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CITIES OVER 7,500 POPULATION

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

1 9 7 4

OFFICE FOR PLANNING AND PROGRAMMING  
DIVISION OF MUNICIPAL AFFAIRS  
523 EAST 12th STREET  
DES MOINES, IOWA 50319

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OF 1970.

IOWA MUNICIPAL SALARIES -- 1974  
(CITIES OVER 7,500 POPULATION)

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CITIES PARTICIPATING IN SURVEY  
WITH 1970 POPULATIONS

CITIES OVER 7,500

|                 |         |              |        |
|-----------------|---------|--------------|--------|
| DES MOINES      | 201,404 | NEWTON       | 15,619 |
| CEDAR RAPIDS    | 110,642 | URBANDALE    | 14,434 |
| SIOUX CITY      | 85,925  | FORT MADISON | 13,996 |
| DUBUQUE         | 62,309  | BOONE        | 12,468 |
| COUNCIL BLUFFS  | 60,348  | SPENCER      | 10,278 |
| AMES            | 39,505  | CHARLES CITY | 9,268  |
| CLINTON         | 34,719  | ANKENY       | 9,151  |
| BURLINGTON      | 32,366  | INDIANOLA    | 8,852  |
| FORT DODGE      | 31,263  | CARROLL      | 8,716  |
| MASON CITY      | 30,491  | STORM LAKE   | 8,591  |
| OTTUMWA         | 29,610  | WEBSTER CITY | 8,488  |
| CEDAR FALLS     | 29,597  | GRINNELL     | 8,402  |
| MARSHALLTOWN    | 26,219  | CRESTON      | 8,234  |
| MUSCATINE       | 22,405  | LE MARS      | 8,159  |
| BETTENDORF      | 22,126  | ESTHERVILLE  | 8,108  |
| MARION          | 18,028  | KNOXVILLE    | 7,755  |
| WEST DES MOINES | 16,441  | OELWEIN      | 7,735  |

NUMBER OF FULL-TIME EMPLOYEES AND HOURS OF WORK

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

| CITIES<br>OVER 7,500 | NUMBER OF<br>FULL-TIME<br>EMPLOYEES | NUMBER OF HOURS IN WORK WEEK |        |         | OFFICE STAFF, SATURDAY<br>(DOES NOT INCLUDE POLICE AND FIRE) |
|----------------------|-------------------------------------|------------------------------|--------|---------|--|
|                      |                                     | GENERAL                      | POLICE | FIREMEN |  |
| DES MOINES           | 1,979                               | 40                           | 40     | 56      | Offices Closed   |
| CEDAR RAPIDS         | 963                                 | 40                           | 40     | 56      | Offices Closed   |
| STOUX CITY           | 863                                 | 40                           | 40     | 56      | Offices Closed   |
| DUBUQUE              | 457                                 | 40                           | 40     | 56      | Offices Closed   |
| COUNCIL BLUFFS       | 386                                 | 40                           | 40     | 56      | Offices Closed   |
| AMES                 | 350                                 | 40                           | 40     | 56      | Offices Closed   |
| CLINTON              | 170                                 | 40(a)                        | 40     | 56      | Skeleton staff, half day                                     |
| BURLINGTON           | 245                                 | 40                           | 41.3   | 56      | Offices Closed   |
| FORT DODGE           | 231                                 | 40                           | 40     | 56      | Offices Closed   |
