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CITIES BETWEEN 3,500 - 7,500 POPULATION

I O W A  
M U N I C I P A L  
S A L A R I E S

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CITIES PARTICIPATING IN SURVEY  
With 1970 Populations

Cities Between 3,500 - 7,500

Atlantic	7306	Chariton	5009
Cherokee	7272	Nevada	4952
Waverly	7205	Vinton	4845
Mount Pleasant	7007	Jefferson	4735
Perry	6906	Humboldt	4665
Pella	6668	Manchester	4641
Centerville	6531	Sheldon	4535
Iowa Falls	6454	Eagle Grove	4489
Clear Lake	6430	Anamosa	4389
Washington	6317	Glenwood	4195
Red Oak	6210	Albia	4151
Coralville	6130	Emmetsburg	4150
Algona	6032	Waukon	3883
Shenandoah	5968	Winterset	3654
Independence	5910	De Witt	3647
Maquoketa	5677	New Hampton	3621
Clarinda	5420	Orange City	3572
Harlan	5049	Missouri Valley	3519
Evansdale	5038		

CONTENTS

Hours of Work . . . . .	1
Vacation Policies . . . . .	2
Holidays . . . . .	3
Sick Leave . . . . .	3
Longevity Pay Plans . . . . .	4
Retirement Programs . . . . .	5
Uniform Allowance and Personal Equipment Furnished . . . . .	6
Group Insurance Programs . . . . .	10
Incentive Programs . . . . .	14
Administrative . . . . .	16
Clerical . . . . .	17
Public Works and Engineering . . . . .	18
Inspection . . . . .	18
Health . . . . .	18
Skilled Trades and Labor . . . . .	19
Recreation . . . . .	21
Parks . . . . .	22
Electric Plant . . . . .	23
Police . . . . .	24
Sewage Disposal Plant . . . . .	26
Waterworks . . . . .	26
Library . . . . .	28
Fire . . . . .	29
Salaries of Additional Employees . . . . .	30

HOURS OF WORK

NUMBER OF HOURS IN BASIC WORK WEEK FOR ALL EMPLOYEES AND PRACTICES CONCERNING SATURDAY WORK FOR OFFICE STAFF

CITIES BETWEEN 3,500 - 7,500	NUMBER OF HOURS IN WORK WEEK			OFFICE STAFF, SATURDAY
	GENERAL	POLICE	FULL-TIME FIREMEN	(DOES NOT INCLUDE POLICE AND FIRE)
ATLANTIC	42 - 44	44	56	Skeleton Staff, Half Day
CHEROKEE	44 (a)	48	---	Skeleton Staff, Half Day
WAVERLY	44 (b)	45	60	Offices Closed
MOUNT PLEASANT	40	45	---	Offices Closed
PERRY	40	40	40	Offices Closed
PELLA	40 (c)	40	---	Offices Closed
CENTERVILLE	45	40	56	Offices Closed
IOWA FALLS	40	44	---	Offices Closed
CLEAR LAKE	40	40	---	Offices Closed
WASHINGTON	40	48	48	Offices Closed
RED OAK	44	40	70	Skeleton Staff, Half Day
CORALVILLE	40	44	---	Offices Closed
ALGONA	40	45	---	Offices Closed
SHENANDOAH	40	48	48	Offices Closed
INDEPENDENCE	40	45	56	Offices Closed
MAQUOKETA	40 (d)	40	---	Offices Closed
CLARINDA	40	48	---	Offices Closed
HARLAN	40	48	---	Offices Closed
EVANSDALE	40	40	---	Offices Closed
CHARITON	40	42	---	Offices Closed
NEVADA	40	42	40	Offices Closed
VINTON	44 (b)	48	---	Offices Closed
JEFFERSON	44	48	---	Skeleton Staff, Half Day
HUMBOLDT	44 (a)	41	---	Offices Closed
MANCHESTER	40	44	---	Offices Closed
SHELDON	44	48	---	Offices Closed
EAGLE GROVE	40	40	---	Skeleton Staff, Full Day
ANAMOSA	40	40	---	Offices Closed
GLENWOOD	40	40	---	Offices Closed
ALBIA	40	40	---	Offices Closed
EMMETSBURG	44	48	---	Skeleton Staff, Half Day
WAUKON	40	40	---	Skeleton Staff, Half Day
WINTERSSET	44	44	---	Offices Closed
DE WITT	40	40	---	Offices Closed
NEW HAMPTON	42½ (b)	42½	---	Offices Closed
ORANGE CITY	40 (e)	54	---	Offices Closed
MISSOURI VALLEY	45	48	---	Full Staff, Half Day

- (a) Street Department personnel, 50 hours
- (b) Office staff, 40 hours
- (c) Electric utilities employees, 48 hours
- (d) Public Works employees, 45 hours
- (e) Utilities employees, 44 hours

VACATION POLICIES

NUMBER OF WEEKS (OR DAYS) WITH PAY ALLOWED EACH YEAR TO FULL-TIME EMPLOYEES  
ON ANNUAL SALARY AND REGULAR EMPLOYEES ON HOURLY OR DAILY WAGE

CITIES BETWEEN 3,500 - 7,500	SALARIED EMPLOYEES VACATION ALLOWED		VARIATIONS	REGULAR HOURLY OR DAILY EMPLOYEES
	AFTER ONE YEAR	AFTER TWO YEARS		
ATLANTIC	2 wks. (a)	2 wks.	After 10 yrs., 3 wks.	---
CHEROKEE	1 wk.	2 wks.	After 10 yrs., 3 wks.	---
WAVERLY	1 wk.	2 wks.	After 15 yrs., 3 wks.; 25 yrs., 4 wks.	SAME
MOUNT PLEASANT	1 wk.	2 wks.	After 15 yrs., 3 wks.	SAME
PERRY	2 wks.	2 wks.	After 10 yrs., 3 wks.; 20 yrs., 4 wks.	---
PELLA	1 wk.	2 wks.	After 15 yrs., 3 wks.	SAME
CENTERVILLE	2 wks.	2 wks.	After 10 yrs., 3 wks.; 20 yrs., 4 wks.	SAME
IOWA FALLS	2 wks.	2 wks.	After 10 yrs., 3 wks.	---
CLEAR LAKE	1 wk.	2 wks.	After 12 yrs., 3 wks.; 17 yrs., 4 wks.	---
WASHINGTON	1 wk.	2 wks.	After 12 yrs., 3 wks.	SAME
RED OAK	1 wk.	2 wks.	After 10 yrs., 3 wks.	---
CORALVILLE	1 wk.	2 wks.	After 8 yrs., 3 wks.	---
ALGONA	2 wks.	2 wks.	After 10 yrs., 3 wks.; 15 yrs., 4 wks.	SAME
SHENANDOAH	2 wks.	2 wks.	---	SAME
INDEPENDENCE	40 hrs.	80 hrs.	After 5 yrs., 100 hrs.; 10 yrs., 120 hrs.; 15 yrs., 140 hrs.; 20 yrs., 180 hrs.	SAME
MAQUOKETA	1 wk.	2 wks.	After 10 yrs., 3 wks.; 20 yrs., 4 wks.	SAME
CLARINDA	1 wk.	2 wks.	After 10 yrs., 3 wks.	---
HARLAN	1 wk.	2 wks.	After 10 yrs., 3 wks.	---
EVANSDALE	1 wk.	2 wks.	After 5 yrs., 3 wks.; 15 yrs., 4 wks.	---
CHARITON	2 wks.	2 wks.	After 15 yrs., 3 wks.	SAME
NEVADA	1 wk.	2 wks.	After 10 yrs., 3 wks.	---
VINTON	1 wk.	2 wks.	After 10 yrs., 3 wks.; 15 yrs., 4 wks.	SAME
JEFFERSON	1 wk.	2 wks. (b)	After 10 yrs., addnl. 2 days per year of service (c)	---
HUMBOLDT	1 wk.	2 wks.	After 15 yrs., 3 wks.	---
MANCHESTER	2 wks.	2 wks.	After 10 yrs., 3 wks.; 20 yrs., 4 wks.	SAME
SHELDON	1 wk.	1 wk.	After 3 yrs., 2 wks.; 15 yrs., 3 wks.	---
EAGLE GROVE	1 wk.	2 wks.	After 15 yrs., 3 wks.	SAME
ANAMOSA	1 wk.	2 wks.	After 10 yrs., 3 wks.	SAME
GLENWOOD	1 wk.	2 wks.	After 5 yrs., addnl. day per year of service (d)	---
ALBIA	1 wk.	2 wks.	After 10 yrs., 3 wks.	---
EMMETSBURG	1 wk.	2 wks.	---	---
WAUKON	1 wk.	2 wks.	After 20 yrs., 3 wks.	---
WINTERSET	1 wk.	2 wks.	After 12 yrs., 3 wks.	SAME
DE WITT	1 wk.	2 wks.	---	SAME
NEW HAMPTON	1 wk.	2 wks.	After 12 yrs., 3 wks.	---
ORANGE CITY	1 wk.	2 wks.	After 12 yrs., 3 wks.	SAME
MISSOURI VALLEY	1 wk.	2 wks.	After 10 yrs., 3 wks.	SAME

