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

WASTEWATER TREATMENT PLANT OPERATOR III

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070	17	1			22.88	47,590.00	3
7 . Creston	7,834	31	1			18.25	37,959.10	7
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313		3			22.09	45,947.00	4
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798		2	44,512.00	5	21.32	44,348.00	6
16 . Oelwein	6,415							
17 . Estherville	6,360	4	1	24.29		23.41	48,692.80	1
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269	8	1			22.04	45,843.20	5
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	25	1			23.29	48,443.20	2
33 . Shenandoah	5,150							
MEDIAN	6,360					\$22.09	\$45,947.00	

COMMENTS:

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

WASTEWATER TREATMENT PLANT OPERATOR IV

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127	8.5	3	20.29		\$19.50	40,560.00	5
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702		1			22.98	47,798.40	2
10 . Charles City	7,652	26	1			21.24	44,179.20	4
11 . Knoxville	7,313							
12 . Washington	7,266	9	1			23.17	48,193.60	1
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415	30	1	21.76	18 mo.	21.76	45,260.80	3
17 . Estherville	6,360							
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$21.76	\$45,260.80	

COMMENTS:

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

LAB TECHNICIAN

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,751							
4 . Denison (1)	8,298	30	1			23.55	48,984.00	2
5 . Decorah	8,127	16	1	20.29		20.29	42,203.20	4
6 . Webster City	8,070	24	1			21.94	45,635.00	3
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048	3	1			19.16	39,852.80	5
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360	8	1			23.79	49,483.20	1
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742	5	1			16.09	33,467.00	6
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$21.12	\$43,919.10	

COMMENTS:

(1) Muncipal Utility (Shown above)

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

ELECTRIC PLANT FOREMAN

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage Range	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360	12	1	30.96		30.85	64,168.00	3
18 . Maquoketa	6,141		1			30.27	62,965.00	2
19 . Orange City	6,004							
20 . Independence (2)	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona (2)	5,560	19	1	73,500.00	5	35.34	73,500.00	4
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257	16	1	66,248.00	3	30.05	62,504.00	1
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$30.56	\$63,566.50	

COMMENTS:

(1) Electric Plant Supt.

(2) Municipal Utility Shown Above

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

ELECTRIC PLANT CHIEF OPERATOR

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa	6,141		1			24.50	50,957.00	1
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360							

COMMENTS:

(1) Municipal Utility Shown Above

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

ELECTRIC PLANT OPERATOR / MECHANIC

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668					24.69	51,355.20	2
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360	3.5	2	26.24		24.47	50,887.20	3
18 . Maquoketa (1)	6,141							
19 . Orange City	6,004							
20 . Independence (1)	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona (1)	5,560	13	5	50,150.00	5	24.11	50,150.00	4
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257	20	2	53,560.00	3	24.75	51,480.00	1
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$24.58	\$51,121.20	

COMMENTS:

(1) Municipal Utility Shown Above

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2013.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

ELECTRIC GENERATION PLANT - GENERATING OR STANDBY

PUBLIC WORKS UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Operating or Standby
1 . Fairfield	9,464	
2 . Grinnell	9,218	NO
3 . Mount Pleasant	8,668	Standby
4 . Denison	8,298	Standby
5 . Decorah	8,127	
6 . Webster City	8,070	
7 . Creston	7,834	NO
8 . Clear Lake	7,777	NO
9 . Perry	7,702	
10 . Charles City	7,652	NO
11 . Knoxville	7,313	
12 . Washington	7,266	NO
13 . Atlantic	7,112	
14 . Sioux Center	7,048	
15 . Nevada	6,798	
16 . Oelwein	6,415	NO
17 . Estherville	6,360	Standby
18 . Maquoketa	6,141	
19 . Orange City	6,004	
20 . Independence	5,966	
21 . Red Oak	5,742	NO
22 . Clarinda	5,572	
23 . Algona	5,560	(1) NO
24 . Anamosa	5,533	
25 . Centerville	5,528	NO
26 . DeWitt	5,322	NO
27 . Glenwood	5,269	NO
28 . Vinton	5,257	Standby
29 . Cherokee	5,253	
30 . Iowa Falls	5,238	
31 . Sheldon	5,188	
32 . Manchester	5,179	NO
33 . Shenandoah	5,150	NO
MEDIAN	6,360	

COMMENTS:

(1) Algona Municipal Utilities - Standby

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

**ELECTRIC UTILITY SUPERINTENDENT
(Generation & Distribution)**

**PUBLIC WORKS UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)*****

<u>City</u>	<u>2010 Pop.</u>	<u>Yrs. or Avg. Yrs. of Svc.</u>	<u>No. of Emp. in Position</u>	<u>Max. Wage</u>	<u># of Yrs. to Max.</u>	<u>Actual Hourly Wage</u>	<u>Average Annual Wage* (w/o overtime)</u>	<u>Rank by Wage</u>
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant (1)	8,668		1				74,624.00	1
4 . Denison (1)	8,298	7	1				85,023.33	3
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360	3	1				81,520.00	2
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton (2)	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360						\$81,520.00	

COMMENTS:

- (1) Municipal Utility Shown Above
- (2) Contracted Services

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

ELECTRIC DISTRIBUTION SUPERINTENDENT

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison	8,298							
5 . Decorah	8,127							
6 . Webster City	8,070	22	1				64,480.00	2
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048	1	1				63,731.20	1
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360							
18 . Maquoketa (1)	6,141		1				78,000.00	4
19 . Orange City	6,004	34					70,841.00	3
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona (1)	5,560	24	1	87,500.00	5		87,500.00	5
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360						\$70,841.00	

COMMENTS:

(1) Municipal Utility Shown Above

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Johnston, Hiawatha, North Liberty and Waukee).

ELECTRIC DISTRIBUTION LINE FOREMAN

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668							
4 . Denison (1)	8,298	24	1			32.80	68,224.00	2
5 . Decorah	8,127							
6 . Webster City	8,070	15	2			29.53	61,422.00	5
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048	22	1			28.10	58,448.00	7
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360	3	1	31.48		30.79	64,043.20	4
18 . Maquoketa (1)	6,141		2			29.51	61,382.00	6
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona (1)	5,560	21.5	2		5	34.13	71,000.00	1
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257	33	1	71,656.00	3	32.20	66,976.00	3
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$30.79	\$64,043.20	

COMMENTS:

(1) Municipal Utility Shown Above

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

ELECTRIC DISTRIBUTION LINEMAN

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668		3			31.27	65,041.60	2
4 . Denison (1)	8,298	12	3			29.71	61,796.80	4
5 . Decorah	8,127							
6 . Webster City	8,070	5	4			20.61	42,861.00	9
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048	1	1			26.88	55,910.40	8
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360	9.5	1	29.71		28.99	60,299.20	5
18 . Maquoketa (1)	6,141		3			28.51	59,297.00	6
19 . Orange City	6,004		4			28.09	58,427.20	7
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona (1)	5,560	12	2	66,700.00	5	32.07	66,700.00	1
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257	19	3	68,328.00	3	30.70	63,856.00	3
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$28.99	\$60,299.20	

COMMENTS:

(1) Municipal Utility Shown Above

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

ELECTRIC DISTRIBUTION APPRENTICE LINEMAN

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY** (Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1 . Fairfield	9,464							
2 . Grinnell	9,218							
3 . Mount Pleasant	8,668		2			29.50	61,360.00	1
4 . Denison (1)	8,298	1	1			20.81	43,284.80	4
5 . Decorah	8,127							
6 . Webster City	8,070							
7 . Creston	7,834							
8 . Clear Lake	7,777							
9 . Perry	7,702							
10 . Charles City	7,652							
11 . Knoxville	7,313							
12 . Washington	7,266							
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415							
17 . Estherville	6,360	4	1			26.91	55,972.80	3
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda	5,572							
23 . Algona (1)	5,560	5	3	64,500.00	5	27.38	56,950.00	2
24 . Anamosa	5,533							
25 . Centerville	5,528							
26 . DeWitt	5,322							
27 . Glenwood	5,269							
28 . Vinton	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
MEDIAN	6,360					\$27.15	\$56,461.40	

COMMENTS:

(1) Municipal Utility (Shown above)

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Johnston, Hiawatha, North Liberty and Waukee).

ELECTRIC METER REPAIR/SERVICE PERSON

PUBLIC WORKS UNIT
2014-15 CITY WAGE SUMMARY**
(Cities 5,150 to 9,500 Population)***

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)
1 . Fairfield	9,464						
2 . Grinnell	9,218						
3 . Mount Pleasant	8,668						
4 . Denison	8,298						
5 . Decorah	8,127						
6 . Webster City	8,070						
7 . Creston	7,834						
8 . Clear Lake	7,777						
9 . Perry	7,702						
10 . Charles City	7,652						
11 . Knoxville	7,313						
12 . Washington	7,266						
13 . Atlantic	7,112						
14 . Sioux Center	7,048						
15 . Nevada	6,798						
16 . Oelwein	6,415						
17 . Estherville	6,360						
18 . Maquoketa (1)	6,141						
19 . Orange City	6,004						
20 . Independence (1)	5,966						
21 . Red Oak	5,742						
22 . Clarinda	5,572						
23 . Algona (2)	5,560						
24 . Anamosa	5,533						
25 . Centerville	5,528						
26 . DeWitt	5,322						
27 . Glenwood	5,269						
28 . Vinton	5,257						
29 . Cherokee	5,253						
30 . Iowa Falls	5,238						
31 . Sheldon	5,188						
32 . Manchester	5,179						
33 . Shenandoah	5,150						
MEDIAN	6,360						

COMMENTS:

- (1) Municipal Utility Shown Above
- (2) Algona Mun. Util. - See Water Meter Reader (shared position)