| MASON CITY           | 225                                 | 40                           | 40     | 56      | Offices Closed   |
| OTTUMWA              | 220                                 | 40                           | 40     | 56      | Offices Closed   |
| CEDAR FALLS          | 168                                 | 40                           | 40     | 56      | Offices Closed   |
| MARSHALLTOWN         | 255                                 | 40                           | 40     | 56      | Offices Closed   |
| MUSCATINE            | ---                                 | 40                           | 40     | 56      | Offices Closed   |
| BETTENDORF           | 120                                 | 40(b)                        | 40     | ---     | Offices Closed   |
| MARION               | 90                                  | 40                           | 40     | ---     | Offices Closed   |
| WEST DES MOINES      | 94                                  | 40                           | 40     | ---     | Offices Closed   |
| NEWTON               | 121                                 | 40                           | 40     | 56      | Offices Closed   |
| URBANDALE            | 70                                  | 40                           | 48     | ---     | Offices Closed   |
| FORT MADISON         | 102                                 | 40(c)                        | 42     | 56      | Offices Closed   |
| BOONE                | 82                                  | 40                           | 40     | 56      | Offices Closed   |
| SPENCER              | 64                                  | 40                           | 48     | 42      | Offices Closed   |
| CHARLES CITY         | 60                                  | 40(d)                        | 42     | 56      | Offices Closed   |
| ANKENY               | 59                                  | 40                           | 40     | 40      | Offices Closed   |
| INDIANOLA            | 62                                  | 44(e)                        | 44     | ---     | Skeleton staff, half day                                     |
| CARROLL              | 48                                  | 42.5                         | 40     | ---     | Offices Closed   |
| STORM LAKE           | 43                                  | 45                           | 50     | 45      | Offices Closed   |
| WEBSTER CITY         | 98                                  | 40                           | 40     | 56      | Offices Closed   |
| GRINNELL             | 55                                  | 44(e)                        | 40     | 56      | Offices Closed   |
| CRESTON              | ---                                 | 40                           | 40     | 56      | Offices Closed   |
| LE MARS              | 36                                  | 44                           | 46     | ---     | Offices Closed   |
| ESTHERVILLE          | 77                                  | 40                           | 48     | ---     | Offices Closed   |
| KNOXVILLE            | 38                                  | 40                           | 42     | ---     | Offices Closed   |
| OELWEIN              | 48                                  | 40                           | 44     | 56      | Offices Closed   |