(a) After 6 months, 1 week  
 (b) After 20 months  
 (c) 3 weeks, maximum  
 (d) 4 weeks, maximum

## HOLIDAYS AND SICK LEAVE POLICIES

NUMBER OF DAYS WITH PAY ALLOWED EACH YEAR TO FULL-TIME SALARIED  
EMPLOYEES AND REGULAR EMPLOYEES ON HOURLY OR DAILY WAGE

CITIES BETWEEN 3,500 - 7,500	HOLIDAYS		SICK LEAVE			
	SALARIED EMPLOYEES	REG. HOURLY OR DAILY	ANNUAL SICK LEAVE		MAXIMUM CUMULATION	
			SALARIED EMPLOYEES	REG. HOURLY OR DAILY	SALARIED EMPLOYEES	REG. HOURLY OR DAILY
ATLANTIC	7	7	10	---	90	---
CHEROKEE	8	---	6	---	60	---
WAVERLY	7	7	6	6	(a)	(a)
MOUNT PLEASANT	9	9	6	6	45	45
PERRY	9	---	(b)	---	---	---
PELLA	7	7	12	12	90	90
CENTERVILLE	7	7	18	18	90	90
IOWA FALLS	6	---	(c)	---	---	---
CLEAR LAKE	7	---	45	---	45	---
WASHINGTON	7	---	7	7	14	14
RED OAK	9½	---	6	---	18	---
CORALVILLE	9	---	30	---	90	---
ALGONA	7	7	(c)	(c)	100	100
SHENANDOAH	9	9	12	12	60	60
INDEPENDENCE	8	8	12	12	90	90
MAQUOKETA	7	7	12	12	90	90
CLARINDA	8	---	(c)	(c)	(c)	(c)
HARLAN	7	7	5	5	---	---
EVANSDALE	9	---	15	---	120	---
CHARITON	8	8	12	12	120	120
NEVADA	7	---	10	---	60	---
VINTON	7	7	36	36	36	36
JEFFERSON	7	---	14	---	60	---
HUMBOLDT	7	---	30	---	90	---
MANCHESTER	8	8	12	12	120	120
SHELDON	7	---	6	---	---	---
EAGLE GROVE	7	7	12	6	36	21
ANAMOSA	7	---	9	---	90	---
GLENWOOD	8	---	30	---	90	---
ALBIA	8	---	12	---	60	---
EMMETSBURG	8	---	5	---	20	---
WAUKON	7	---	7	---	30	---
WINTERSSET	8	8	12	12	60 (d)	60 (d)
NEW HAMPTON	7	---	6 (e)	---	90	---
ORANGE CITY	7	7	10	10	120	120
MISSOURI VALLEY	7	7	12	12	60	60

(a) No maximum

(b) After 1 year, 15 days; after 5 yrs., 30 days; after 10 yrs., 45 days.

(c) No formal policy

(d) Full pay for first 30 days; half pay for next 30 days.

(e) First three years; 12 days per year thereafter.

LONGEVITY PAY PLANS  
(Cities Between 3,500 - 7,500)

<u>ALBIA</u>	Full-time employees receive 1 1/4% of base pay after five years of service, 1 1/2% after ten years, and 1 3/4% after fifteen years.
<u>ALGONA</u>	Employees receive an additional \$3 per month for each year of service, maximum \$30 per month additional. Applies to police, streets, and sanitation departments and city clerk's office.
<u>CHARITON</u>	All employees receive an additional \$5 per month for each five years of continuous service.
<u>CLEAR LAKE</u>	Policemen receive \$25 per month for each five years of continuous service. Maximum \$100 per month.
<u>EAGLE GROVE</u>	Full-time employees receive an additional \$2 per month for each year of service, maximum of \$30 per month additional.
<u>INDEPENDENCE</u>	All full-time employees receive an additional \$10 per month for each five years of service.
<u>JEFFERSON</u>	Policemen receive an increase of \$25 per month after six months, and again after one year, and \$10 per month for each year thereafter up to five years. All other employees receive \$30 per month after six months, and \$10 per month for each year of service up to five years.
<u>MANCHESTER</u>	All full-time employees receive an additional \$10 per month after five, six, and seven years of service, and an additional \$5 per month after eight and nine years of service.
<u>MAQUOKETA</u>	Full-time employees receive an additional \$5 per month for each three years of continuous service; maximum, \$35 per month.

<u>MT. PLEASANT</u>	All full-time city employees receive \$5 per month for each five years of service.
<u>NEVADA</u>	All full-time employees receive an additional \$5 per month for each five years of service; maximum, \$15 per month.
<u>PERRY</u>	All regular employees receive an additional \$5 per month for each five years of service.
<u>SHELDON</u>	Eligible employees receive an additional \$5 per month for each five years of service; maximum, \$30 per month.
<u>VINTON</u>	All full-time employees receive an increase of 2.0 per cent after five years of service, 3.5 per cent after ten years of service, and 5 per cent after fifteen years of service.

RETIREMENT PROGRAMS  
(Cities Between 3,500 - 7,500)

<u>ALBIA</u>	Mandatory retirement at 65.
<u>ALGONA</u>	Mandatory retirement for Policemen at 65.
<u>ANAMOSA</u>	Mandatory retirement at 65.
<u>ATLANTIC</u>	Normal retirement age is 65, but may be extended by city council.
<u>CHEROKEE</u>	Mandatory retirement at 65, but may be extended on a yearly basis until age 70 by approval of city council.
<u>CLARINDA</u>	Mandatory retirement at 65.
<u>DE WITT</u>	Mandatory retirement for streets employees and policemen at 65.
<u>EVANSDALE</u>	Mandatory retirement at 65.
<u>GLENWOOD</u>	Mandatory retirement at 65.



<u>MT. PLEASANT</u>	Mandatory retirement at 65.
<u>NEW HAMPTON</u>	Mandatory retirement at 66; Municipal Utility employees must retire at 65.
<u>ORANGE CITY</u>	Mandatory retirement at 65.
<u>SHELDON</u>	Mandatory retirement at 65.
<u>SHENANDOAH</u>	Mandatory retirement at 65.
<u>WASHINGTON</u>	Mandatory retirement at 65.
<u>WAUKON</u>	Mandatory retirement at 65.
<u>WAVERLY</u>	Mandatory retirement at 65.

UNIFORM ALLOWANCE AND PERSONAL EQUIPMENT FURNISHED  
(Cities Between 3,500 - 7,500)

<u>ALBIA</u>	Policemen and meter maids receive a uniform allowance of \$125 per year. Weapons and leather gear are furnished to policemen.
<u>ALGONA</u>	Policemen receive a uniform allowance of \$150 per year. Badges, weapons, and handcuffs are furnished to policemen. City pays one-half the cost of uniforms for light and water department employees. Street employees receive a uniform allowance of \$60 per year, maximum.
<u>ANAMOSA</u>	Policemen receive a uniform allowance of \$144 per year. Badges, flashlights, weapons, holsters, ammunition, handcuffs, and mace are supplied to policemen.
<u>ATLANTIC</u>	City purchases uniforms for policemen, firemen, meter readers, and sanitation employees. Policemen are furnished weapons, badges, flashlights, night sticks, ammunition, mace, belts, and holsters. Firemen are furnished boots and gloves.

CENTERVILLE City appropriates \$2,000 per year to the police department for the purchase of uniforms.

CHARITON City purchases uniforms for policemen. Badges, weapons, and leather goods are supplied to policemen.

CHEROKEE City purchases uniforms for policemen, firemen, and meter men.

CLARINDA City purchases uniforms for policemen. Weapons and all other necessary equipment are supplied to policemen. Firemen receive bunkers, hats and boots.

CLEAR LAKE City purchases uniforms for policemen, firemen, and meter maids. Policemen and meter maids receive a uniform allowance of \$200 per year. Policemen are furnished badges, weapons, holsters, belts, saps, handcuffs, whistles, and insignia. Coats, hats, and boots are supplied to firemen.

CORALVILLE City purchases uniforms for policemen and provides laundry service for street and sanitation employees.

DE WITT City purchases uniforms for policemen and provides them all personal equipment. Firemen are provided laundry service and boots, helmets, and coats.

EAGLE GROVE City purchases uniforms, weapons, and leather goods for policemen, and pays a uniform allowance of \$120 per year.

EMMETSBURG City purchases uniforms for policemen. Weapons are supplied to policemen.

EVANSDALE City purchases uniforms for policemen and firemen. Policemen receive a uniform allowance of \$125 per year. Weapons and leather goods are supplied to policemen.

GLENWOOD City rents uniforms for policemen and street, pollution control, and water department personnel. Policemen receive laundry service and are furnished weapons, holsters, mace, and hats.

HARLAN City purchases uniforms for policemen, sanitation workers, and street employees. Laundry service is provided for sanitation workers and street employees.