*Based on 2080 hours/year

**Prepared from a written survey conducted by the City of Estherville, July 2014.

***Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

WATER AND WASTEWATER TREATMENT PLANT GRADE CERTIFICATION

PUBLIC WORKS UNIT 2014-15 CITY WAGE SUMMARY* (Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Water Plant	Wastewater Plants
1 . Fairfield	9,464		
2 . Grinnell	9,218	III	III
3 . Mount Pleasant	8,668	III	(1) III
4 . Denison	8,298	III	IV
5 . Decorah	8,127	II	IV
6 . Webster City	8,070	III	III
7 . Creston	7,834	IV	III
8 . Clear Lake	7,777	III	
9 . Perry	7,702	III	IV
10 . Charles City	7,652	IV	III
11 . Knoxville	7,313	III	III
12 . Washington	7,266		
13 . Atlantic	7,112		
14 . Sioux Center	7,048	II	IV
15 . Nevada	6,798		
16 . Oelwein	6,415	II	IV
17 . Estherville	6,360	III	IV
18 . Maquoketa	6,141		
19 . Orange City	6,004		
20 . Independence	5,966		
21 . Red Oak	5,742	III	III
22 . Clarinda	5,572		
23 . Algona	5,560	II	III
24 . Anamosa	5,533		
25 . Centerville	5,528		III
26 . DeWitt	5,322	II	III
27 . Glenwood	5,269	III	III
28 . Vinton	5,257	II	III
29 . Cherokee	5,253		
30 . Iowa Falls	5,238		
31 . Sheldon	5,188		
32 . Manchester	5,179	III	IV
33 . Shenandoah	5,150	III	III
MEDIAN	6,360		
(1) Contracted Out			

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

2014 - 15

CITY WAGE

AND

BENEFIT SURVEY

PART 2

FRINGE BENEFITS

NOTE: IF THERE IS MORE THAN ONE EMPLOYEE PER POSITION THE HOURLY AND ANNUAL WAGES HAVE BEEN AVERAGED.

Prepared from a written survey conducted by the City of Estherville, July 2014

VACATIONS

2014-15 FRINGE BENEFIT SUMMARY* (Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Years of Service				
		1	3	7	15	20
1 . Fairfield	9,464					
2 . Grinnell	9,218	5	10\2	15	20	20
3 . Mount Pleasant	8,668	(1) 10	10	15\8	20\14	25\21
4 . Denison	8,298	(8) 5	10\2	15	20\10	25
5 . Decorah	8,127	5	10\2	15	20	25
6 . Webster City	8,070	10	10	12	15	20
7 . Creston	7,834	10	10	15	20	25
8 . Clear Lake	7,777	(2) 5	10\2	15	20	25
9 . Perry	7,702	10	10	15	20	25
10 . Charles City	7,652	5	10	15	20	25
11 . Knoxville	7,313	(10) 5	10	15	20	25
12 . Washington	7,266	5	10\2	15	20	25\22
13 . Atlantic	7,112	(3)				
14 . Sioux Center	7,048	5	10	10	15	20
15 . Nevada	6,798	5	10	14	20	20
16 . Oelwein	6,415	5	10\2	15	20\16	25
17 . Estherville	6,360	5	10	15	20	25
18 . Maquoketa	6,141	(4) 5	10	15	20	20
19 . Orange City	6,004					
20 . Independence	5,966	(5)				
21 . Red Oak	5,742	5	10	15	20	20
22 . Clarinda	5,572					
23 . Algona	5,560	(6) 5	10	15\9	20	(11)
24 . Anamosa	5,533					
25 . Centerville	5,528	5	10\2	15\8	20	25
26 . DeWitt	5,322	5	10\2	15\5	20\10	25\18
27 . Glenwood	5,269	(9)				
28 . Vinton	5,257	5	10\2	12	20	25
29 . Cherokee	5,253	(7)				
30 . Iowa Falls	5,238					
31 . Sheldon	5,188					
32 . Manchester	5,179	10	10	15\8	20	25\25
33 . Shenandoah	5,150	10	10	15\8	20	20
MEDIAN	6,360	5	10	15	20	25
COMMENTS:						
(1) Mt. Pleasant Mun. Utility		5	10	15	20	25
(2) Police		6	12\2	18\6	24\12	24
(3) Municipal Utility (Shown Above)						
(4) Maquoketa Mun. Elec.		5	5	12\5	21	23
(5) Independence Lt. & Power						
(6) Algona Mun. Utilities		10	10	15	20	25
(7) Police						
(8) Denison Muncipal Utilities		5	10	12	20	25
(9) Glenwood Muncipal Utilities		5	10\2	12	20	25
(10) Knoxville Water Works		5	10\2	15\5	20\10	25
(11) City of Algona		20 Years - 20 days + .5 days for every year served				

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

PAID HOLIDAYS

2014-15 FRINGE BENEFIT SUMMARY* (Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Pd Holidays/Year
1 . Fairfield	9,464	
2 . Grinnell	9,218	11
3 . Mount Pleasant	8,668	(1) 10
4 . Denison	8,298	(7) 10
5 . Decorah	8,127	11
6 . Webster City	8,070	9
7 . Creston	7,834	10
8 . Clear Lake	7,777	11
9 . Perry	7,702	11
10 . Charles City	7,652	9
11 . Knoxville	7,313	(6) 12
12 . Washington	7,266	10
13 . Atlantic	7,112	(2)
14 . Sioux Center	7,048	8
15 . Nevada	6,798	11
16 . Oelwein	6,415	10
17 . Estherville	6,360	9.5
18 . Maquoketa	6,141	(3) 10
19 . Orange City	6,004	
20 . Independence	5,966	(4)
21 . Red Oak	5,742	10.5
22 . Clarinda	5,572	
23 . Algona	5,560	(5) 10
24 . Anamosa	5,533	
25 . Centerville	5,528	9
26 . DeWitt	5,322	11
27 . Glenwood	5,269	11
28 . Vinton	5,257	10
29 . Cherokee	5,253	
30 . Iowa Falls	5,238	
31 . Sheldon	5,188	
32 . Manchester	5,179	10
33 . Shenandoah	5,150	10
MEDIAN	6,360	10
<p>COMMENTS:</p> <p>(1) Mt. Pleasant Mun. Utility - 11 days (2) Municipal Utility (Shown Above) (3) Maquoketa Mun. Elec. - 10 days (4) Independence Light & Power - (5) Algona Mun. Utilities - 9 days (6) Knoxville Water Works - 10 days (7) Denison Municipal Utilities - 10.5 days</p>		

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

SICK LEAVE

2014-15 FRINGE BENEFIT SUMMARY* (Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Sick Days Earned/Year		Max. No. of Sick Leave
1 . Fairfield	9,464			
2 . Grinnell	9,218	(9)	12	120
3 . Mount Pleasant	8,668	(1)	12	960
4 . Denison	8,298	(8)	18	90
5 . Decorah	8,127		12	150
6 . Webster City	8,070		12	150
7 . Creston	7,834		18	120
8 . Clear Lake	7,777		24	(7) 100
9 . Perry	7,702		12	110
10 . Charles City	7,652		18	120
11 . Knoxville	7,313	(6)	18	120
12 . Washington	7,266		12	60
13 . Atlantic	7,112	(2)		
14 . Sioux Center	7,048		6	30
15 . Nevada	6,798		12	
16 . Oelwein	6,415	(10)	18	126
17 . Estherville	6,360		24	150
18 . Maquoketa	6,141	(3)	12	90
19 . Orange City	6,004			
20 . Independence	5,966	(4)		
21 . Red Oak	5,742		18	90
22 . Clarinda	5,572			
23 . Algona	5,560	(5)	12	110
24 . Anamosa	5,533			
25 . Centerville	5,528		18	90
26 . DeWitt	5,322		15	125
27 . Glenwood	5,269	(2)	18	100
28 . Vinton	5,257		12	120
29 . Cherokee	5,253			
30 . Iowa Falls	5,238			
31 . Sheldon	5,188			
32 . Manchester	5,179		12	150
33 . Shenandoah	5,150		10	90
MEDIAN	6,360		12	120

COMMENTS:

- (1) Mt. Pleasant Mun. Util. - 12 and 120
- (2) Municipal Utility (Shown Above)
- (3) Maquoketa Mun. Elec. - 24 and 90
- (4) Independence Light & Power -
- (5) Algona Mun. Utilities - 10 and 150
- (6) Knoxville Water Works - 18 and Unlimited
- (7) Clear Lake Police - 106 Max. Sick Leave
- (8) Denison Municipal Utilities - 12 and 60
- (9) Grinnell Police - No Limit
- (10) Oelwein Police - 18 and 130

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

UNIFORMS - POLICE

2014-15 FRINGE BENEFIT SUMMARY* (Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Uniforms Provided		Clothing Allowance Per Year in Dollars
		Yes	No	
1 . Fairfield	9,464			
2 . Grinnell	9,218	X		
3 . Mount Pleasant	8,668	X		\$700
4 . Denison	8,298	X		\$480
5 . Decorah	8,127	X		\$350
6 . Webster City	8,070	X		\$104 Cleaning Allowance
7 . Creston	7,834	X		As Needed
8 . Clear Lake	7,777	X		
9 . Perry	7,702	X		\$525
10 . Charles City	7,652		X	\$450
11 . Knoxville	7,313	X		
12 . Washington	7,266	X		\$750
13 . Atlantic	7,112			
14 . Sioux Center	7,048	X		
15 . Nevada	6,798	X		\$300
16 . Oelwein	6,415	X		\$450
17 . Estherville	6,360	X		\$500
18 . Maquoketa	6,141	X		\$415
19 . Orange City	6,004	X		\$500
20 . Independence	5,966			
21 . Red Oak	5,742	X		
22 . Clarinda	5,572			
23 . Algona	5,560	X		\$450
24 . Anamosa	5,533			
25 . Centerville	5,528	X		
26 . DeWitt	5,322		X	\$800
27 . Glenwood	5,269			
28 . Vinton	5,257		X	\$550
29 . Cherokee	5,253			
30 . Iowa Falls	5,238			
31 . Sheldon	5,188			
32 . Manchester	5,179	X		
33 . Shenandoah	5,150	X		
MEDIAN	6,360			
COMMENTS:				