- (a) Sewage treatment plant employees, 43 hours
- (b) Street and sanitation departments, 45 hours
- (c) Sanitation employees, 42 hours
- (d) Water department, 45 hours
- (e) Administrative and clerical employees, 40 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<br>OVER 7,500 | SALARIED AND REGULAR HOURLY EMPLOYEES |                                     |   |
|----------------------|---------------------------------------|-------------------------------------|---|
|                      | AFTER ONE YEAR                        | VACATION ALLOWED<br>AFTER TWO YEARS | VARIATIONS  |
| DES MOINES           | 2 wks.                                | 2 wks.                              | After 7 yrs., 3 wks.; 14 yrs., 4 wks.; 25 yrs., 5 wks.  |
| CEDAR RAPIDS         | 1 wk.                                 | 2 wks.                              | After 7 yrs., 3 wks.; 12 yrs., 4 wks.; 17 yrs., 5 wks.  |
| STOIX CITY           | 1 wk.                                 | 2 wks.                              | After 10 yrs., 3 wks.; 18 yrs., 4 wks.                  |
| DUBUQUE              | 2 wks.                                | 2 wks.                              | After 10 yrs., 3 wks.; 15 yrs., 4 wks.                  |
| COUNCIL BLUFFS       | 2 wks.                                | 2 wks.                              | After 10 yrs., 3 wks.; 20 yrs., 5 wks.                  |
| AMES                 | 2 wks.                                | 2 wks.                              | After 8 yrs., 3 wks.; 15 yrs., 4 wks.                   |
| CLINTON              | 2 wks. (a)                            | 2 wks.                              | After 5 yrs., 3 wks.; 10 yrs., 4 wks.; 20 yrs., 5 wks.  |
| BURLINGTON           | 2 wks.                                | 2 wks.                              | After 10 yrs., 3 wks.; 15 yrs., 4 wks.                  |
| FORT DODGE           | 1 wk.                                 | 2 wks.                              | After 7 yrs., 3 wks.; 12 yrs., 4 wks.; 15 yrs., 5 wks.  |
| MASON CITY           | 1 wk.                                 | 2 wks.                              | After 10 yrs., 3 wks.; 20 yrs., 4 wks.; 25 yrs., 5 wks. |
| OTTUMWA              | 2 wks.                                | 2 wks.                              | After 7 yrs., 3 wks.; 15 yrs., 4 wks.                   |
| CEDAR FALLS          | 1 wk.                                 | 2 wks.                              | After 10 yrs., 3 wks.; 15 yrs., 4 wks.                  |
| MARSHALLTOWN         | 5 days                                | 10 days                             | After 10 yrs., 15 days; 20 yrs., 20 days.               |
| MUSCATINE            | 1 wk.                                 | 2 wks.                              | After 10 yrs., 3 wks.; 20 yrs., 4 wks.                  |
| BETTENDORF           | 2 wks.                                | 2 wks.                              | After 8 yrs., 3 wks.; 17 yrs., 4 wks.                   |
| MARION               | 1 wk.                                 | 2 wks.                              | After 10 yrs., 3 wks.; 15 yrs., 4 wks.                  |
| WEST DES MOINES      | 2 wks.                                | 2 wks.                              | After 10 yrs., 3 wks.                                   |
| NEWTON               | 2 wks. (b)                            | 2 wks.                              | After 10 yrs., 3 wks.; 15 yrs., 4 wks.                  |
| URBANDALE            | 2 wks.                                | 2 wks.                              | After 7 yrs., 3 wks.; 14 yrs., 4 wks.                   |
| FORT MADISON         | 2 wks.                                | 2 wks.                              | After 7 yrs., 3 wks.; 14 yrs., 4 wks.; 21 yrs., 5 wks.  |
| BOONE                | 1 wk.                                 | 2 wks.                              | After 5 yrs., 3 wks.; 10 yrs., 4 wks.                   |
| SPENCER              | 1 wk.                                 | 2 wks.                              | ---   |
| CHARLES CITY         | 2 wks. (c)                            | 2 wks.                              | After 10 yrs., 3 wks.; 15 yrs., 4 wks.                  |
| ANKENY               | 1 wk. (b)                             | 2 wks. (d)                          | After 5 yrs., 3 wks.; 10 yrs., 4 wks.                   |
| INDIANOLA            | 1 wk.                                 | 2 wks.                              | After 10 yrs., 3 wks.                                   |
| CARROLL              | 1 wk.                                 | 1 wk.                               | After 5 yrs., 2 wks.; 15 yrs., 3 wks.                   |
| STORM LAKE           | 1 wk.                                 | 2 wks.                              | After 10 yrs., 3 wks.; 20 yrs., 4 wks.                  |
| WEBSTER CITY         | 2 wks.                                | 2 wks.                              | After 10 yrs., 3 wks.                                   |
| GRINNELL             | 1 wk.                                 | 2 wks.                              | After 12 yrs., 3 wks.                                   |
| CRESTON              | 2 wks.                                | 2 wks.                              | After 15 yrs., 3 wks.                                   |
| LE MARS              | 1 wk.                                 | 2 wks.                              | After 10 yrs., 3 wks.                                   |
| ESTHERVILLE          | 1 wk.                                 | 2 wks.                              | After 10 yrs., 3 wks.; 20 yrs., 4 wks.                  |
| KNOXVILLE            | 1 wk.                                 | 2 wks.                              | After 5 yrs., 3 wks.; 10 yrs., 4 wks.                   |
| OELWEIN              | 1 wk.                                 | 2 wks.                              | After 10 yrs., 3 wks.; 20 yrs., 4 wks.                  |