HUMBOLDT City purchases uniforms for policemen and firemen. Policemen are also furnished weapons, belts, mace, and night sticks. Firemen are furnished protective clothing.

INDEPENDENCE Policemen receive a uniform allowance of \$150 per year.

IOWA FALLS City purchases uniforms for policemen and refuse workers.

JEFFERSON City purchases uniforms for policemen and provides them a uniform allowance of \$150 per year. Firemen are furnished protective clothing.

MANCHESTER City purchases uniforms for policemen, meter maids, street workers and waterworks employees. Weapons, handcuffs, and iron claws are supplied to policemen.

MAQUOKETA City provides a uniform allowance to policemen and meter maids, and purchases uniforms for firemen.

MISSOURI VALLEY City purchases uniforms for policemen. Weapons, holsters, handcuffs, and all other necessary equipment are supplied to policemen.

MT. PLEASANT City purchases uniforms for policemen and firemen. Policemen are provided weapons and holsters. Helmets, coats, gloves, and boots are supplied to firemen.

NEVADA

City purchases uniforms for policemen. Policemen receive a uniform allowance of \$150 per year and are provided weapons, holsters, night sticks and helmets.

NEW HAMPTON

City purchases uniforms for policemen and firemen. Sanitation pick-up employees are furnished four uniforms per year. Policemen receive a uniform allowance of \$120 per year. Badges, weapons, holsters, belts, handcuffs, saps, ammunition, and helmets are supplied to policemen. Firemen are provided raincoats, helmets, boots, and gloves. Sanitation pick-up employees are furnished raincoats, boots and hats.

ORANGE CITY

City purchases uniforms for policemen and provides a uniform allowance of \$120 per year. Badges, caps, weapons, and ammunition are supplied to policemen. Firemen are furnished coats, boots, and helmets.

PELLA

City purchases uniforms for firemen. Policemen receive a uniform allowance of \$150 per year. Badges, whistles, weapons, holsters, belts, and handcuffs are supplied to policemen. Public works employees and electric distribution workers are provided foul weather gear and clothing.

PERRY

City purchases uniforms for waterworks employees. Policemen are provided flashlights, weapons, ammunition, belts, handcuffs and mace. Firemen are furnished boots, coats, hats and gloves. Policemen receive a uniform allowance of \$100 per year.

RED OAK

City purchases uniforms for policemen, firemen, and meter men. Policemen and meter men receive a uniform allowance of \$100 per year. Weapons are furnished to policemen. Firemen are supplied boots and other clothing.

SHELDON

City purchases uniforms for policemen. Policemen are supplied badges, weapons, belts, and holsters.

SHENANDOAH

Policemen and meter maids receive a uniform allowance of \$100 per year.

VINTON

Policemen receive a uniform allowance of \$100 per year. Badges, weapons, holsters, and caps are supplied to policemen.

WASHINGTON

Policemen receive a uniform allowance of \$150 per year; firemen receive \$50 per year. Policemen are furnished badges, weapons, and leather goods. Raincoats, hats, boots, and gloves are supplied to firemen. Street, sanitation, and utility employees are provided hard hats and rain gear.

WAUKON

City purchases uniforms for policemen. Policemen are provided badges, weapons, belts, and mace. Firemen are provided helmets, boots, raincoats and masks.

WAVERLY

City purchases uniforms for policemen, firemen and matron. Badges, caps, whistles, flashlights, name plates, raincoats, weapons, belts, ammunition, handcuffs, cases, helmets, clubs, and mace are supplied to policemen. Firemen are furnished badges, rain gear, boots and helmets.

WINTERSET

Policemen are furnished badges, pocket radios, weapons, billies, handcuffs, and all other necessary gear. Firemen are provided raincoats, hats, gloves, boots, and other necessary equipment.

GROUP INSURANCE PROGRAMS  
(Cities Between 3,500 - 7,500)

ALBIA

City pays the full cost of Blue Cross-Blue Shield insurance for each employee. Employee pays for family coverage. City pays entire cost of life insurance policy for each employee.

ALGONA City pays the full cost of hospitalization, surgical and medical insurance for each employee. Employee pays for family coverage. The city also provides a life insurance policy for each employee.

ANAMOSA City pays the full cost of health insurance for each employee. Employee pays for family coverage.

ATLANTIC The city pays the entire cost of life, disability, and hospitalization insurance coverage for each employee. Employees pay for dependents coverage.

CENTERVILLE City pays the full cost of hospitalization, surgical, and medical insurance for each employee. Employee pays for family coverage.

CHARITON City pays the full cost of hospitalization, surgical and major medical insurance for each employee. Employee pays for family coverage. The city also provides a \$2,000 life insurance policy for each employee.

CHEROKEE City pays the entire cost of health insurance for each employee; employee pays for family coverage.

CLARINDA City pays the full cost of hospitalization, surgical and medical insurance for each employee and his family. The city also provides accident insurance for each employee.

CLEAR LAKE City pays the full cost of insurance for each employee. Employees pay for family coverage.

CORALVILLE City pays the full cost of hospitalization, sickness, and accident and life insurance for each employee. Employees pay for family portion of health insurance.

DE WITT City pays entire cost of hospitalization, surgical and medical insurance for each employee. Employee pays for family coverage.

EAGLE GROVE

City pays the full cost of hospitalization, surgical, and medical insurance for each employee. Employee pays for family coverage. The city also provides sickness and life insurance for each employee.

EMMETSBURG

City pays the full cost of hospitalization, surgical and medical insurance for each employee. Employee pays for family coverage. The city also pays for disability insurance and dental care for each employee covered by the regular group policy.

EVANSDALE

City pays the full cost of hospitalization, surgical, medical, disability and life insurance for each employee.

GLENWOOD

City pays the cost of hospitalization, surgical, and medical insurance for each employee. Employee pays for family coverage. City pays cost of \$6,000 life insurance policy for each employee.

HARLAN

City pays 80 per cent of the cost of hospitalization, surgical and major medical insurance coverage for each full-time employee and his family.

HUMBOLDT

City pays for hospitalization, surgical, and medical insurance for each employee.

INDEPENDENCE

City pays the full cost of hospitalization, surgical and major medical insurance for each employee. Employee pays for family coverage.

IOWA FALLS

City pays the full cost of hospitalization, surgical, and major medical insurance on each employee. Employees pay for family coverage.

MANCHESTER

City pays the full cost of hospitalization, surgical and medical insurance for each employee and his family; and pays for a life insurance policy on each employee.

MAQUOKETA City pays the full cost of hospitalization, surgical, and medical insurance for each employee. Employee pays for family coverage.

MISSOURI VALLEY City pays the full cost of hospitalization, surgical, and medical insurance for each employee. Employee pays for family coverage.

MT. PLEASANT City pays the full cost of hospitalization, surgical, and major medical insurance for each city employee. Employee pays for family coverage.

NEVADA City pays the full cost of hospitalization, surgical, and medical insurance for each employee. Employeec pays for family coverage.

NEW HAMPTON City pays the full cost of major medical Blue Cross/Blue Shield insurance for each full-time city employee. Employee pays for family coverage. The municipal utility pays the full cost of major medical Blue Cross/Blue Shield insurance of each employee and his family.

ORANGE CITY City pays the full cost of hospitalization, surgical, and medical insurance for each employee. Employee pays for family coverage. The city also provides accident life and income replacement insurance for each employee.

PELLA City pays the full cost of medical insurance for each employee. Employee pays for family coverage.

PERRY City pays the full cost of hospitalization and surgical insurance for each regular full-time employee. The city also pays four-sevenths of the cost of life insurance and loss-of-time coverage.



RED OAK

City pays one-half of the cost of hospitalization coverage on each employee. Employee pays for family portion.

SHELDON

City pays the full cost of hospitalization, surgical, and medical insurance for each employee. Employee pays for family coverage. The city also provides life insurance for each employee.

SHENANDOAH

City pays the entire cost of hospitalization insurance on each employee and his family and the full cost of life insurance for each employee.

VINTON

City pays the full cost of hospitalization, surgical, and major medical insurance for each employee. Employee pays the cost for family coverage.

WASHINGTON

City pays 65 per cent of the cost of hospitalization, surgical, and medical insurance for each single employee, and 43 per cent of the cost of employee and family coverage. The city pays the full cost of group life insurance for each employee.

WAUKON

City pays the full cost of Blue Cross/Blue Shield major medical insurance for each employee. Employees pay for family coverage.

WAVERLY

City pays the full cost of hospitalization, surgical, and medical insurance for each employee. Employee pays for family coverage. City pays the full cost of life and disability insurance for each employee.

WINTERSET

City pays entire cost of hospitalization, surgical, and medical insurance for each employee. Employee pays for family portion.

INCENTIVE PROGRAMS

(Cities Between 3,500 - 7,500)

CENTERVILLE

City pays tuition for job-related courses or for non-job-related courses required for a degree. Employees take courses on their own time.

CORALVILLE

Employees receive \$1 per month for each hour of credit earned toward a degree.

EAGLE GROVE

Employees are allowed time-off to attend high school or job-related classes.