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

UNIFORMS - FIRE

2014-15 FRINGE BENEFIT SUMMARY* (Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Uniforms Provided		Clothing Allowance Per Year in Dollars
		Yes	No	
1 . Fairfield	9,464			
2 . Grinnell	9,218	X		
3 . Mount Pleasant	8,668	X		As Needed
4 . Denison	8,298		X	\$480
5 . Decorah	8,127	X		
6 . Webster City	8,070		X	\$350
7 . Creston	7,834	X		As Needed
8 . Clear Lake	7,777	X		
9 . Perry	7,702	X		
10 . Charles City	7,652		X	\$500
11 . Knoxville	7,313	X		
12 . Washington	7,266		X	
13 . Atlantic	7,112			
14 . Sioux Center	7,048			
15 . Nevada	6,798	X		\$300
16 . Oelwein	6,415	X		\$250
17 . Estherville	6,360		X	
18 . Maquoketa	6,141			
19 . Orange City	6,004			
20 . Independence	5,966			
21 . Red Oak	5,742	X		
22 . Clarinda	5,572			
23 . Algona	5,560			
24 . Anamosa	5,533			
25 . Centerville	5,528	X		\$100
26 . DeWitt	5,322		X	
27 . Glenwood	5,269			
28 . Vinton	5,257	X		Dept. Purchases
29 . Cherokee	5,253			
30 . Iowa Falls	5,238			
31 . Sheldon	5,188			
32 . Manchester	5,179	X		
33 . Shenandoah	5,150	X		
MEDIAN	6,360			
COMMENTS:				

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Johnston, Hiawatha, North Liberty and Waukee).

CLOTHING & EQUIPMENT - PUBLIC WORKS

2014-15 FRINGE BENEFIT SUMMARY* (Cities 5,150 to 9,500 Population)**

City	2010 Pop.	City Provided/Year		Clothing & Equipment Allowance Per Year in Dollars
		Uniforms	Other Safety Items	
1 . Fairfield	9,464			
2 . Grinnell	9,218	YES	YES	\$200
3 . Mount Pleasant (4)	8,668	YES	YES	\$400 Clothing & Shoes
4 . Denison (6)	8,298	NO		\$455
5 . Decorah	8,127	YES	YES	
6 . Webster City	8,070	NO	YES	\$350
7 . Creston	7,834	YES	YES	75% of Cost + \$95/Glasses
8 . Clear Lake	7,777	NO	YES	\$365
9 . Perry	7,702			\$575
10 . Charles City	7,652	NO	NO	\$450 & Safety Glasses \$150/two years
11 . Knoxville (5)	7,313	NO	YES	Shirts only; \$160/Shoes & Safety Glasses
12 . Washington	7,266	NO	NO	\$100 Boots
13 . Atlantic (1)	7,112			
14 . Sioux Center	7,048	YES	YES	
15 . Nevada	6,798	YES	YES	\$150 Uniforms/\$150 Safety Uniforms/Safety Shoes, Jacket, Coveralls, Portion of Glasses
16 . Oelwein	6,415	YES	YES	
17 . Estherville	6,360	NO	YES	\$200
18 . Maquoketa	6,141	YES	YES	\$100 Shirts/Constr. Coat 1 time/3yrs. Boots \$145 1 time/yr.
19 . Orange City	6,004		YES	\$100 Safety Glasses; \$100 safety boots
20 . Independence (2)	5,966			
21 . Red Oak	5,742	NO	NO	
22 . Clarinda	5,572			
23 . Algona (3)	5,560	YES		\$400
24 . Anamosa	5,533			
25 . Centerville	5,528	NO	YES	Safety Shoes up to \$150
26 . DeWitt	5,322	NO	NO	\$600 FT/\$300 PT
27 . Glenwood	5,269	YES	NO	Cold Weather Clothing
28 . Vinton	5,257	NO	YES	\$120 Glasses, \$125 Boots
29 . Cherokee	5,253			
30 . Iowa Falls	5,238			
31 . Sheldon	5,188			
32 . Manchester	5,179	NO		\$300
33 . Shenandoah	5,150	NO	YES	\$190/Boots
MEDIAN	6,360			

COMMENTS:

- (1) Municipal Utility (Shown Above)
- (2) Independence Mun. Util. -
- (3) Algona Mun. Util. pays 70% - Boots, Safety Glasses 2 yrs., Cold Weather Clothing, Gloves; FR Clothing 100%
- (4) Mt. Pleasant Mun. Utilities - FR Clothing & PPE - As Needed
- (5) Knoxville Water Works - Uniforms as needed
- (6) Denison Municipal Utilities - DMU purchases cold weather clothing & safety glasses as needed, \$200 for safety and overshoes

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

HEALTH, DENTAL, LIFE, VISION & DRUG INSURANCE - PUBLIC WORKS

2014-15 FRINGE BENEFIT SUMMARY* (Cities 5,150 to 9,500 Population)**

City	2010 Pop.	% of Premium Paid by Employer							
		Health		Dental		Life		Vision & Drug	
		S	F	S	F	S	F	S	F
1 . Fairfield	9,464								
2 . Grinnell	9,218	100%	84.9%	NA	NA	100%	0%	NA	NA
3 . Mount Pleasant (1)	8,668	100%	84%	100%	76%	100%		Drug Incl/Med.	
4 . Denison (7)	8,298	95%	95%	100%	100%	100%	100%		
5 . Decorah	8,127	5%	90%	0%	100%				
6 . Webster City	8,070	100%	87%	100%	87%	100%	87%	100%	87%
7 . Creston	7,834	10%	10%	0%	0%	100%	100%	Drug Incl/Med.	
8 . Clear Lake	7,777	95%	85%			100%			
9 . Perry	7,702	90%	90%	0%	0%	100%	100%	0%	0%
10 . Charles City	7,652	80%	80%						
11 . Knoxville (6)	7,313	98%	88%	0%	0%	100%	0%	0%	0%
12 . Washington	7,266	100%	75%			100%			
13 . Atlantic (2)	7,112								
14 . Sioux Center	7,048	97%	79%			100%	100%		
15 . Nevada	6,798	100%	80%						
16 . Oelwein	6,415	89%	91.5%						
17 . Estherville	6,360	80%	80%	80%	80%	100%	92.5%		
18 . Maquoketa	6,141	7%	24%			100%	100%		
19 . Orange City	6,004	90%	75%			100%			
20 . Independence (3)	5,966								
21 . Red Oak	5,742	100%	85%	100%	100%	100%	100%		
22 . Clarinda	5,572								
23 . Algona (4)	5,560	100%	85%	100%	85%	100%	85%	100%	85%
24 . Anamosa	5,533								
25 . Centerville	5,528	86.5%	80.3%			100%			
26 . DeWitt	5,322	90%	90%	0%	0%	100%	100%		
27 . Glenwood (5)	5,269								
28 . Vinton	5,257	100%	75%	100%	75%	100%		Drug Incl/Med.	
29 . Cherokee	5,253								
30 . Iowa Falls	5,238								
31 . Sheldon	5,188								
32 . Manchester	5,179								
33 . Shenandoah	5,150	88%	88%			100%	100%	88%	88%
MEDIAN	6,360	95%	85%	90%	78%	100%	100%	88%	85%
COMMENTS:									
(1) Mt. Pleasant Mun. Util.		100%	60%	100%	0%	100%	0%	100%	60%
(2) Municipal Utility (Shown Above)									
(3) Independence Lt. & Power									
(4) Algona Mun. Utilities		20%	20%	20%	20%	20%	NA	100%	100%
(5) Glenwood Mun. Utilities		100%	80%	100%	0%	100%	0%		
(6) Knoxville Water Works		100%	78%						
(7) Denison Municipal Utility		100%	96%	100%	0%	100%	100%		

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

HEALTH, DENTAL, LIFE, VISION & DRUG INSURANCE - POLICE

2014-15 FRINGE BENEFIT SUMMARY* (Cities 5,150 to 9,500 Population)**

City	2010 Pop.	% of Premium Paid by Employer							
		Health		Dental		Life		Vision & Drug	
		S	F	S	F	S	F	S	F
1 . Fairfield	9,464								
2 . Grinnell	9,218	100%	83%	NA	NA	100%	0%	NA	NA
3 . Mount Pleasant	8,668	100%	84%	100%	76%	100%		Drug Incl/Med.	
4 . Denison	8,298	95%	95%	100%	100%	100%	100%		
5 . Decorah	8,127	5%	90%	0%	100%				
6 . Webster City	8,070	100%	90%	100%	90%	100%	90%	100%	90%
7 . Creston	7,834	10%	10%	0%	0%	100%	100%	Drug Incl/Med.	
8 . Clear Lake	7,777	95%	85%			100%			
9 . Perry	7,702	90%	90%	100%	65%	100%	100%	100%	65%
10 . Charles City	7,652	80%	80%					Drug Incl/Med.	
11 . Knoxville	7,313	98%	88%	0%	0%	100%		0%	0%
12 . Washington	7,266	100%	75%			100%			
13 . Atlantic	7,112								
14 . Sioux Center	7,048	97%	79%			100%	100%		
15 . Nevada	6,798	100%	80%						
16 . Oelwein	6,415	88.5%	90%			100%			
17 . Estherville	6,360	80%	80%			80%	92.5%		
18 . Maquoketa	6,141	6%	24%	100%	100%				
19 . Orange City	6,004	90%	75%			100%			
20 . Independence	5,966								
21 . Red Oak	5,742	100%	75%	100%	100%	100%	100%		
22 . Clarinda	5,572								
23 . Algona	5,560	100%	85%	100%	85%	100%	85%	100%	85%
24 . Anamosa	5,533								
25 . Centerville	5,528	86.5%	80.3%			100%			
26 . DeWitt	5,322	92%	92%	0%	0%	100%	100%		
27 . Glenwood	5,269								
28 . Vinton	5,257	100%	75%	100%	75%	100%		Drug Incl/Med.	
29 . Cherokee	5,253								
30 . Iowa Falls	5,238								
31 . Sheldon	5,188								
32 . Manchester	5,179								
33 . Shenandoah	5,150	88%	88%			100%	100%	88%	88%
MEDIAN	6,360	95%	83%	100%	81%	100%	100%	100%	85%