(a) Policemen and Firemen: After 1 yrs., 21 days; 10 yrs., 28 days; 20 yrs., 35 days

(b) One week after six months

(c) One week during first year if employed by April 1

(d) After 18 months

## 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<br>OVER 7,500 | HOLIDAYS              |                         | ANNUAL SICK LEAVE     |                         | SICK LEAVE            |                         | MAXIMUM CUMULATION    |                         |
|----------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|
|                      | SALARIED<br>EMPLOYEES | REG. HOURLY<br>OR DAILY | SALARIED<br>EMPLOYEES | REG. HOURLY<br>OR DAILY | SALARIED<br>EMPLOYEES | REG. HOURLY<br>OR DAILY | SALARIED<br>EMPLOYEES | REG. HOURLY<br>OR DAILY |
| DES MOINES           | 9                     | 9                       | 12                    | 12                      | (a)                   | (a)                     |                       |                         |
| CEDAR RAPIDS         | 10                    | 10                      | 12                    | 12                      | (a)                   | (a)                     |                       |                         |
| STOIX CITY           | 8                     | ---                     | 18                    | ---                     | 120                   | ---                     |                       |                         |
| DUBUQUE              | 9                     | 9                       | 12                    | 12                      | 120 (b)               | 120                     |                       |                         |
| COUNCIL BLUFFS       | 10 (c)                | 10 (c)                  | 18                    | 18                      | 120                   | 120                     |                       |                         |
| AMES                 | 8                     | 8                       | 12                    | 12                      | (a)                   | (a)                     |                       |                         |
| CLINTON              | 9                     | 9                       | 60                    | 15                      | 60                    | 60                      |                       |                         |
| BURLINGTON           | 8                     | 8                       | 18                    | 18                      | 120                   | 120                     |                       |                         |
| FORT DODGE           | 9½                    | 9½                      | (d)                   | (d)                     | 150                   | 150                     |                       |                         |
| MASON CITY           | 9                     | ---                     | 18                    | ---                     | 90                    | ---                     |                       |                         |
| OTTUMWA              | 9                     | ---                     | 24                    | ---                     | (a)                   | ---                     |                       |                         |
| CEDAR FALLS          | 10                    | 10                      | 18 (e)                | 18 (e)                  | (a)                   | (a)                     |                       |                         |
| MARSHALLTOWN         | 9                     | 9                       | 12                    | 12                      | 120                   | 120                     |                       |                         |
| MUSCATINE            | 8                     | 8                       | 15                    | 15                      | 90                    | 90                      |                       |                         |
| BETTENDORF           | 8                     | 8                       | 35                    | 35                      | 175                   | 175                     |                       |                         |
| MARION               | 9                     | 9                       | 12                    | 12                      | 90                    | 90                      |                       |                         |
| WEST DES MOINES      | 8                     | ---                     | 12                    | ---                     | 90                    | ---                     |                       |                         |
| NEWTON               | 8 (f)                 | 8                       | 20                    | 20                      | ---                   | ---                     |                       |                         |
| URBANDALE            | 10                    | ---                     | 12                    | ---                     | 100                   | ---                     |                       |                         |
| FORT MADISON         | 9                     | 9                       | 30                    | 30                      | 90                    | 90                      |                       |                         |
| BOONE                | 7                     | 7                       | 12                    | 12                      | 120                   | 120                     |                       |                         |
| SPENCER              | 8                     | ---                     | 12                    | 12                      | 30                    | 30                      |                       |                         |
| CHARLES CITY         | 9                     | 9                       | 10                    | 10                      | 90                    | 90                      |                       |                         |
| ANKENY               | 8                     | ---                     | 15                    | ---                     | 100                   | ---                     |                       |                         |
| INDIANOLA            | 7                     | 7                       | 7                     | 7                       | ---                   | ---                     |                       |                         |
| CARROLL              | 7                     | ---                     | 30                    | ---                     | 90                    | ---                     |                       |                         |
| STORM LAKE           | 7                     | 7                       | 5                     | 5                       | 60                    | 60                      |                       |                         |
| WEBSTER CITY         | 8                     | ---                     | 12                    | ---                     | 90                    | ---                     |                       |                         |
| GRINNELL             | 8                     | 8                       | 8                     | 8                       | 90                    | 90                      |                       |                         |
| CRESTON              | 7                     | 7                       | 12                    | 12                      | 60                    | 60                      |                       |                         |
| LE MARS              | 6½                    | 6½                      | 12                    | 12                      | 30                    | 30                      |                       |                         |
| ESTHERVILLE          | 8                     | 8                       | 7                     | 7                       | 120                   | 120                     |                       |                         |
| KNOXVILLE            | 7                     | ---                     | 12                    | ---                     | 90                    | ---                     |                       |                         |
| OELWEIN              | 8                     | 8                       | 12                    | 12                      | 90                    | 90                      |                       |                         |

(a) No limit

(b) Firefighters, no limit

(c) Public works employees, 11 days

(d) After 4 months, 14 days; following 4 years, 30 days; following 5 years, 60 days; after 10 years, 90 days; after 15 years, 150 days per year.