EMMETSBURG

Employees are allowed time-off to attend adult education classes.

IOWA FALLS

Employees receive time-off to attend high school classes.

MAQUOKETA

Policemen receive an additional \$1 per month for each hour of college credit received.

CITIES BETWEEN 3,500 - 7,500	ADMINISTRATIVE					
	MAYOR	CITY MANAGER	CITY CLERK	DEPUTY CITY CLERK	CITY TREASURER	CITY ATTORNEY
ATLANTIC	\$200	---	\$771	\$510	\$500/yr*	---
CHEROKEE	100*	---	868	552	40*	75*
WAVERLY#	300*	---	865	550	70*	350*
MOUNT PLEASANT	292*	---	192*	---	443/yr*	183*
PERRY#	600	---	695	---	350/yr*	50*
PELLA	125*	---	1,225	816	---	50*
CENTERVILLE#	459	---	694	---	135/yr*	235*
IOWA FALLS	50*	\$1,300	(a)	---	---	275*
CLEAR LAKE	280	---	819	540	100*	500
WASHINGTON	200*	---	930	510	30*	260/yr*(b)
RED OAK#	185*(c)	---	690	511	300*	250*(c)
CORALVILLE#	100*	---	730	---	175*	(d)
ALGONA#	5,000/yr*	---	968	547	100/yr*	600/yr*(b)
SHENANDOAH#	200	1,250	774	470	500/yr*	400
INDEPENDENCE	145*	---	1,110(e)	598	55*	170*
MAQUOKETA	33*	1,143	---	---	---	125*
CLARINDA#	100*	1,300(c)	(a)	560	20*	250*
HARLAN#	1,000/yr*	---	950 - 1,150	425 - 535	300/yr*	(d)
EVANSDALE	1,000	---	704	403	100*	100*
CHARITON	25*	1,360(c)	550	---	488*	125*
NEVADA	150*	---	785	577	---	400/yr*
VINTON	100*	---	1,000	563	50*	70*
JEFFERSON	50*	---	825	480	50/yr*	100*
HUMBOLDT	417*	---	750	---	300/yr*	(d)
MANCHESTER	125*	886	708	---	---	200*
SHELDON	100*	1,420	780	585	100/yr*	---
EAGLE GROVE#	150*	---	940(c)	---	50*	50*
ANAMOSA	1,500/yr*	---	575	2.20/hr*	---	1,000/yr*(b)
GLENWOOD	1,600/yr*	---	661	493	500/yr*	1,900/yr*
ALBIA	200	---	676	---	50*	50*
EMMETSBURG	2,000/yr	---	696	---	25/yr*	500/yr*(b)
WAUKON	125*	---	715	---	400/yr*	500/yr*
WINTERSSET	100*(c)	---	998(c)	---	498/yr*	194*
DE WITT	400*	---	400	---	300/yr*	275*
NEW HAMPTON	1,600/yr*	---	1,200(f)	525	550/yr*	(d)
ORANGE CITY#	1,000/yr*	---	1,245	---	50*	---
MISSOURI VALLEY	50*	---	775	---	25*	(d)

# Additional employees in these categories on page 30.

\* Part-time employees

(a) Duties performed by City Manager

(b) Plus fees

(c) Expenses paid: Red Oak, mileage (\$15/mo.) for Mayor and travel expenses for City Attorney; Clarinda, car furnished; Chariton, car furnished; Eagle Grove, \$50/mo. car allowance; Winterset, \$45-50/mo., car allowance

(d) Fee basis

(e) Also public work director

(f) Also secretary to utilities board

CLERICAL (ALL DEPARTMENTS)							
CITIES BETWEEN 3,500 - 7,500	SECRETARY		CLERK-TYPIST		BILLING OR ACCOUNT CLERK		BOOKKEEPER
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	
ATLANTIC	---	---	\$383	1	---	---	---
CHEROKEE	---	---	---	---	\$465	1	---
WAVERLY#	\$2.40/hr - 425	3	---	---	---	---	---
MOUNT PLEASANT#	2.79/hr	1	---	---	---	---	---
PERRY	---	---	---	---	500 - 645	2	---
PELLA#	350 - 403	2	376	1	440	2	---
CENTERVILLE	2.89/hr	1	2.89/hr	1*	---	---	---
IOWA FALLS	440 - 495	2	---	---	---	---	---
CLEAR LAKE	470	---	---	---	---	---	---
WASHINGTON#	---	---	---	---	---	---	---
RED OAK	---	---	2.00/hr	1*	469	1	\$386*
CORALVILLE	500	1	---	---	575	1	---
ALGONA#	---	---	---	---	---	---	2.52/hr
SHENANDOAH	1.75/hr	1	---	---	470	1	---
INDEPENDENCE	470	1	---	---	573	---	488
MAQUOKETA	---	---	382 - 404	1	360 - 404	1	559
CLARINDA	475	1	---	---	525	1	---
HARLAN	280 - 535	2	---	---	---	---	340 - 425
EVANSDALE	---	---	---	---	---	---	---
CHARITON	---	---	339	1	564	1	---
NEVADA	---	---	---	---	---	---	---
VINTON#	2.20 - 2.40/hr	2*	---	---	---	---	---
JEFFERSON	---	---	---	---	---	---	---
HUMBOLDT	---	---	3.25/hr	1*	---	---	3.75/hr*
MANCHESTER	---	---	2.74/hr	1*	---	---	---
SHELDON	---	---	---	---	---	---	---
EAGLE GROVE	453	1	---	---	---	---	402
ANAMOSA	---	---	---	---	---	---	---
GLENWOOD	---	---	---	---	410	1	---
ALBIA	---	---	---	---	---	---	---
EMMETSBURG	---	---	---	---	---	---	---
WAUKON	---	---	---	---	---	---	---
WINTERSET	---	---	2.38 - 2.61/hr	3	---	---	---
DE WITT	454	1	---	---	---	---	---
NEW HAMPTON	450	1	325	1	---	---	---
ORANGE CITY	2.54 - 3.04/hr	1*;2	---	---	---	---	2.11/hr
MISSOURI VALLEY	---	---	2.25 - 2.50/hr	1	---	---	---

# Additional employees in these categories listed on pages 30 and 31.

\* Part-time employees

CITIES BETWEEN 3,500 - 7,500	PUBLIC WORKS AND ENGINEERING			INSPECTION	HEALTH
	PUBLIC WORKS DIRECTOR	CITY ENGINEER	STREETS COMMISSIONER OR SUPERINTENDENT	GENERAL BUILDING INSPECTOR	HEALTH PHYSICIAN
ATLANTIC	\$1,137	---	\$771	---	---
CHEROKEE	1,018	---	---	---	---
WAVERLY	1,016	---	---	\$815	---
MOUNT PLEASANT	---	---	803	(a)*	---
PERRY#	---	---	765	100*	\$150/yr*
PELLA#	1,225	---	---	(a)*	60/yr*
CENTERVILLE	1,050	---	---	---	---
IOWA FALLS	---	---	---	---	---
CLEAR LAKE#	---	\$1,500	819	750	17*
WASHINGTON	930	---	703	3.00/hr*	50/yr*(b)
RED OAK	---	---	---	---	---
CORALVILLE	1,005 (c)	(a)*	810	810 (c)	---
ALGONA	(d)	---	731	833	50/yr*
SHENANDOAH	---	---	---	110*	---
INDEPENDENCE#	(d)	---	748	238*	100/yr*
MAQUOKETA	756 - 800	---	---	---	---
CLARINDA#	---	---	700	(a)	---
HARLAN#	---	1,030 - 1,230	---	(e)	50/yr*
EVANSDALE	---	---	797	(a)	---
CHARITON	---	---	709	---	---
NEVADA#	---	600*	751	---	---
VINTON	1,050	---	---	---	---
JEFFERSON#	(d)	300*	---	(a)*	---
HUMBOLDT	---	---	725	(a)*	---
MANCHESTER	---	---	781	3.00/hr	---
SHELDON	855	---	---	---	100/yr*
EAGLE GROVE	807 (c)	---	---	---	---
ANAMOSA	---	---	700	---	---
GLENWOOD#	---	---	737	---	---
ALBIA	---	---	---	---	---
EMMETSBURG	---	---	666	(a)	---
WAUKON	---	---	620	---	---
WINTERSET#	---	---	---	(d)	---
DE WITT	1,000	---	---	---	---
NEW HAMPTON	850	---	---	---	(a)*
ORANGE CITY	---	---	728	---	---
MISSOURI VALLEY	---	---	638	(a)	---

# Additional employees in these categories listed on pages 31 and 32.

\* Part-time employees

(a) Fee basis

(b) Plus fees

(c) Expenses paid: Coralville, \$120/mo., car allowance;  
Eagle Grove, pickup truck furnished