COMMENTS:

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

HEALTH, DENTAL, LIFE, VISION & DRUG INSURANCE - PUBLIC WORKS

2014-15 FRINGE BENEFIT SUMMARY*

(Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Total Monthly Premium							
		Health		Dental		Life		Vision & Drug	
		S	F	S	F	S	F	S	F
1 . Fairfield	9,464								
2 . Grinnell	9,218	\$ 583.02	\$ 1,360.79	NA	NA	4.80	.40 - 1.40	NA	NA
3 . Mount Pleasant (1)	8,668	\$ 324.75	\$ 811.89	\$36.22	\$120.24	12.25			
4 . Denison (7)	8,298	\$ 398.47	\$ 829.38	31.50	76.50	1.30	1.30		
5 . Decorah	8,127	\$ 487.95	\$ 1,153.11	24.00	76.00				
6 . Webster City	8,070	\$ 559.00	\$ 1,475.00	26.00	59.00	4.40	4.40	7.00	14.00
7 . Creston	7,834	\$ 746.10	\$ 1,858.50					Drug Incl/Med.	
8 . Clear Lake	7,777	\$ 694.29	\$ 1,735.68			19.20			
9 . Perry	7,702	\$ 512.60	\$ 1,231.65			19.33	21.01		
10 . Charles City	7,652	\$ 146.12	\$ 329.77					Drug Incl/Med.	
11 . Knoxville (6)	7,313	\$ 348.53	\$ 651.20						
12 . Washington	7,266	\$ 392.21	\$ 1,203.70						
13 . Atlantic (2)	7,112								
14 . Sioux Center	7,048	\$ 430.79	\$ 1,219.88			5.70	7.22		
15 . Nevada	6,798	\$ 400.15	\$ 1,180.37						
16 . Oelwein	6,415	\$ 566.46	\$ 1,416.21	varies	varies	3.95		varies	varies
17 . Estherville	6,360	\$ 623.13	\$ 1,338.85	20.92	41.84	7.05	7.62		
18 . Maquoketa	6,141	\$ 641.94	\$ 1,440.99						
19 . Orange City	6,004	\$ 518.70	\$ 1,591.88						
20 . Independence (3)	5,966								
21 . Red Oak	5,742	\$ 475.54	\$ 1,459.43	33.49	118.73	5.98	7.72		
22 . Clarinda	5,572								
23 . Algona (4)	5,560	\$ 339.00	\$ 1,042.00	24.06	80.59	0.80	4.00	10.93	28.45
24 . Anamosa	5,533								
25 . Centerville	5,528	\$ 634.14	\$ 1,497.80	Dental Incl. w/Med.		8.00			
26 . DeWitt	5,322	\$ 471.62	\$ 1,414.85	28.30	98.50				
27 . Glenwood (5)	5,269								
28 . Vinton	5,257	\$ 619.13	\$ 1,538.46	36.52	115.43	Varies	Varies		
29 . Cherokee	5,253								
30 . Iowa Falls	5,238								
31 . Sheldon	5,188								
32 . Manchester	5,179								
33 . Shenandoah	5,150	\$ 442.18	\$ 1,357.06			7.00	8.75	8.50	22.10
MEDIAN	6,360	\$ 487.95	\$ 1,357.06	\$ 28.30	\$ 80.59	\$ 5.98	\$ 7.42	\$ 8.50	\$ 22.10
COMMENTS:									
(1) Mount Pleasant Mun. Utility		\$ 634.91	\$ 1,587.25	33.49	95.20	10.75	NA	13.89	36.11
(2) Municipal Utility (Shown Above)									
(3) Independence Lt. & Power									
(4) Algona Mun. Utilities		\$ 64.83	\$ 198.92	4.81	16.12	.28/1,000		9.99	25.76
(5) Glenwood Mun. Utilities		\$ 663.58	\$ 1,489.67	25.05		7.20		NA	NA
(6) Knoxville Water Works		\$ 441.79	\$ 1,074.74						
(7) Denison Municipal Utilities		\$ 297.01	\$ 911.54	24.06	80.59	Based on Salary			

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

HEALTH, DENTAL, LIFE, VISION & DRUG INSURANCE - POLICE

2014-15 FRINGE BENEFIT SUMMARY* (Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Total Monthly Premium							
		Health		Dental		Life		Vision & Drug	
		S	F	S	F	S	F	S	F
1 . Fairfield	9,464								
2 . Grinnell	9,218	\$ 583.02	\$ 1,360.79	NA	NA	4.80	.40 - 1.40	NA	NA
3 . Mount Pleasant	8,668	\$ 324.75	\$ 811.89	36.22	120.24	12.25		Drug Incl/Med.	
4 . Denison	8,298	\$ 398.47	\$ 829.38	31.50	76.50	1.30	1.30		
5 . Decorah	8,127	\$ 487.95	\$ 1,153.11	24.00	76.00				
6 . Webster City	8,070	\$ 559.00	\$ 1,475.00	26.00	59.00	4.40	4.40	7.00	14.00
7 . Creston	7,834	\$ 746.10	\$ 1,858.50					Drug Incl/Med.	
8 . Clear Lake	7,777	\$ 694.29	\$ 1,735.68			19.20			
9 . Perry	7,702	\$ 512.60	\$ 1,231.65	33.85	111.83	19.33	21.01	6.19	22.80
10 . Charles City	7,652	\$ 146.12	\$ 329.77					Drug Incl/Med.	
11 . Knoxville	7,313	\$ 348.53	\$ 651.20						
12 . Washington	7,266	\$ 392.21	\$ 1,203.70						
13 . Atlantic	7,112								
14 . Sioux Center	7,048	\$ 430.79	\$ 1,219.88			5.70	7.22		
15 . Nevada	6,798	\$ 400.15	\$ 1,180.37						
16 . Oelwein	6,415	\$ 566.46	\$ 1,416.21	varies	varies	5.26		varies	varies
17 . Estherville	6,360	\$ 623.15	\$ 1,338.85			7.05	7.62		
18 . Maquoketa	6,141	\$ 641.94	\$ 1,440.99						
19 . Orange City	6,004	\$ 518.70	\$ 1,591.88						
20 . Independence	5,966								
21 . Red Oak	5,742	\$ 475.54	\$ 1,459.43	33.49	118.73	5.98	7.72		
22 . Clarinda	5,572								
23 . Algona	5,560	\$ 339.00	\$ 1,042.00	24.06	80.59	0.80	4.00	10.93	28.45
24 . Anamosa	5,533								
25 . Centerville	5,528	\$ 634.14	\$ 1,497.80	Dental Incl./Med.		8.00			
26 . DeWitt	5,322	\$ 471.62	\$ 1,414.85	28.30	98.50				
27 . Glenwood	5,269								
28 . Vinton	5,257	\$ 619.13	\$ 1,538.46	36.50	115.43	Varies	Varies		
29 . Cherokee	5,253								
30 . Iowa Falls	5,238								
31 . Sheldon	5,188								
32 . Manchester	5,179								
33 . Shenandoah	5,150	\$ 442.18	\$ 1,357.06			7.00	8.75	8.50	22.10
MEDIAN	6,360	\$ 487.95	\$ 1,357.06	\$ 31.50	\$ 98.50	\$ 5.98	\$ 7.42	\$ 7.75	\$ 22.45

COMMENTS:

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

MEDICAL INSURANCE - DEDUCTIBLE

2014-15 FRINGE BENEFIT SUMMARY*
(Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Total Deductible		
		Public Works	Police	Does the City Pay the Co-Insurance?
1 . Fairfield	9,464			
2 . Grinnell	9,218	250\500	250\500	NO
3 . Mount Pleasant (1)	8,668			
4 . Denison (4)	8,298	2500\5000	2500\5000	Through HSA
5 . Decorah	8,127	250\500	250\500	NO
6 . Webster City	8,070	750\1500	750\1500	NO
7 . Creston	7,834	420\840	420\840	NO
8 . Clear Lake	7,777	500\1000	500\1000	NO
9 . Perry	7,702		500\1000	NO
10 . Charles City	7,652	750\1500	750\1500	NA
11 . Knoxville	7,313	500\1000	500\1000	
12 . Washington	7,266	500\1000	500\1000	NO
13 . Atlantic (2)	7,112			
14 . Sioux Center	7,048	2,500\5,000	2,500\5,000	Through HSA
15 . Nevada	6,798			
16 . Oelwein	6,415	250\500	250\500	NO
17 . Estherville	6,360	1,500\3,000	1,500\3,000	Through HSA
18 . Maquoketa	6,141	250\500	250\500	NO
19 . Orange City	6,004	500\1000	500\1000	
20 . Independence (3)	5,966			
21 . Red Oak	5,742	250	250	NO
22 . Clarinda	5,572			
23 . Algona (5)	5,560	2500\5000	2500\5000	NO
24 . Anamosa	5,533			
25 . Centerville	5,528	400\900	400\900	NO
26 . DeWitt (6)	5,322	500\1000	500\1000	
27 . Glenwood (2)	5,269	750		NO
28 . Vinton	5,257	2000\5000	2000\5000	NO
29 . Cherokee	5,253			
30 . Iowa Falls	5,238			
31 . Sheldon	5,188			
32 . Manchester	5,179			
33 . Shenandoah	5,150			
MEDIAN	6,360			
COMMENTS:				
(1) Mt. Pleasant Mun. Util.		500\1000		NO
(2) Municipal Utility (Shown Above)				
(3) Independence Lt. & Power				
(4) Denison Municipal Utilities deductible is \$4000S/\$8000F but DMU self-funds this down to \$250/\$500				
(5) Algona Mun. Util.		3,000		PORTION
(6) Dewitt reimburses 80% of deductible & up to \$500 out of pocket per calendar year based on date of service				