(e) 19 days during first year of employment

(f) Policemen and Firemen, 9 holidays

LONGEVITY PAY PLANS  
(Cities Over 7,500)

AMES

All employees receive an additional \$100 per year for each five years of service; maximum of \$400 per year additional.

ANKENY

Policemen receive an additional \$180 per year after two years.

BOONE

All employees receive an additional \$3.00 per month for each year of service completed after five years; maximum of \$45 per month additional.

BURLINGTON

All full-time city employees receive \$200 per year after five years of continuous service; \$300 after ten years; \$400 after fifteen years; and \$600 after twenty years.

CEDAR FALLS

All full-time employees receive an additional \$8 per month every three years after five years of service; maximum of \$72 per month.

CEDAR RAPIDS

City has longevity pay policy which varies according to job classification. Additional monthly pay for continuous service ranges from \$10 per month for five years of service to \$85 per month for 18 years of service. Amounts received depend upon classification schedule and base pay.

CHARLES CITY

Policemen and firemen receive an additional \$10 per month for every five years of continuous service; maximum of \$40 per month additional. Other employees who are not department heads receive \$5 for every five years of service; maximum of \$20 per month additional.

CLINTON

Policemen and firemen receive an additional \$5 per month for each two years of service, maximum of \$70 per month additional.



CRESTON All full-time employees receive an additional \$5 per month for every five years of continuous service.

DES MOINES All employees receive an additional 1 per cent of base salary upon completion of five and ten years of continuous service, and every four years thereafter up to a maximum of 6 per cent.

DUBUQUE All employees receive an additional 1 per cent of base salary for each six years of continuous service, maximum of 5 per cent additional.

FORT DODGE All full-time employees receive an additional \$10 per month after 6, 9, 12, and 15 years of service; maximum of \$40 per month additional.

FORT MADISON All full-time employees receive an additional \$10 per month for each five years of service; maximum of \$40 per month additional.

MARION All employees are granted an additional \$5 per month for each five years of service.

MASON CITY Policemen and firemen receive longevity pay of \$25 after five years, \$50 after ten years, \$75 after 15 years, and \$100 after 20 years. Public works employees receive \$4 after three years, \$8 after six years, \$12 after nine years, \$16 after 12 years, and \$20 after 15 years.

MUSCATINE All employees receive an additional \$10 per month for each five years of continuous service.

NEWTON Policemen and firemen receive an additional \$6 per month for each three years of service; maximum of \$30 per month additional.

OTTUMWA All full-time policemen, firemen, and skilled tradesmen receive an additional \$10 per month for each four years of service. There is no limit.

SIoux CITY Employees receive an additional \$9 per month for each five years of continuous service.

WEBSTER CITY All full-time employees receive an additional \$5 per month for every four years of service; maximum of \$40 per month additional.

WEST DES MOINES Full-time employees receive an additional \$5 per month for each five years of continuous service; maximum of \$20 per month additional.

UNIFORM ALLOWANCES AND PERSONAL EQUIPMENT FURNISHED  
(Cities Over 7,500)

AMES City purchases uniforms for policemen, firemen, electric and water personnel and meter maids. Detectives receive a uniform allowance. Badges, coats, helmets, mace, side arms, and all other necessary equipment are furnished to policemen. Firemen are supplied protective clothing, boots, helmets, and raincoats. Meter maids are provided handbags and badges.

ANKENY City purchases uniforms for policemen, firemen, meter maids, and public works employees. City provides laundry service to meter maids and public works employees for 50 cents per week. All of the above employees are furnished safety shoes and safety glasses.

BETTENDORF City purchases uniforms for mechanics. Policemen receive a uniform allowance of \$200 per year and are provided laundry service. Policemen are furnished helmets, mace, and badges, and firemen are furnished protective clothing.

BOONE Policemen, meter maids, fire chief, and assistant fire chief receive a uniform allowance of \$120 per year. Firemen receive \$60 per year. City provides laundry service for firemen. Policemen are provided ammunition, badges, shields, billies, and handcuffs. Firemen are furnished coats, coveralls, gloves, helmets, and boots.