(d) Duties performed by City Clerk

(e) Duties performed by City Engineer

SKILLED TRADES AND LABOR							
CITIES BETWEEN 3,500 - 7,500	REPAIR	HEAVY SPECIAL		LIGHT SPECIAL		TRUCK DRIVER	
	SHOP FOREMAN	EQUIPMENT OPERATOR		EQUIPMENT OPERATOR			
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	
ATLANTIC	\$727	\$612 - 651	3	---	---	---	---
CHEROKEE	675	540	2	\$540	3	---	---
WAVERLY	715	750	1	550 - 700	6	600 - 730	4
MOUNT PLEASANT	3.10/hr.	3.10/hr.	2	3.02/hr.	2	---	---
PERRY	---	594	3	594	3	594	2
PELLA	693	---	---	---	---	608	2
CENTERVILLE#	3.05/hr.	---	---	3.20/hr.	3	2.98/hr.	3
IOWA FALLS#	695	---	---	671	4	625	4
CLEAR LAKE#	---	600	3	570	1	560	1
WASHINGTON#	---	570	1	570	2	570 - 622	2
RED OAK	522 (a)	---	---	552	2	---	---
CORALVILLE#	---	---	---	---	---	606 - 665	2
ALGONA	622	600 - 651	3	553 - 600	---	553 - 600	2
SHENANDOAH	---	679	1	539	1	522	6
INDEPENDENCE#	---	---	---	2.85 - 3.62/hr.	9	---	---
MAQUOKETA	---	608 - 683	2	---	---	608 - 648	3
CLARINDA#	635	560	2	550	2	475 - 550	2
HARLAN	---	670 - 830	1	640 - 790	1	---	---
EVANSDALE	---	---	---	3.41 - 3.86/hr.	4	---	---
CHARITON#	709	621	1	581 - 621	4	580	1
NEVADA	---	669	1	637	4	637	1
VINTON	---	---	---	687	1	649	3
JEFFERSON	595	595	1	540	1	---	---
HUMBOLDT#	---	675	1	650	4	---	---
MANCHESTER	781	686	1	601	1	601	1
SHELDON	---	---	---	605	3	---	---
EAGLE GROVE#	---	---	---	2.90/hr.	1	2.70 - 2.90/hr.	2
ANAMOSA	---	---	---	---	---	---	---
GLENWOOD	---	---	---	---	---	---	---
ALBIA	---	---	---	---	---	---	---
EMMETSBURG	---	624	1	---	---	---	---
WAUKON	---	---	---	---	---	---	---
WINTERSET	---	---	---	---	---	2.76/hr.	1*;1
DE WITT#	838	863	1	799 - 863	1	---	---
NEW HAMPTON#	---	650	1	620	4	---	---
ORANGE CITY	---	---	---	601	2	---	---
MISSOURI VALLEY	---	2.58 - 2.75/hr.	1	2.58 - 2.75/hr.	2	---	---

# Additional employees in these categories listed on page 32.

\* Part-time employees

(a) Two employees in this position.

SKILLED TRADES AND LABOR (continued)							
CITIES BETWEEN 3,500 - 7,500	GARBAGE COLLECTOR		DUMP SUPERINTENDENT	LABOR FOREMAN	LABORER		BUILDING CUSTODIAN
	SALARY	NO. EMPL.			SALARY	NO. EMPL.	
ATLANTIC	---	---	\$612	---	\$2.00/hr; 579	1; 4	\$331
CHEROKEE	---	---	---	\$600	---	---	---
WAVERLY	---	---	---	835	---	---	100 - 203*
MOUNT PLEASANT	\$3.02/hr.	2	---	---	2.90 - 3.02/hr.	3	163*
PERRY	594	4	---	---	---	---	185 - 385
PELLA	---	---	---	760 - 768 (a)	2.25 - 3.90/hr.	6*; 11	120 - 186* (a)
CENTERVILLE#	---	---	---	3.52/hr.	2.81; 2.98/hr.	1; 1	213*
IOWA FALLS#	600	2	---	---	2.00/hr.	1	2.20/hr.
CLEAR LAKE#	---	---	---	---	---	---	510
WASHINGTON#	2.34/hr.	1; 3*	608	608 (a)	2.20/hr - 570	9*; 4	2.34/hr.*
RED OAK	---	---	656	656	2.00/hr.	1*	85 - 160* (a)
CORALVILLE#	---	---	---	---	540 - 606	3	---
ALGONA	---	---	---	---	---	---	175
SHENANDOAH	---	---	435	---	---	---	158 - 522 (b)
INDEPENDENCE#	---	---	---	635 - 652 (a)	---	---	198
MAQUOKETA	---	---	---	---	---	---	125*
CLARINDA#	---	---	---	---	---	---	100*
HARLAN	---	---	---	---	2.00/hr - 640	1*; 3	2.00/hr. - 370 (a)
EVANSDALE	---	---	---	---	---	---	---
CHARITON#	---	---	---	---	314 - 384	2	220*
NEVADA	---	---	---	---	---	---	833 (c)
VINTON	---	---	---	763	572 - 611	3	1.65/hr.*
JEFFERSON	---	---	---	---	475	1	---
HUMBOLDT#	650	3	---	---	---	---	542
MANCHESTER	2.74/hr.	1*; 1	---	---	1.75 - 3.00/hr.	3	---
SHELDON	---	---	525	---	---	---	620
EAGLE GROVE#	---	---	---	---	1.75/hr.	2*	330 (d)
ANAMOSA	---	---	---	---	2.10/hr. - 585	1*; 5	2.00/hr.*
GLENWOOD	---	---	---	---	1.65/hr. - 553	1*; 2	---
ALBIA	---	---	---	---	---	---	---
EMMETSBURG	700	1	70*	---	561 - 576	4	---
WAUKON	---	---	---	---	---	---	---
WINTerset	---	---	---	3.36/hr.	2.76/hr.	1*; 2	100*
DE WITT#	---	---	---	---	2.75 - 3.25/hr.	3	---
NEW HAMPTON#	525 - 600	3	---	---	---	---	1.60/hr.*
ORANGE CITY	---	---	601	---	---	---	591
MISSOURI VALLEY	---	---	---	---	---	---	110*

# Additional employees in these categories listed on page 32.

\* Part-time employees

(a) Two employees in this position.

(b) Four employees in this position.

(c) Salary for 24 hours per day, 52 weeks per year; employee pays relief help.

(d) Plus apartment and utilities paid.

RECREATION								
CITIES BETWEEN 3,500 - 7,500	RECREATION SUPERINTENDENT	RECREATION LEADER	SWIMMING POOL SUPERVISOR	ASSISTANT SWIMMING POOL SUPERVISOR	LIFE GUARDS		LOCKER ROOM HELPERS	
					SALARY	NO. EMPL.	SALARY	NO. EMPL.
ATLANTIC (a)	---	\$500 - 900/yr	\$1,000/yr	\$1.90/hr	\$1.50 - 1.65/hr	9	---	---
CHEROKEE	\$300*	---	1,500/yr (a)	2.00/hr (a)	1.85 - 2.00/hr	7(a)	---	---
WAVERLY (a)	---	---	1,066/yr	340/yr	1.70 - 1.90/hr	11	---	---
MOUNT PLEASANT (a)	---	---	1,600/yr	650/yr	1.25 - 1.65/hr	11	---	---
PERRY	562	---	400 (a)	295 (a)	265	5 (a)	\$1.25/hr	7 (a)
PELLA#	950	---	2.50/hr (a)	---	1.75 - 2.00/hr	8 (a)	1.25 - 1.35/hr	2 (a)
CENTERVILLE	---	---	---	---	---	---	---	---
IOWA FALLS	---	---	---	---	---	---	---	---
CLEAR LAKE (a)	800/yr	200/yr	---	---	800/yr	5	---	---
WASHINGTON (a)	---	---	460	300	1.80 - 2.00/hr	14	---	---
RED OAK (a)	---	---	460	250	2.00/hr	8	---	---
CORALVILLE#	780 (b)	---	600 (a)	---	---	---	---	---
ALGONA	666	---	125/wk (a)	---	75 - 85/wk	6 (a)	---	---
SHENANDOAH (a)	---	---	1,000/yr	2.00/hr	1.75/hr	12	---	---
INDEPENDENCE#	400	---	607 (c)	343 (a)	264	6 (a)	---	---
MAQUOKETA	---	---	---	---	---	---	---	---
CLARINDA	---	---	---	---	---	---	---	---
HARLAN (a)	900/yr	200	510 - 640 (d)	300	250	5	---	---
EVANSDALE	---	---	---	---	---	---	---	---
CHARITON (a)	---	352 - 440	440	440	275 - 308	3	---	---
NEVADA (a)	---	---	433	---	1.65/hr	4	---	---
VINTON#	700	---	---	500 (a)	1.65 - 2.00/hr	12 (a)	---	---
JEFFERSON	625	---	1,200/yr (a)	900/yr (a)	600/yr	6 (a)	---	---
HUMBOLDT	---	---	---	---	---	---	---	---
MANCHESTER (a)	750/yr	240/yr	1,250/yr	---	1.25 - 1.35/hr	10	1.15/hr	2
SHELDON (a)	---	---	400	1.70/hr	1.65/hr	-(a)	---	---
EAGLE GROVE (a)	---	160 - 180	500	---	210 - 230	6 (a)	---	---
ANAMOSA (a)	---	---	1,100/yr	1,100/yr	1.40/hr	7 (a)	.75/hr	3
GLENWOOD (a)	---	---	1,600/yr	1,300/yr	1.65/hr	5	---	---
ALBIA	---	---	---	---	---	---	---	---
EMMETSBURG (a)	---	---	400	350	1.35 - 1.50/hr	8	---	---
WAUKON (a)	---	---	500	---	80	---	---	---
WINTERSET (a)	---	---	20/day	---	1.30 - 1.80/hr	8	---	---
DE WITT (a)	---	---	330	129	1.00 - 1.75/hr	16	---	---
NEW HAMPTON# (a)	---	---	425	195 - 225	175 - 225	7	1.05 - 1.15/hr	11
ORANGE CITY	---	---	440	430	220 - 260	8	---	---
MISSOURI VALLEY (a)	---	---	425	415	1.75/hr	4	---	---

# Additional employees in these categories listed on pages 32 and 33.

\* Part-time employees

(a) Seasonal employees.