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

LIFE INSURANCE - PUBLIC WORKS

2014-15 FRINGE BENEFIT SUMMARY*
(Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Face Value of Life Insurance
1 . Fairfield	9,464	
2 . Grinnell	9,218	20,000
3 . Mount Pleasant (1)	8,668	
4 . Denison (2)	8,298	Annual Salary up to \$75,000
5 . Decorah	8,127	30,000
6 . Webster City	8,070	20,000
7 . Creston	7,834	20,000
8 . Clear Lake	7,777	40,000
9 . Perry	7,702	
10 . Charles City	7,652	35,000
11 . Knoxville	7,313	Employees - Equal to salary; DH - 2 times salary
12 . Washington	7,266	50,000
13 . Atlantic (2)	7,112	
14 . Sioux Center	7,048	15,000
15 . Nevada	6,798	
16 . Oelwein	6,415	7,000
17 . Estherville	6,360	15,000
18 . Maquoketa	6,141	20,000
19 . Orange City	6,004	Annual Salary up to \$50,000
20 . Independence (3)	5,966	
21 . Red Oak	5,742	25,000
22 . Clarinda	5,572	
23 . Algona (4)	5,560	10,000
24 . Anamosa	5,533	
25 . Centerville	5,528	15,000
26 . DeWitt	5,322	20,000
27 . Glenwood (2)	5,269	20,000
28 . Vinton	5,257	10,000
29 . Cherokee	5,253	
30 . Iowa Falls	5,238	
31 . Sheldon	5,188	
32 . Manchester	5,179	
33 . Shenandoah	5,150	
MEDIAN	6,360	\$20,000
COMMENTS:		
(1) Mt. Pleasant Mun. Util. - \$50,000		
(2) Municipal Utility (Shown Above)		
(3) Independence Light & Power -		
(4) Algona Municipal Utilities - Annual Salary		

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

LIFE INSURANCE - POLICE

2014-15 FRINGE BENEFIT SUMMARY*
(Cities 5,150 to 9,500 Population)**

<u>City</u>	<u>2010 Pop.</u>	<u>Face Value of Life Insurance</u>
1 . Fairfield	9,464	
2 . Grinnell	9,218	20,000
3 . Mount Pleasant	8,668	
4 . Denison	8,298	
5 . Decorah	8,127	30,000
6 . Webster City	8,070	20,000
7 . Creston	7,834	20,000
8 . Clear Lake	7,777	40,000
9 . Perry	7,702	15,000
10 . Charles City	7,652	35,000
11 . Knoxville	7,313	Employees - Equal to salary; DH - 2 times salary
12 . Washington	7,266	50,000
13 . Atlantic	7,112	
14 . Sioux Center	7,048	15,000
15 . Nevada	6,798	
16 . Oelwein	6,415	10,000
17 . Estherville	6,360	15,000
18 . Maquoketa	6,141	20,000
19 . Orange City	6,004	Annual Salary up to \$50,000
20 . Independence	5,966	
21 . Red Oak	5,742	25,000
22 . Clarinda	5,572	
23 . Algona	5,560	10,000
24 . Anamosa	5,533	
25 . Centerville	5,528	15,000
26 . DeWitt	5,322	20,000
27 . Glenwood	5,269	
28 . Vinton	5,257	10,000-Chief, Sg.t, Lt. / 40,000 Officer
29 . Cherokee	5,253	
30 . Iowa Falls	5,238	
31 . Sheldon	5,188	
32 . Manchester	5,179	
33 . Shenandoah	5,150	
MEDIAN	6,360	\$20,000
COMMENTS:		

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

LONGEVITY - PUBLIC WORKS

2014-15 FRINGE BENEFIT SUMMARY* (Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Additional Yearly Pay/Years of Service						
		5 Yrs.	10 Yrs.	15 Yrs.	20 Yrs.	25 Yrs.	30 Yrs.	35 Yrs.
1 . Fairfield	9,237							
2 . Grinnell	9,218	187.20	374.40	561.60	748.80	936	1,123.20	1,123.20
3 . Mount Pleasant	8,668		300\8	400	500	500	500	500
4 . Denison	8,298	540	660	780	900	900	900	900
5 . Decorah	8,127	198	462	660	858	858	858	858
6 . Webster City	8,070	249.60	478.40	728	956.80	1,144	1,248	1,248
7 . Creston	7,834	250	500	750	1,000	1,000	1,000	1,000
8 . Clear Lake	7,777	457	957	1,414	1,893	1,893	1,893	1,893
9 . Perry	7,702	360	600	840	1,080	1,080	1,080	1,080
10 . Charles City	7,652	240	360	480	720	840	960	960
11 . Knoxville (5)	7,313	480	720	960	1980	2340	2340	2340
12 . Washington	7,266	150\3	450\9	750	900\18	1050\21	1050	1050
13 . Atlantic (2)	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein (7)	6,415							
17 . Estherville	6,360	400	525	650	775	900	1,050	1,250
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda (2)	5,572							
23 . Algona (2)	5,560							
24 . Anamosa	5,533							
25 . Centerville (8)	5,528	312						
26 . DeWitt (6)	5,322							
27 . Glenwood (3)	5,269	100	500	600	750	750	750	750
28 . Vinton (4)	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179	120	480\9	480	480	480	480	480
33 . Shenandoah	5,150							
HOW MANY CITIES		15	15	15	15	15	15	15
AVERAGE		300	558	718	972	1,048	1,088	1,102
MEDIAN	6,656	250	500	694	858	900	1,025	1,025

COMMENTS:

(1) Municipal Utility Shown Above								
(2) \$0.01/hr. for every year of service								
(3) Glenwood Mun. Utilities	100	500	600	750	750	750	750	750
(4) Vinton	2% Gross	3.5% Gross	5% Gross	6% Gross	6% Gross	6% Gross	6% Gross	6% Gross
(5) Knoxville Water Works	1200	1,320\7	1,320	1,320	1,320	1,320	1,320	1,320
(6) City of DeWitt	After 2 yrs. \$6.00/mo. for every mo. following paid annually							
(7) City of Oelwein	60.98/mo.	72.07/mo.	83.16/mo.	94.25/mo.	105.33/mo.	116.42/mo.	116.42/mo.	116.42/mo.
(8) \$0.03/hr. for every year of service after 5 yrs.								

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

LONGEVITY - POLICE

2014-15 FRINGE BENEFIT SUMMARY* (Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Additional Yearly Pay/Years of Service						
		5 Yrs.	10 Yrs.	15 Yrs.	20 Yrs.	25 Yrs.	30 Yrs.	35 Yrs.
1 . Fairfield	9,464							
2 . Grinnell	9,218	312	520	728	728	728	728	728
3 . Mount Pleasant	8,668		300\8	400	500	500	500	500
4 . Denison	8,298	540	660	780	900	900	900	900
5 . Decorah	8,127	198	462	660	858	858	858	858
6 . Webster City	8,070	249.60	478.40	728	956.80	956.80	956.80	956.80
7 . Creston	7,834	250	500	750	1,000	1,000	1,000	1,000
8 . Clear Lake	7,777	457	936	1,394	1,914	1,914	1,914	1,914
9 . Perry	7,702	360	600	840	1,080	1,080	1,080	1,080
10 . Charles City	7,652	240	360	480	720	840	960	960
11 . Knoxville	7,313	480	720	960	1,980	2,340	2,340	2,340
12 . Washington	7,266	150\3	450\9	750	900\18	1050\21	1050	1050
13 . Atlantic	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein (4)	6,415							
17 . Estherville	6,360	440	560	680	800	800	800	800
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak (5)	5,742							
22 . Clarinda (1)	5,572							
23 . Algona (1)	5,560							
24 . Anamosa	5,533							
25 . Centerville (7)	5,528	312						
26 . DeWitt (3)	5,322							
27 . Glenwood	5,269							
28 . Vinton (2)	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester (6)	5,179							
33 . Shenandoah	5,150							
HOW MANY CITIES		16	16	16	16	16	16	16
AVERAGE		349	580	763	1,040	1,083	1,091	1,091
MEDIAN	6,656	312	540	739	900	900	958	958
COMMENTS:								
(1) \$0.01/hr. for every year of service								
(2) Vinton		2% Gross	3.5% Gross	5% Gross	6% Gross	6% Gross	6% Gross	6% Gross
(3) City of DeWitt		After 2 yrs. \$6.00/mo. for every mo. following paid annually						
(4) City of Oelwein		40/mo.	50/mo.	67.50/mo.	80/mo.	90/mo.	100/mo.	100/mo.
(5) At 5 yrs. - \$0.01/hr. for every year of service; at 10 yrs. - \$0.02/hr. for every year of service								
(6) Included in Salary								
(7) \$0.03/hr. for every year of service after 5 yrs.								