BURLINGTON

City purchases uniforms for policemen, firemen, and meter maids. Policemen receive a uniform allowance of \$125 per year. Firemen receive an allowance of \$100 per year. Public works employees receive laundry service. Policemen receive leather equipment.

CARROLL

City purchases uniforms for policemen, firemen and meter maids. Badges and weapons are furnished to policemen. Firemen are provided boots, helmets, coats, and gloves.

CEDAR FALLS

City purchases uniforms for meter maids. Policemen and firemen receive a uniform allowance of \$200 per year. Caps, badges, helmets, weapons, ammunition, handcuffs, cases, mace, and safety glasses are furnished to policemen. Firemen are supplied protective clothing, boots, helmets, and safety glasses.

CEDAR RAPIDS

City purchases uniforms for meter maids and water meter readers. Policemen, firemen, meter maids and water meter readers receive uniform allowances. City pays one-half the cost of uniform rental for water servicemen and automotive and equipment mechanics. Flashlights, nightsticks, whistles, gunbelts and holsters, cartridge cases, handcuffs, mace, and safety glasses are furnished to policemen. Firemen are provided safety glasses and flashlights.

CHARLES CITY

City purchases uniforms for policemen and firemen. Policemen and firemen receive a uniform allowance of \$150 per year; street, sanitation and sewer department employees receive \$75 per year. Firemen and policemen are provided laundry service. Badges, weapons, belts, holsters, handcuffs, and all other necessary equipment are furnished to policemen. Firemen are supplied coats, boots, gloves, helmets, and all other necessary equipment. Other department employees are provided helmets and safety shoes when required.

CLINTON

Policemen, firemen and meter maids receive a uniform allowance of \$150 per year. Police are provided badges, hats, belts, holster, handcuffs, cases, and flashlights. Firemen are supplied badges, hats, coats, and helmets. Meter maids are furnished badges, hats, and purses.

COUNCIL BLUFFS

City purchases uniforms for meter maids. Policemen and firemen receive a uniform allowance of \$125 per year. Street, sewer, garbage collection, pollution control, engineering, and traffic employees are provided laundry service. Hats, coats, boots, bunkers, gloves, and all rubber gear are supplied to firemen.

CRESTON

City purchases uniforms for policemen, firemen, and meter men. Badges and helmets are furnished to policemen. Firemen are provided badges, boots, and helmets. Meter men are furnished badges.

DES MOINES

City purchases or rents uniforms for policemen, firemen, meter maids, garage employees, and parking meter employees. Non-uniformed policemen receive a clothing allowance of \$200 per year. Policemen are furnished all equipment but gun and shoes.

DUBUQUE

City purchases uniforms for policemen, firemen, meter maids, water works personnel, street employees, parks and recreation workers, and sewage disposal plant employees. Policemen and firemen receive a uniform allowance of \$120 per year. Laundry service (linen only) is provided for firemen. Badges, hatshields, weapons, holster, belts, mace, and helmets are supplied to policemen. Firemen are furnished badges, helmets, and coats. Shoulder bags, shoes, and caps are provided for meter maids.

ESTHERVILLE

Policemen and meter men receive \$150 per year for uniform allowance. Helmets, rain gear, safety glasses, flashlights, weapons, and holsters are furnished to policemen. Other employees are allowed \$50 per year for safety glasses and safety shoes.

FORT DODGE

Policemen receive a uniform allowance of \$175 per year. Firemen receive \$125 per year. Meter maids receive \$100 per year.

FORT MADISON

City purchases uniforms for firemen. Policemen receive a uniform allowance of \$125 per year and meter maids receive \$100 per year. Policemen and firemen are provided laundry service. Badges, hats, insignia, flashlights, shields, and helmets are supplied to policemen. Firemen are furnished insulated jackets, coats, boots, flashlights, and helmets.

GRINNELL

Policemen, firemen and meter maids receive a uniform allowance of \$125 per year. Badges, handcuffs, cases, and riot batons are supplied to policemen. Firemen are provided protective clothing.