(b) Plus \$120/mo., transportation allowance.

(c) Also Water Meter Repairman.

(d) Also Parking Meter Repairman.



CITIES BETWEEN 3,500 - 7,500	PARKS						
	PARKS SUPERINTENDENT OR DIRECTOR	PARKS CUSTODIAN	CEMETERY SEXTON	PARKS LABORER		CEMETERY LABORER	
				SALARY	NO. EMPL.	SALARY	NO. EMPL.
ATLANTIC	\$516	---	---	\$1.75/hr	4*	---	---
CHEROKEE	500	\$1.75(a)	\$460	1.80/hr	1;2*	\$1.80 - 2.00/hr	2*
WAVERLY	981(b)	---	---	\$1.60/hr - 667	3*;3	1.60/hr - 591	4*;1
MOUNT PLEASANT	(c)	---	559	3.02/hr	2	3.02/hr	2
PERRY	663	---	642	2.50 - 2.75/hr	4*	594	1
PELLA	---	2.65/hr*;750	---	---	---	---	---
CENTERVILLE	---	---	---	---	---	---	---
TOWA FALLS	---	---	---	---	---	---	---
CLEAR LAKE	561	---	625	525	1	525	1
WASHINGTON	---	600	703	2.20/hr	2*	2.34/hr	4*
RED OAK	656	---	656	2.00/hr;552	4*;1	552	3
CORALVILLE	---	---	---	---	---	---	---
ALGONA	---	600	---	553	1	---	---
SHENANDOAH	600	---	626	---	---	522	1
INDEPENDENCE	---	620	---	---	---	---	---
MAQUOKETA	---	150 - 200*(a)	---	---	---	---	---
CLARINDA	---	---	570	175(d)	1	2.00/hr	2*
HARLAN	---	---	475	1.75/hr;250	20*;3*	---	---
EVANSDALE	604	---	---	---	---	---	---
CHARITON	---	---	712	475	2*	554	1
NEVADA	---	270*	---	---	---	---	---
VINTON	---	---	---	---	---	---	---
JEFFERSON	---	560	675	---	---	585	1
HUMBOLDT	725	---	---	---	---	---	---
MANCHESTER	---	200*	---	1.70/hr	1*	---	---
SHELDON	342*	---	585	---	---	---	---
EAGLE GROVE	---	250(d)	2.70/hr(e)	1.65/hr	2*	1.75 - 2.50/hr	2*;1
ANAMOSA	---	---	---	---	---	---	---
GLENWOOD	715	---	---	---	---	---	---
ALBIA	---	---	---	---	---	---	---
EMMETSBURG	---	---	---	375	1*	---	---
WAUKON	---	400*	---	---	---	---	---
WINTERSET	---	175*	---	1.65/hr	1*	---	---
DE WITT	---	---	---	---	---	---	---
NEW HAMPTON	---	1.75/hr*	---	1.40 - 2.00/hr	4*	1.75 - 2.15/hr	2*
ORANGE CITY	---	1.65/hr*	---	---	---	---	---
MISSOURI VALLEY	(c)	---	(c)	2.00/hr	2*	2.20/hr	1*

\* Part-time employees

- (a) Two employees in this position.  
 (b) Also cemetery sexton.  
 (c) Duties performed by Street Superintendent.  
 (d) Plus furnished house and utilities paid.  
 (e) Plus \$50 per month.

ELECTRIC PLANT						
CITIES BETWEEN 3,500 - 7,500	SUPERINTENDENT	ELECTRIC PLANT OPERATOR		ELECTRIC PLANT FIREMAN		LINE FOREMAN
		SALARY	NO. EMPL.	SALARY	NO. EMPL.	
WAVERLY	\$1050	\$550 - 765	8	---	---	\$958
PELLA	1225	1015 - 1181	4	\$795 - 853	11	1042
ALGONA	902	627 - 797	10	---	---	5.20/hr
INDEPENDENCE#	1050	560 - 670	9	---	---	990
MAQUOKETA#	933	553 - 679	8	---	---	876
HARLAN	1070	3.19 - 3.78/hr	5	---	---	---
VINTON	1025	715	5	---	---	906
WINTERSET	705	3.06 - 3.25/hr	4	---	---	3.33/hr
NEW HAMPTON	1225	661 - 975	10	---	---	900
ORANGE CITY	4.75/hr	3.91/hr	1	---	---	---

# Additional employees in these categories listed on page

\* Part-time employees

ELECTRIC PLANT (continued)						
CITIES BETWEEN 3,500 - 7,500	LINEMAN		METER READER		ELECTRIC PLANT MECHANIC	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
WAVERLY	\$625 - 900	5	---	---	\$725 - 800	2
PELLA	563 - 988	4	---	---	1181	1
ALGONA	2.90 - 4.70/hr	2*;4	\$3.00/hr	1	---	---
INDEPENDENCE#	625 - 718	5	615	1	696 - 718	2
MAQUOKETA#	815 - 827	2	---	---	722	1
HARLAN	4.00 - 4.20/hr	2	---	---	---	---
VINTON	572 - 811	4	649	1	706 - 906	3
WINTERSET	2.36 - 2.77/hr	2	3.33/hr	1	3.33/hr	1
NEW HAMPTON	637;749	1;1	650	1	749	1
ORANGE CITY	3.06 - 4.01/hr	3	---	---	---	---

# Additional employees in these categories listed on page 33.

\* Part-time employees

CITIES BETWEEN 3,500 - 7,500	POLICE					
	CHIEF OF POLICE	ASSISTANT CHIEF OF POLICE	POLICE SERGEANT		RADIO OPERATOR	
			SALARY	NO. EMPL.	SALARY	NO. EMPL.
ATLANTIC#	\$771	\$679	\$605	1	\$383	3
CHEROKEE#	750	675	625	1	\$1.95/hr	3*
WAVERLY	998	---	815 - 825	2	1.75 - 2.25/hr	4*;2
MOUNT PLEASANT	803	725	574	3	528 - 573	2
PERRY	734	---	653	2	375 - 465	1*;4
PELLA	901	769	---	---	318 - 424	1*;4
CENTERVILLE	841	764	708	2	556 - 582	4
IOWA FALLS	825	753	703	2	2.20/hr;525	2*;3
CLEAR LAKE#	890	735	677	2	333	3
WASHINGTON	780	695	---	---	(a)	---
RED OAK	690	656	604	1	2.00/hr;449	1*;3
CORALVILLE#	860	---	810	1	---	---
ALGONA	970	824	---	---	2.43 - 2.62/hr	4
SHENANDOAH	679	---	600	1	383	1
INDEPENDENCE#	885	---	731	3	272 - 352	3
MAQUOKETA	840	783	---	---	544 - 588	3*;3
CLARINDA#	750	---	---	---	430	3
HARLAN#	760 - 950	---	---	---	2.25/hr - 425	3*;2
EVANSDALE	795	---	689	1	2.00/hr	---
CHARITON#	772	---	---	---	250	3.
NEVADA	751	---	---	---	---	---
VINTON#	850	---	---	---	---	---
JEFFERSON	800	---	680	1	---	---
HUMBOLDT#	775	725	---	---	417	4
MANCHESTER	865	760	---	---	1.74/hr	3;1*
SHELDON	770	740	---	---	2.08/hr	3*;3
EAGLE GROVE#	807	---	---	---	1.50 - 2.00/hr	4*
ANAMOSA	730	---	---	---	---	---
GLENWOOD	737	628	---	---	325	---
ALBIA	678	638	---	---	360	3
EMMETSBURG	666	624	---	---	1.75/hr	2*
WAUKON	706	---	540	1	---	---
WINTERSET	685	---	---	---	2.28/hr	1*;1
DE WITT	1000	---	817	1	197	2*
NEW HAMPTON	750	680	---	---	---	---
ORANGE CITY	686	---	---	---	---	---
MISSOURI VALLEY	687	665	655	1	2.20/hr	2;1*