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

OTHER LEAVE WITH PAY

2014-15 FRINGE BENEFIT SUMMARY* (Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Death in Family	Serious Illness in Family	Pallbearer	Med/Dent. Appt.	Jury Duty	Military Service
1 . Fairfield	9,464						
2 . Grinnell (10)	9,218	1, 3 or 5	3	4-8 hrs.	Yes	Yes	Iowa Code
3 . Mount Pleasant (1)	8,668	5	SL	4 hrs.	SL	Yes	Yes
4 . Denison (8)	8,298	5	No	1	SL	Yes	No
5 . Decorah	8,127	5	SL	No	SL	AN	30
6 . Webster City	8,070	7	5	No	SL	Yes	Iowa Code
7 . Creston	7,834	3	5	4 hrs.	SL	AN	30
8 . Clear Lake	7,777	5	SL	No	SL	Yes	No
9 . Perry	7,702	4	3	Yes	SL	AN	Iowa Code
10 . Charles City	7,652	7	12 wks.	4 hrs.	Yes	Yes	30
11 . Knoxville (7)	7,313	5	5	1	Yes	Yes	Yes
12 . Washington	7,266	3	5	1	AN	AN	30
13 . Atlantic (2)	7,112						
14 . Sioux Center	7,048	3	SL	Family	SL	AN	30
15 . Nevada	6,798	5	SL	No	SL	AN	No
16 . Oelwein (9)	6,415	3	4	1	SL	Yes	Iowa Code
17 . Estherville	6,360	3	3	1	4 Hrs.	AN	Iowa Code
18 . Maquoketa (3)	6,141	3	SL	No	SL	Yes	30
19 . Orange City	6,004	5	5	1	SL	Yes	
20 . Independence (4)	5,966						
21 . Red Oak	5,742	3	5	No	SL	Yes	Yes
22 . Clarinda	5,572						
23 . Algona (5)	5,560	4		Yes	Yes	Yes	
24 . Anamosa	5,533						
25 . Centerville	5,528	3	6	No	SL	AN	30
26 . DeWitt	5,322	3	FMLA	No	SL	Yes	Iowa Code
27 . Glenwood (6)	5,269						
28 . Vinton	5,257	5	5	1	SL	Yes	No
29 . Cherokee	5,253						
30 . Iowa Falls	5,238						
31 . Sheldon	5,188						
32 . Manchester	5,179	1-4	3	NA	SL	Yes	
33 . Shenandoah	5,150	5	3	AN	SL	AN	30
MEDIAN	6,360						

COMMENTS:

SL = Sick Leave

AN = As Needed

(1) Mt. Pleasant Mun. Util.							
(2) Municipal Utility Shown Above							
(3) Maquoketa Mun. Elec.	3	SL		Vac./Pers. Time	SL	Yes	Yes
(4) Independence Lt. & Power							
(5) Algona Mun. Utilities	3	SL		Yes	SL	Yes	Iowa Code
(6) Glenwood Mun. Utilities	Yes	SL		No	SL	Yes	No
(7) Knoxville Water Works	3	SL		Family	SL	Unlimited	No
(8) Denison Municipal Utilities	3	3		3 hrs.	SL	AN	Yes
(9) Oelwein Police	3	2 Shifts		1	SL	Yes	Iowa Code
(10) Grinnell Police	3 or 5	3		2 or 4 hrs.	Yes	Yes	30

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

POLICE PENSION/FICA-IPERS

2014-15 FRINGE BENEFIT SUMMARY*
(Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Pension Plan
1 . Fairfield	9,464	
2 . Grinnell	9,218	Police Pension
3 . Mount Pleasant	8,668	FICA-IPERS
4 . Denison	8,298	FICA-IPERS
5 . Decorah	8,127	
6 . Webster City	8,070	Police Pension
7 . Creston	7,834	Police Pension
8 . Clear Lake	7,777	FICA-IPERS
9 . Perry	7,702	IPERS, Police Trust, SS, Deferred Comp
10 . Charles City	7,652	Police Pension
11 . Knoxville	7,313	Police Pension
12 . Washington	7,266	FICA-IPERS
13 . Atlantic	7,112	
14 . Sioux Center	7,048	FICA-IPERS
15 . Nevada	6,798	
16 . Oelwein	6,415	Police Pension
17 . Estherville	6,360	Police Pension
18 . Maquoketa	6,141	Police Pension
19 . Orange City	6,004	FICA-IPERS
20 . Independence	5,966	
21 . Red Oak	5,742	FICA-IPERS
22 . Clarinda	5,572	
23 . Algona	5,560	Police Pension
24 . Anamosa	5,533	
25 . Centerville	5,528	Police Pension
26 . DeWitt	5,322	Police Pension
27 . Glenwood	5,269	
28 . Vinton	5,257	FICA-IPERS
29 . Cherokee	5,253	
30 . Iowa Falls	5,238	
31 . Sheldon	5,188	
32 . Manchester	5,179	FICA-IPERS
33 . Shenandoah	5,150	FICA-IPERS
MEDIAN	6,360	
COMMENTS:		

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

SALARIED SUPERVISORS/ADMINISTRATORS

VACATIONS

2014-15 FRINGE BENEFIT SUMMARY*
(Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Years of Service				
		1	3	7	15	20
1 . Fairfield	9,464					
2 . Grinnell	9,218	5	10\2	15	20	25
3 . Mount Pleasant	8,668	(1) 10	10	15\8	20\14	25\21
4 . Denison	8,298	(7) 5	10\2	15\5	20\10	25
5 . Decorah	8,127	5	10\2	15	20	25
6 . Webster City	8,070	10	10	12	15	20
7 . Creston	7,834	10	10	15	20	25
8 . Clear Lake	7,777	5	10	15	20	25
9 . Perry	7,702	10	10	15	20	25
10 . Charles City	7,652	5	10	15	20	25
11 . Knoxville	7,313	(8) 5	10	15	20	25
12 . Washington	7,266	5	10\3	15	20	25\22
13 . Atlantic	7,112	(2)				
14 . Sioux Center	7,048	5	10	10	15	20
15 . Nevada	6,798	5	10	14	20	20
16 . Oelwein	6,415	5	10\2	15	20\17	25
17 . Estherville	6,360	5	10	15	20	25
18 . Maquoketa	6,141	(3) 5	11	14	20	20
19 . Orange City	6,004					
20 . Independence	5,966	(4)				
21 . Red Oak	5,742	5	10	15	20	20
22 . Clarinda	5,572					
23 . Algona	5,560	(5) 5	10	15	20	(11)
24 . Anamosa	5,533					
25 . Centerville	5,528	5	10\2	15\8	20	25
26 . DeWitt	5,322	5	10\2	15\5	20\10	25\18
27 . Glenwood	5,269	(6)				
28 . Vinton	5,257	10	10	12	20	20
29 . Cherokee	5,253					
30 . Iowa Falls	5,238					
31 . Sheldon	5,188					
32 . Manchester	5,179					
33 . Shenandoah	5,150	10	10	15\8	20	20
MEDIAN	6,360	5	10	15	20	25
COMMENTS:						
(1) Mt. Pleasant Mun. Util.						
(2) Municipal Utility (Shown Above)						
(3) Maquoketa Mun. Elec.						
(4) Independence Light & Power						
(5) Algona Mun. Utilities		10	10	15	20	25
(6) Glenwood Mun. Utilities		5	10\2	13	20	25
(7) Denison Municipal Utilities		5	10	12	20	25
(8) Knoxville Water Works		5	10	15	20	25
(9) City of Algona		20 Years - 20 days + .5 days for every year served				

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

SALARIED SUPERVISORS/ADMINISTRATORS

PAID HOLIDAYS

2014-15 FRINGE BENEFIT SUMMARY*
(Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Pd Holidays/Year
1 . Fairfield	9,464	
2 . Grinnell	9,218	12
3 . Mount Pleasant	8,668 (1)	10
4 . Denison	8,298 (7)	10
5 . Decorah	8,127	11
6 . Webster City	8,070	9
7 . Creston	7,834	10
8 . Clear Lake	7,777	11
9 . Perry	7,702	11
10 . Charles City	7,652	9
11 . Knoxville	7,313 (6)	10
12 . Washington	7,266	10
13 . Atlantic (2)	7,112	
14 . Sioux Center	7,048	8
15 . Nevada	6,798	11
16 . Oelwein	6,415	10
17 . Estherville	6,360	9.5
18 . Maquoketa	6,141 (3)	10
19 . Orange City	6,004	
20 . Independence	5,966 (4)	
21 . Red Oak	5,742	10.5
22 . Clarinda	5,572	
23 . Algona	5,560 (5)	10
24 . Anamosa	5,533	
25 . Centerville	5,528	9
26 . DeWitt	5,322	11
27 . Glenwood	5,269 (2)	11
28 . Vinton	5,257	10
29 . Cherokee	5,253	
30 . Iowa Falls	5,238	
31 . Sheldon	5,188	
32 . Manchester	5,179	
33 . Shenandoah	5,150	10
MEDIAN	6,360	10

COMMENTS:

- (1) Mt. Pleasant Mun. Util. -
- (2) Municipal Utility (Shown Above)
- (3) Maquoketa Mun. Elec. -
- (4) Independence Lt. & Power -
- (5) Algona Mun. Utilities - 9 days
- (6) Knoxville Water Works - 10 days
- (7) Denison Municipal Utilities - 10.5 days

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

SALARIED SUPERVISORS/ADMINISTRATORS

SICK LEAVE

2014-15 FRINGE BENEFIT SUMMARY*
(Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Sick Days Earned/Year	Max. No. of Sick Days
1 . Fairfield	9,464		
2 . Grinnell	9,218	12	No Limit
3 . Mount Pleasant	8,668	(1) 12	960
4 . Denison	8,298	(7) 18	90
5 . Decorah	8,127	12	150
6 . Webster City	8,070	12	150
7 . Creston	7,834	18	120
8 . Clear Lake	7,777	24	100
9 . Perry	7,702	12	110
10 . Charles City	7,652	12	120
11 . Knoxville	7,313	(6) 18	960
12 . Washington	7,266	12	60
13 . Atlantic (2)	7,112		
14 . Sioux Center	7,048	6	30
15 . Nevada	6,798	12	
16 . Oelwein	6,415	18	126
17 . Estherville	6,360	24	150
18 . Maquoketa (3)	6,141	12	90
19 . Orange City	6,004		
20 . Independence (4)	5,966		
21 . Red Oak	5,742	18	90
22 . Clarinda	5,572		
23 . Algona (5)	5,560	12	110
24 . Anamosa	5,533		
25 . Centerville	5,528	18	90
26 . DeWitt	5,322	15	125
27 . Glenwood (2)	5,269	18	100
28 . Vinton	5,257	12	120
29 . Cherokee	5,253		
30 . Iowa Falls	5,238		
31 . Sheldon	5,188		
32 . Manchester	5,179		
33 . Shenandoah	5,150	10	90
MEDIAN	6,360	12	115
<p>COMMENTS:</p> <p>(1) Mt. Pleasant Mun. Util. -</p> <p>(2) Municipal Utility (Shown Above)</p> <p>(3) Maquoketa Mun. Elec. -</p> <p>(4) Independence Lt. & Power -</p> <p>(5) Algona Mun. Utilities - 10 and 150</p> <p>(6) Knoxville Water Works - 18 & Unlimited</p> <p>(7) Denison Municipal Utilities - 12 and 60</p>			

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

SALARIED SUPERVISORS/ADMINISTRATORS

CLOTHING & EQUIPMENT

2014-15 FRINGE BENEFIT SUMMARY*
(Cities 5,150 to 9,500 Population)**

<u>City</u>	<u>2010 Pop.</u>	<u>Clothing and Equipment Allowance</u>
1 . Fairfield	9,464	
2 . Grinnell	9,218	No - Provides 4 shirts/yr.
3 . Mount Pleasant	8,668 (1)	No
4 . Denison	8,298 (2)	Provides Uniforms As Needed
5 . Decorah	8,127	No
6 . Webster City	8,070	No
7 . Creston	7,834	No
8 . Clear Lake	7,777	No
9 . Perry	7,702	Yes
10 . Charles City	7,652	Yes
11 . Knoxville	7,313 (6)	No
12 . Washington	7,266	No
13 . Atlantic	7,112 (2)	
14 . Sioux Center	7,048	No
15 . Nevada	6,798	
16 . Oelwein	6,415	No
17 . Estherville	6,360	Field Dept. Supv.
18 . Maquoketa	6,141 (3)	No
19 . Orange City	6,004	
20 . Independence	5,966 (4)	
21 . Red Oak	5,742	No
22 . Clarinda	5,572	
23 . Algona	5,560 (5)	No
24 . Anamosa	5,533	
25 . Centerville	5,528	No
26 . DeWitt	5,322	No
27 . Glenwood	5,269 (2)	
28 . Vinton	5,257	No
29 . Cherokee	5,253	
30 . Iowa Falls	5,238	
31 . Sheldon	5,188	
32 . Manchester	5,179	
33 . Shenandoah	5,150	No
MEDIAN	6,798	

COMMENTS:

- (1) Mt. Pleasant Mun. Util. -
- (2) Municipal Utility (Shown Above)
- (3) Maquoketa Mun. Elec. -
- (4) Independence Lt. & Power -
- (5) Algona Municipal Utilities - Yes
- (6) Knoxville Water Works -

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

SALARIED SUPERVISORS/ADMINISTRATORS
HEALTH, DENTAL, LIFE, VISION & DRUG INSURANCE

2014-15 FRINGE BENEFIT SUMMARY*
(Cities 5,150 to 9,500 Population)**

City	2010 Pop.	% of Premium Paid by Employer							
		Health		Dental		Life		Vision & Drug	
		S	F	S	F	S	F	S	F
1 . Fairfield	9,464								
2 . Grinnell	9,218	100%	83%	NA	NA	100%	0%	NA	NA
3 . Mount Pleasant (1)	8,668								
4 . Denison (8)	8,298	95%	95%	100%	100%	100%	100%		
5 . Decorah	8,127								
6 . Webster City	8,070	100%	90%	100%	90%	100%	90%	100%	90%
7 . Creston	7,834	10%	10%	0%	0%	100%	100%	Drug Incl/Med.	
8 . Clear Lake	7,777	95%	85%			100%			
9 . Perry	7,702	90%	90%	100%	65%	100%	100%	100%	65%
10 . Charles City	7,652	80%	80%						
11 . Knoxville (7)	7,313	98%	88%	0%	0%	100%	0%	0%	0%
12 . Washington	7,266	100%	75%						
13 . Atlantic (2)	7,112								
14 . Sioux Center	7,048	97%	79%			100%	100%		
15 . Nevada	6,798								
16 . Oelwein	6,415	10.6%	8.4%			100%	100%		
17 . Estherville	6,360	80%	80%	80%	80%	100%	92.5%		
18 . Maquoketa (3)	6,197	7%	24%			100%	100%		
19 . Orange City	6,004								
20 . Independence (4)	5,966								
21 . Red Oak	5,742	100%	90%	100%	100%	100%	100%		
22 . Clarinda	5,572								
23 . Algona (5)	5,560	100%	85%	100%	85%	100%	85%	100%	85%
24 . Anamosa	5,533								
25 . Centerville	5,528	86.5%	80.3%	Dental Incl. w/Med.		100%			
26 . DeWitt	5,322	90%	90%	0%	0%	100%	100%		
27 . Glenwood (6)	5,358								
28 . Vinton	5,102	100%	75%	100%	75%	100%		Drug Incl/Med.	
29 . Cherokee	5,253								
30 . Iowa Falls	5,238								
31 . Sheldon	5,188								
32 . Manchester	5,179	100%	82%	100%	30%	100%	100%	Drug Incl/Med & 100% Vision	
33 . Shenandoah	5,546	88%	88%			100%	100%	88% Vision	
MEDIAN	6,360	95%	83%	100%	75%	100%	100%	100%	75%
COMMENTS:									
(1) Mt. Pleasant Mun. Util.									
(2) Municipal Utility (Shown Above)									
(3) Maquoketa Mun. Elec.									
(4) Independence Lt. & Power									
(5) Algona Mun. Utilities		80%	80%	80%	80%	80%	NA	0%	0%
(6) Glenwood Mun. Utilities		100%	80%	100%	0%	100%	0%		
(7) Knoxville Water Works		100%	78%						
(8) Denison Municipal Utility		100%	96%	100%	0%	100%	100%		

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

SALARIED SUPERVISORS/ADMINISTRATORS
HEALTH, DENTAL, LIFE, VISION & DRUG INSURANCE

2014-15 FRINGE BENEFIT SUMMARY*
(Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Total Monthly Premium							
		Health		Dental		Life		Vision & Drug	
		S	F	S	F	S	F	S	F
1 . Fairfield	9,464								
2 . Grinnell	9,218	\$ 583.02	\$ 1,360.79	NA	NA	4.80	.40 - 1.40	NA	NA
3 . Mount Pleasant (1)	8,668								
4 . Denison (6)	8,751	\$ 398.47	\$ 829.38	31.50	76.50	1.30	1.30		
5 . Decorah	8,127								
6 . Webster City	8,070	\$ 559.00	\$ 1,475.00	26.00	59.00	4.40	4.40	7.00	14.00
7 . Creston	7,834	\$ 746.10	\$ 1,858.50					Drug Incl/Med.	
8 . Clear Lake	7,777	\$ 694.29	\$ 1,735.68			19.20			
9 . Perry	7,702	\$ 512.60	\$ 1,231.65	33.85	111.83	27.60	29.28	6.19	22.80
10 . Charles City	7,652	\$ 146.12	\$ 329.77						
11 . Knoxville (5)	7,313	\$ 348.53	\$ 651.20						
12 . Washington	7,266	\$ 392.21	\$ 1,203.70						
13 . Atlantic (2)	7,112								
14 . Sioux Center	7,048	\$ 430.79	\$ 1,219.88			5.70	7.22		
15 . Nevada	6,798								
16 . Oelwein	6,415	\$ 566.46	\$ 1,416.21			3.95			
17 . Estherville	6,360	\$ 623.13	\$ 1,338.85	20.92	41.84	7.05	7.62		
18 . Maquoketa	6,141	\$ 641.94	\$ 1,440.99						
19 . Orange City	6,004								
20 . Independence (3)	5,966								
21 . Red Oak	5,742	\$ 475.54	\$ 1,459.43	33.49	118.73	5.98	7.72		
22 . Clarinda	5,572					4.20			
23 . Algona (4)	5,560	\$ 339.00	\$ 1,042.00	24.06	80.59	0.80	4.00	10.93	28.45
24 . Anamosa	5,533								
25 . Centerville	5,528	\$ 634.14	\$ 1,497.80	Dental Incl. w/Med.		6.00			
26 . DeWitt	5,322	\$ 471.62	\$ 1,414.85	28.30	98.50				
27 . Glenwood (2)	5,269	\$ 663.58	\$ 1,489.67	25.05		7.20			
28 . Vinton	5,257	\$ 619.13	\$ 1,538.46	36.52	115.43	Varies	Varies	Drug Incl/Med.	
29 . Cherokee	5,253								
30 . Iowa Falls	5,238								
31 . Sheldon	5,188								
32 . Manchester	5,179	\$ 349.36	\$ 1,072.19	24.06	80.59	Varies	Varies	6.88	14.80
33 . Shenandoah	5,546								
MEDIAN	6,360	\$ 535.80	\$ 1,387.82	\$ 27.15	\$ 80.59	\$ 5.70	\$ 7.22	\$ 6.94	\$ 18.80
COMMENTS:									
(1) Mt. Pleasant Mun. Util.									
(2) Municipal Utility (Shown Above)									
(3) Independence Lt. & Power									
(4) Algona Mun. Utilities		307.32	943.18	24.06	80.59	.28/1,000		9.08	23.42
(5) Knoxville Water Works		441.79	1,074.74						
(6) Denison Mun. Utility		297.01	911.54	24.06	80.59	Varies	Varies		