# Additional employees in these categories listed on page 33.  
 \* Part-time employees

(a) Duties performed by Fire Truck Drivers

CITIES BETWEEN 3,500 - 7,500	POLICE (continued)						PARKING METER
	PATROLMAN (HIGHEST)		PATROLMAN (INTERMEDIATE)		PATROLMAN (LOWEST)		COLLECTOR OR REPAIRMAN
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	
ATLANTIC#	\$597	6	---	---	---	---	\$563 - 591
CHEROKEE#	550 - 586	4	---	---	---	---	565
WAVERLY	710	3	\$650	1	\$585	2	---
MOUNT PLEASANT	511 - 549	5	---	---	---	---	---
PERRY	626	6	---	---	---	---	---
PELLA	610 - 716	6	---	---	---	---	---
CENTERVILLE	664	1	628 - 656	3	609	1	---
IOWA FALLS	570 - 671	7	---	---	---	---	---
CLEAR LAKE#	635	3	610	2	560	1	---
WASHINGTON	614 - 652	5	---	---	---	---	---
RED OAK	580	4	---	---	---	---	604
CORALVILLE#	760	1	730	1	640 - 690	2	---
ALGONA	775	5	---	---	---	---	---
SHENANDOAH	548	7	---	---	479	1	522
INDEPENDENCE#	714	1	652	1	595 - 622	2	50*
MAQUOKETA#	625 - 664	6	---	---	---	---	630
CLARINDA#	533 - 560	5	---	---	---	---	555
HARLAN#	600 - 760	7	---	---	---	---	610 - 760
EVANSDALE	659	3	---	---	---	---	---
CHARITON#	645	3	603	1	571	1	---
NEVADA	644 - 669	4	---	---	---	---	86 - 112*
VINTON#	708 - 739	4	---	---	---	---	---
JEFFERSON	630	1	580 - 605	2	500	1	---
HUMBOLDT#	675	4	---	---	---	---	---
MANCHESTER#	663 - 707	4	---	---	---	---	---
SHELDON	630 - 680	3	---	---	---	---	---
EAGLE GROVE#	633 - 654	5	---	---	---	---	---
ANAMOSA	655	4	---	---	2.40/hr	2*	---
GLENWOOD	515 - 596	2	---	---	---	---	---
ALBIA#	590	4	---	---	---	---	311
EMMETSBURG	561	4	---	---	---	---	561
WAUKON	---	---	---	---	---	---	---
WINTERSET	623	2	532	1	2.80/hr	1*	---
DE WITT	750 - 783	2	---	---	---	---	---
NEW HAMPTON	600 - 680	3	---	---	---	---	---
ORANGE CITY	604 - 617	2	---	---	---	---	---
MISSOURI VALLEY	605	1	---	---	2.75/hr	1*	---

# Additional employees in these categories listed on pages 33 and 34.

\* Part-time employees

CITIES BETWEEN 3,500 - 7,500	SEWAGE DISPOSAL PLANT				WATERWORKS		
	SUPERINTENDENT	SEWAGE PLANT OPERATOR		LABORER OR MAINTENANCE MAN		SUPERINTENDENT	CHIEF WATER- WORKS OPERATOR
		SALARY	NO. EMPL.	SALARY	NO. EMPL.		
ATLANTIC	\$771	\$735	1	\$597	1	---	---
CHEROKEE	---	610	2	---	---	---	\$650
WAVERLY	750	600 - 640	3	---	---	\$900	---
MOUNT PLEASANT	---	---	---	---	---	---	---
PERRY	626	594	1	---	---	700	650
PELLA	---	---	---	---	---	---	---
CENTERVILLE	---	675	1	---	---	---	---
IOWA FALLS	---	695	2	695	1	800	---
CLEAR LAKE	---	---	---	---	---	850	585
WASHINGTON	---	703	1	2.34/hr	1*	703	---
RED OAK	656	552	1	552	1	656	---
CORALVILLE	---	665	1	---	---	---	760(a)
ALGONA	---	732	1	622	1	---	---
SHENANDOAH#	---	626	1	522	1	705	---
INDEPENDENCE	709	600	1	---	---	686	615
MAQUOKETA	785	543	2	---	---	---	650
CLARINDA	690	525	1	---	---	675	---
HARLAN	790 - 990(b)	535 - 670	1	465 - 585	1	870	4.14/hr
EVANSDALE#	795	---	---	3.69/hr	1	795	---
CHARITON	693	642	1	---	---	1,200	655
NEVADA	700	---	---	---	---	751	---
VINTON	---	725	1	649	1	763	---
JEFFERSON	650	---	---	475	1	720	---
HUMBOLDT	700	---	---	---	---	783	708
MANCHESTER	(c)	686	1	---	---	781	---
SHELDON	---	---	---	---	---	605(d)	---
EAGLE GROVE	686	---	---	---	---	714	---
ANAMOSA	---	700	1	---	---	---	---
GLENWOOD	737	569	1	---	---	650(d)	---
ALBIA	676	---	---	560	1	---	---
EMMETSBURG	---	---	---	---	---	---	---
WAUKON	(c)	(e)	---	---	---	685	---
WINTERSET	(f)	2.87/hr	1	---	---	(g)	593
DE WITT	(h)	3.25/hr	1	---	---	(h)	---
NEW HAMPTON	(h)	620 - 650	2	525 - 600	3	(h)	---
ORANGE CITY	---	2.75/hr	1	---	---	---	4.01/hr
MISSOURI VALLEY	(c)	---	---	---	---	638	---

# Additional employees in these categories listed on page 34.

\* Part-time employees

- (a) Plus \$120 per month automobile expenses.  
 (b) Water Pollution Control Administrator  
 (c) Duties performed by Waterworks Superintendent.  
 (d) Plus house and utilities.  
 (e) Duties performed by waterworks personnel.  
 (f) Duties performed by Street Superintendent.  
 (g) Duties performed by Utilities Manager.  
 (h) Duties performed by Public Works Director.

WATERWORKS (continued)								
CITIES BETWEEN 3,500 - 7,500	WATERWORKS OPERATOR		WATER METER READER		WATER METER REPAIRMAN		LABORER OR MAINTENANCE MAN	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
ATLANTIC	---	---	---	---	---	---	---	---
CHEROKEE	---	---	\$535	1	---	---	---	---
WAVERLY	---	---	1.90/hr;625	1*;1	\$625	1	\$690 - 695	2
MOUNT PLEASANT	---	---	---	---	---	---	---	---
PERRY	\$600	4	650	1	---	---	---	---
PELLA	---	---	594	1	---	---	---	---
CENTERVILLE	---	---	---	---	---	---	---	---
IOWA FALLS	695	1	---	---	---	---	---	---
CLEAR LAKE	525	1	580	1	585	1	---	---
WASHINGTON	2.34/hr - 500	4*;3	574	1	570	1	570	2
RED OAK	552	2	552	1	552	1	552	2
CORALVILLE	---	---	563	1	---	---	---	---
ALGONA	---	---	---	---	---	---	---	---
SHENANDOAH#	548	3	548	2	---	---	---	---
INDEPENDENCE	---	---	(a)	---	(b)	---	---	---
MAQUOKETA	---	---	550	1	---	---	---	---
CLARINDA	557	2	590	1	---	---	525	1
HARLAN	3.79/hr	4	3.30/hr	1	---	---	3.32/hr	2
EVANSDALE	---	---	613	1	613	1	---	---
CHARITON	607	1	---	---	---	---	534 - 622	2
NEVADA	669	1	637	1	---	---	---	---
VINTON	---	---	572	1	---	---	---	---
JEFFERSON	---	---	545	1	---	---	---	---
HUMBOLDT	---	---	---	---	---	---	650	2
MANCHESTER	---	---	175	1*	---	---	3.00/hr	1
SHELDON	---	---	655	1	---	---	---	---
EAGLE GROVE	555	1	555	1	---	---	---	---
ANAMOSA	---	---	---	---	---	---	---	---
GLENWOOD	515 - 585	6	---	---	---	---	---	---
ALBIA	---	---	---	---	---	---	---	---
EMMETSBURG	---	---	---	---	---	---	---	---
WUKON	560	3	---	---	---	---	---	---
WINTERSSET	---	---	---	---	---	---	---	---
DE WITT	---	---	---	---	---	---	---	---
NEW HAMPTON	---	---	(a)	---	---	---	---	---
ORANGE CITY	---	---	---	---	---	---	3.27/hr	1
MISSOURI VALLEY	2.40 - 2.78/hr	1	---	---	---	---	---	---