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

SALARIED SUPERVISORS/ADMINISTRATORS

MEDICAL INSURANCE - DEDUCTIBLE

2014-15 FRINGE BENEFIT SUMMARY*
(Cities 5,150 to 9,500 Population)**

City	Medical Insurance - Deductible		
	2010 Pop.	Salaried Sups/Admin.	Does the City Pay the Co-Insurance?
1 . Fairfield	9,464		
2 . Grinnell	9,218	250\500	NO
3 . Mount Pleasant (1)	8,668		
4 . Denison (5)	8,298	2500\5000	Through HSA
5 . Decorah	8,127	250\500	NO
6 . Webster City	8,070	750\1500	NO
7 . Creston	7,834	420\840	NO
8 . Clear Lake	7,777	500\1000	NO
9 . Perry	7,702	500\1000	NO
10 . Charles City	7,652	750\1500	NA
11 . Knoxville (7)	7,313	500\1000	
12 . Washington	7,266	500\1000	NO
13 . Atlantic (2)	7,112		
14 . Sioux Center	7,048	2,500\5,000	Through HSA
15 . Nevada	6,798		
16 . Oelwein	6,415	250\500	NO
17 . Estherville	6,360	1,500\3,000	Through HSA
18 . Maquoketa	6,141	250\500	NO
19 . Orange City	6,004		
20 . Independence (3)	5,966		
21 . Red Oak	5,742	250	NO
22 . Clarinda	5,572		
23 . Algona (4)	5,560	2500\5000	NO
24 . Anamosa	5,533		
25 . Centerville	5,528	400\900	NO
26 . DeWitt (6)	5,322	500\1000	
27 . Glenwood (2)	5,269	750	NO
28 . Vinton	5,257	2000\5000	NO
29 . Cherokee	5,253		
30 . Iowa Falls	5,238		
31 . Sheldon	5,188		
32 . Manchester	5,179		NO
33 . Shenandoah	5,150		
MEDIAN	6,360		
COMMENTS:			
(1) Mt. Pleasant Mun. Util.			
(2) Municipal Utility (Shown Above)			
(3) Independence Lt. & Power			
(4) Algona Mun. Utilities		3,000	PORTION
(5) Denison Municipal Utilities deductible is \$4000S/\$8000F but DMU self-funds this down to \$250/\$500			
(6) Dewitt reimburses 80% of deductible & up to \$500 out of pocket per calendar year based on date of service			
(7) Knoxville Water Works			

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

SALARIED SUPERVISORS/ADMINISTRATORS

LIFE INSURANCE

2014-15 FRINGE BENEFIT SUMMARY*
(Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Face Value of Life Insurance
1 . Fairfield	9,464	
2 . Grinnell	9,218	\$20,000
3 . Mount Pleasant (1)	8,668	
4 . Denison (7)	8,298	\$10,000
5 . Decorah	8,127	\$30,000
6 . Webster City	8,070	\$20,000
7 . Creston	7,834	\$20,000
8 . Clear Lake	7,777	\$40,000
9 . Perry	7,702	\$15,000
10 . Charles City	7,652	2 x Base Salary
11 . Knoxville	7,313	2 x Base Salary
12 . Washington	7,266	\$50,000
13 . Atlantic (2)	7,112	
14 . Sioux Center	7,048	\$15,000
15 . Nevada	6,798	
16 . Oelwein	6,415	\$7,000
17 . Estherville	6,360	\$15,000
18 . Maquoketa (3)	6,141	\$20,000
19 . Orange City	6,004	
20 . Independence (4)	5,966	
21 . Red Oak	5,742	\$25,000
22 . Clarinda	5,572	
23 . Algona (5)	5,560	\$10,000
24 . Anamosa	5,533	
25 . Centerville	5,528	\$15,000
26 . DeWitt	5,322	\$20,000
27 . Glenwood (2)	5,269	\$20,000
28 . Vinton	5,257	\$10,000
29 . Cherokee	5,253	
30 . Iowa Falls	5,238	
31 . Sheldon	5,188	
32 . Manchester	5,179	1 1/2 x Annual Salary
33 . Shenandoah	5,150	
MEDIAN	6,360	\$20,000

COMMENTS:

- (1) Mount Pleasant Mun. Util. -
- (2) Municipal Utility (Shown Above)
- (3) Maquoketa Mun. Elec. Util. -
- (4) Independence Light & Power -
- (5) Algona Mun. Utilities - Annual Salary
- (6) Knoxville Water Works -
- (7) Denison Mun. Utilities - Annual up to \$75,000

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

SALARIED SUPERVISORS/ADMINISTRATORS

LONGEVITY

2014-15 FRINGE BENEFIT SUMMARY*
(Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Additional Yearly Pay/Years of Service						
		5 Yrs.	10 Yrs.	15 Yrs.	20 Yrs.	25 Yrs.	30 Yrs.	35 Yrs.
1 . Fairfield	9,464							
2 . Grinnell (4)	9,218	145.60	291.20	436.80	582.40	728	873.60	1,019.20
3 . Mount Pleasant	8,668							
4 . Denison	8,298	540	660	780	900	900	900	900
5 . Decorah	8,127							
6 . Webster City	8,070	249.60	478.40	728	956.80	1,144	1,248	1,248
7 . Creston	7,834	250	500	750	1,000	1,000	1,000	1,000
8 . Clear Lake	7,777	457	957	1,414	1,893	1,893	1,893	1,893
9 . Perry	7,702	360	600	840	1,080	1,080	1,080	1,080
10 . Charles City	7,652	240	360	480	720	840	960	960
11 . Knoxville	7,313							
12 . Washington	7,266	150\3	450\9	750	900\18	1050\21	1050	1050
13 . Atlantic (2)	7,112							
14 . Sioux Center	7,048							
15 . Nevada	6,798							
16 . Oelwein	6,415	60.98/mo.	72.07/mo.	83.16/mo.	94.25/mo.	105.33/mo.	116.42/mo.	116.42/mo.
17 . Estherville	6,360	400	525	650	775	900	1,050	1,250
18 . Maquoketa	6,141							
19 . Orange City	6,004							
20 . Independence	5,966							
21 . Red Oak	5,742							
22 . Clarinda (5)	5,572							
23 . Algona	5,560							
24 . Anamosa	5,533							
25 . Centerville (6)	5,528	312						
26 . DeWitt (7)	5,322							
27 . Glenwood (2)	5,269	100	500	600	750	750	750	750
28 . Vinton (3)	5,257							
29 . Cherokee	5,253							
30 . Iowa Falls	5,238							
31 . Sheldon	5,188							
32 . Manchester	5,179							
33 . Shenandoah	5,150							
HOW MANY CITIES		14	14	14	14	14	14	14
AVERAGE		305	541	743	962	1,026	1,080	1,115
MEDIAN	6,656	281	500	739	900	900	1,025	1,035

COMMENTS:

(1) No longevity for Administrators. Supervisors receive longevity if hired before 1996.								
(2) Municipal Utility Shown Above								
(3) Vinton	2% Gross	3.5% Gross	5% Gross	6% Gross	6% Gross	6% Gross	6% Gross	6% Gross
(4) Grinnell - Salaried								
(5) \$0.01/hr. for every year of service								
(6) \$0.03/hr. for every year of service after 5 yrs.								
(7) City of DeWitt - After 2 yrs. \$6.00/mo. For ever month following paid annually.								

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).

SALARIED SUPERVISORS/ADMINISTRATORS

OTHER LEAVE WITH PAY

2014-15 FRINGE BENEFIT SUMMARY*
(Cities 5,150 to 9,500 Population)**

City	2010 Pop.	Death in Family	Serious Illness in Family	Pallbearer	Med/Dent. Appt.	Jury Duty	Military Service
1 . Fairfield	9,464						
2 . Grinnell	9,218	1,3 or 5	4-8 hrs.	Yes	Yes	Yes	30
3 . Mount Pleasant (1)							
4 . Denison (8)	8,298	5	No	1	SL	Yes	No
5 . Decorah	8,127						
6 . Webster City	8,070	7	5 & FMLA	No	SL	Yes	Iowa Code
7 . Creston	7,834	3	5	4 Hrs.	SL	AN	30
8 . Clear Lake	7,777	5	SL	No	SL	Yes	No
9 . Perry	7,702	4	3	Yes	SL	AN	Iowa Code
10 . Charles City	7,652	7	12 wks.	4 hrs.	Yes	Yes	30
11 . Knoxville (7)	7,313	5	5	1	Yes	Yes	Iowa Code
12 . Washington	7,266	3	5	1	AN	AN	30
13 . Atlantic (2)	7,112						
14 . Sioux Center	7,048	3	SL	Family	SL	AN	30
15 . Nevada	6,798						
16 . Oelwein	6,415	3	4	1	SL	Yes	Iowa Code
17 . Estherville	6,360	3	3	1	4 Hrs.	AN	Iowa Code
18 . Maquoketa (3)	6,141	3	SL	No	SL	Yes	30
19 . Orange City	6,004	5	5	1	SL	Yes	
20 . Independence (4)	5,966						
21 . Red Oak	5,742	3	5	No	SL	Yes	Yes
22 . Clarinda	5,572						
23 . Algona (5)	5,560	4	No	Yes	Yes	Yes	
24 . Anamosa	5,533						
25 . Centerville	5,528	3	6	No	SL	AN	30
26 . DeWitt	5,322	3	FMLA	No	SL	Yes	Iowa Code
27 . Glenwood (6)	5,269						
28 . Vinton	5,257	5	5	1	SL	AN	No
29 . Cherokee	5,253						
30 . Iowa Falls	5,238						
31 . Sheldon	5,188						
32 . Manchester	5,179						
33 . Shenandoah	5,150	Yes	Yes		Yes		
MEDIAN	6,251						
COMMENTS: SL = Sick Leave AN = As Needed							
(1) Mt. Pleasant Mun. Util.							
(2) Municipal Utility (Shown Above)							
(3) Maquoketa Mun. Elec.							
(4) Independence Lt. & Power							
(5) Algona Mun. Utilities		3	SL	Yes	SL	Yes	Yes
(6) Glenwood Mun. Utilities		Yes	SL	No	SL	Yes	No
(7) Knoxville Water Works		3	SL	Yes	SL	Unlimited	No
(8) Denison Municipal Utilities		3	3	3 hrs.	SL	AN	Yes

*Prepared from a written survey conducted by the City of Estherville, July 2014.

**Excluding the five suburbs of metropolitan areas (Norwalk, Pleasant Hill, Hiawatha, Grimes and Eldridge).