# Additional employees in these categories listed on page 34.

\* Part-time employees

(a) Duties performed by Electric Meter Readers

(b) Duties performed by Swimming Pool Superintendent

LIBRARY								
CITIES BETWEEN 3,500 - 7,500	DIRECTOR		ASSISTANT DIRECTOR		LIBRARIAN		LIBRARY TRAINEE	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
ATLANTIC	\$583	\$294	1	---	---	---	\$15 - 34	3*
CHEROKEE	325	255	1	\$235 - 255	2	---	1.00 - 1.50/hr	3*
WAVERLY	835	342 - 483	2*	1.60 - 2.11/hr	3*	---	1.00 - 1.35/hr	5*
MOUNT PLEASANT	175*	175	1*	1.85; 2.00/hr	6*; 1	---	---	---
PERRY	600	325	1	2.00/hr	2*	---	1.25/hr	1*
PELLA	420	---	---	2.00; 2.30/hr	1*; 2	---	---	---
CENTERVILLE	---	---	---	---	---	---	---	---
IOWA FALLS	---	---	---	---	---	---	---	---
CLEAR LAKE	250	200	2	---	---	---	25	2*
WASHINGTON	515	---	---	---	---	---	---	---
RED OAK	538	2.00/hr	2*	2.00/hr	4*	---	---	---
CORALVILLE	625	390	2	---	---	---	242	1*
ALGONA	600	3.00/hr	1	---	---	---	1.00 - 1.85/hr	4*
SHENANDOAH	481	358	1	100; 321	1*; 1	---	1.35 - 1.60/hr	3
INDEPENDENCE	330	---	---	1.25/hr	1*	---	1.00/hr	1*
MAQUOKETA	---	---	---	---	---	---	---	---
CLARINDA	500	---	---	1.60 - 1.90/hr	4*	---	---	---
HARLAN	300 - 434	200	1	175	1	---	---	---
EVANSDALE	---	---	---	---	---	---	---	---
CHARITON	375*	---	---	1.95/hr; 340	5*; 1*	---	1.65/hr	2*
NEVADA	---	---	---	---	---	---	---	---
VINTON	---	---	---	---	---	---	---	---
JEFFERSON	---	---	---	---	---	---	---	---
HUMBOLDT	604	417	1	---	---	---	---	---
MANCHESTER	417	1.80/hr	1*	1.65 - 1.80/hr	3*	---	---	---
SHELDON	459	415	1	---	---	---	---	---
EAGLE GROVE	550	2.00 - 2.40/hr	1*	1.70 - 2.10/hr	3*	---	---	---
ANAMOSA	---	---	---	---	---	---	---	---
GLENWOOD	415	2.25/hr	1	1.82 - 2.08/hr	3	---	---	---
ALBIA	---	---	---	---	---	---	---	---
EMMETSBURG	350	---	---	275	1	---	---	---
WAUKON	280	2.50/hr	1*	---	---	---	1.25/hr	1*
WINTERSET	235	---	---	75 - 150	3*	---	---	---
DE WITT	200	130	1*	---	---	---	---	---
NEW HAMPTON	315	210	1	---	---	---	1.90/hr	1*
ORANGE CITY	2.50/hr*	2.25/hr	1	1.25 - 1.65/hr	7*	---	---	---
MISSOURI VALLEY	360	---	---	2.00/hr	1*	---	---	---

\* Part-time employees

FIRE (FULL-TIME)			
CITIES BETWEEN 3,500 - 7,500	FIRE CHIEF	FIREMAN	
		SALARY	NO. EMPL.
ATLANTIC	\$300/yr*	\$669 - 687	3
CHEROKEE	50*	500 - 550	2
WAVERLY#	875	700	1
PERRY	---	550 - 593	3
CENTERVILLE	347*	645	3
WASHINGTON	---	638	4
RED OAK	690	580	4
SHENANDOAH#	---	548	3
INDEPENDENCE	---	575 - 714	3
NEVADA	751	---	---

# Additional employees in these categories listed on page 34.

\* Part-time employees



SALARIES OF ADDITIONAL EMPLOYEES  
(Cities Between 3,500 - 7,500)

GENERAL ADMINISTRATION

<u>ALGONA</u>	Utilities Manager, \$17,000 per year; Staff Assistant, \$723 per month.
<u>CENTERVILLE</u>	Airport Manager, \$350 per month.
<u>CLARINDA</u>	Airport Manager, \$475 per month.
<u>CORALVILLE</u>	Utilities Manager, \$760 per month, plus \$125 per month for travel allowance.
<u>EAGLE GROVE</u>	Airport Manager, \$100 per month.
<u>HARLAN</u>	Airport Manager, \$300 per month, plus housing and utilities; Utilities Manager, \$1,541 per month; Auditorium Manager, \$600 - 675 per month, plus \$75 automobile expenses.
<u>ORANGE CITY</u>	Utilities Manager, \$1,468 per month.
<u>PERRY</u>	Airport Manager, \$375 per month.
<u>RED OAK</u>	Part-time Airport Manger, \$135 per month.
<u>SHENANDOAH</u>	Airport Manager, \$400 per month.
<u>WAVERLY</u>	Utilities Manager, \$1,315 per month; Assistant Manager, \$775 per month.
<u>WINTERSET</u>	Utilities Manager, \$1,084 per month, plus \$50 per month for car allowance.

CLERICAL PERSONNEL

<u>ALGONA</u>	Office Manager, \$801 per month; three Clerks, \$330 - 533 per month.
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MT. PLEASANT Cashier, \$2.80 per hour; Clerk, \$2.50 per hour.

PELLA Part-time Clerk, \$2.97 per hour.

VINTON Cashier, \$494 per month; Office Machine Operator, \$494 per month.

WASHINGTON Office Machine Operator, \$426 per month.

WAVERLY Office Machine Operator, \$375 per month; Clerk, \$2.80 per hour.

PUBLIC WORKS AND ENGINEERING

CLARINDA Inventory Clerk, \$625 per month.

CLEAR LAKE Assistant City Engineer, \$750 per month.

GLENWOOD Assistant Streets Commissioner, \$628 per month.

HARLAN Part-time Draftsman, \$1.96 per hour.

JEFFERSON Assistant City Engineer, \$700 per month.

NEVADA Assistant City Engineer, \$785 per month.

PELLA Draftsman, \$667 per month.

PERRY Assistant Streets Commissioner, \$642 per month.

INSPECTION

WINTERSET Assistant Building Inspector, \$3.34 per

HEALTH

CLARINDA Public Health Director, \$100 per year; Ambulance Drivers, \$3.00 per hour to \$300 per month.

INDEPENDENCE Part-time Sanitarian, \$73 per month.

SKILLED TRADES AND LABOR

CENTERVILLE Humane Officer, \$520 per month.

CHARITON Automotive Serviceman, \$510 per month.

CLARINDA Sewer Maintenance Worker, \$600 per month.

CLEAR LAKE Automotive Mechanic, \$200 per month.

CORALVILLE Garbage Collection Superintendent, \$650 per month.

DE WITT Sewer Maintenance Worker, \$3.25 per hour.

EAGLE GROVE Maintenance Man, \$2.65 per hour.

HUMBOLDT Garbage Collection Superintendent, \$700 per month.

INDEPENDENCE Sewer Maintenance Worker, \$610 per month.

IOWA FALLS Garbage Collection Superintendent, \$700 per month; Electrician, \$800 per month.

NEW HAMPTON Garbage Collection Superintendent, \$630 per month.

WASHINGTON Sewer Maintenance Workers, \$608 per month.

RECREATION

CORALVILLE Maintenance Man, \$650 per month, plus \$120 per month transportation allowance.

INDEPENDENCE Maintenance Man, \$621 per month.

NEW HAMPTON Three Maintenance Men, \$360 - 700 per summer.

<u>PELLA</u>	Two Maintenance Men, \$3.00 - 3.25 per hour.
<u>VINTON</u>	Eleven Playground Assistants, \$1.50 - 2.00 per hour.
<u>ELECTRIC PLANT</u>	
<u>INDEPENDENCE</u>	Meter Repairman, \$615 per month.
<u>MAQUOKETA</u>	Two Groundmen, \$563 - 616 per month.
<u>POLICE</u>	
<u>ATLANTIC</u>	Captain, \$618 per month.
<u>CHARITON</u>	Records Clerk, \$339 per month.
<u>CHEROKEE</u>	Matron, \$415 per month.
<u>CLARINDA</u>	Captain, \$610 per month.
<u>CLEAR LAKE</u>	Records Clerk, \$399 per month.
<u>CORALVILLE</u>	Detective, \$690 per month.
<u>EAGLE GROVE</u>	Captain, \$675 per month.
<u>HARLAN</u>	Special Enforcement Officer, \$600 - 625 per month.
<u>HUMBOLDT</u>	Detective, \$700 per month.
<u>INDEPENDENCE</u>	Records Clerk, \$380 per month.
<u>VINTON</u>	Captain, \$864 per month; Lieutenant, \$780 per month.

PARKING METER

ALBIA "Meter Maid", \$360 per month.  
CLEAR LAKE "Meter Maid", \$382 per month.  
MANCHESTER "Meter Maid", \$1.65 per hour.  
MAQUOKETA "Meter Maid", \$549 per month.

SEWAGE DISPOSAL PLANT

EVANSDALE Mechanic, \$3.59 per hour.

WATERWORKS

SHENANDOAH Distribution Superintendent, \$679 per month.

FIRE (FULL-TIME)

SHENANDOAH Four Ambulance Attendants, \$522 - 661 per month.  
WAVERLY Fire Equipment Mechanic, \$615 per month.