INDIANOLA

Policemen, firemen and meter readers are furnished initial uniforms. Policemen receive a uniform allowance of \$150 per year. Firemen and meter readers receive allowances of an unfixed amount. Policemen are provided badges, handcuffs, cases, and nightsticks.

KNOXVILLE

City purchases uniforms for policemen and meter maids. Badges, name plates, weapons, holsters, saps, belts, and cartridge holders are supplied to policemen. Firemen are outfitted with boots, hats and raincoats.

LE MARS

City purchases uniforms for policemen, and provide them an allowance of \$100 per year.

MARION

Policemen and firemen receive a uniform allowance of \$120 per year. Coveralls and laundry service are furnished to mechanics and refuse collectors.

MARSHALLTOWN

City purchases uniforms for policemen, firemen, meter maids, street department personnel, sewage maintenance workers and sewage treatment personnel.

MASON CITY

Policemen receive a uniform allowance of \$200 per year; firemen receive \$200 per year; meter maids and meter men receive \$75 per year. Badges, belts, weapons, riot hats, mace, holsters, handcuffs, and all other necessary equipment are furnished to policemen. Firemen are supplied boots, raincoats, hats, badges, and all other necessary equipment. Meter maids and meter men are provided badges and necessary equipment. City pays one-half of uniform rental for refuse collectors.

MUSCATINE

City purchases uniforms for policemen, firemen, meter maids, treatment plant, streets, and sanitation employees. Policemen, firemen and meter maids receive uniform allowances and policemen and firemen receive laundry services.

NEWTON

City purchases uniforms for firemen and meter maids. Policemen receive a uniform allowance of \$100 per year. Sewer department employees are furnished shoes.

OELWEIN

City provides uniform allowances of \$150 per year to policemen and \$50 per year to firemen, meter maids and other eligible employees. Policemen are furnished sidearms.

OTTUMWA

City purchases uniforms for policemen, firemen, janitors, nurses, sanitary inspectors, and public works and parks employees. Policemen are furnished weapons, and firemen are provided laundry service.

SIOUX CITY

City purchases initial uniform for policemen, firemen, and meter maids. Policemen receive a uniform allowance of \$300 per year, and firemen and meter maids receive \$200 per year. Weapons are provided to policemen.

SPENCER

City purchases uniforms for policemen and meter maids. Policemen and meter maids receive a uniform allowance of \$150 per year. Badges, weapons, and belts are furnished to policemen. Firemen are supplied coats, helmets, and all other necessary equipment.

STORM LAKE City purchases uniforms for policemen, firemen, meter maids and water works employees. City provides laundry service for policemen, firemen and meter maids.

URBANDALE City purchases uniforms and provides laundry service for street, sanitation and park employees. Policemen receive a uniform allowance.

WEBSTER CITY Policemen and firemen are furnished uniforms and receive a uniform allowance of \$150 per year.

WEST DES MOINES City purchases uniforms for policemen, firemen, and police matrons. Badges, insignia, shields, rain gear, helmets, handcuffs, training gear, and boots are supplied to policemen. Firemen are provided badges, boots, rain gear and shields.

RETIREMENT PROGRAMS  
(Cities Over 7,500)

AMES Mandatory retirement at 70. Employees may be retained on a year-by-year basis after 70 only upon approval of the City Manager. Participation in the Municipal Utilities Retirement Program is compulsory for all electric, water works and water pollution plant employees. City pays an amount required to keep the system actuarially sound (minimum of 5 per cent) and the employee contributes 5 per cent; retirement age is 55 minimum and 66 maximum.

BETTENDORF Mandatory retirement at 65.

BOONE Mandatory retirement at 65.

BURLINGTON Mandatory retirement at 65; may be extended on an individual basis by the City Manager.

CEDAR FALLS Mandatory retirement at 65; employee may be retained on a year-by-year basis upon approval of the Council.

|                       |  |
|-----------------------|--|
| <u>CEDAR RAPIDS</u>   | Municipal Waterworks employees; compulsory participation; city pays 3.5 per cent and employee pays 3.5 per cent. Retirement age for participating employees is 62 minimum, 70 maximum. Other city employees must retire at age 70 with possibility of year-to-year extension by City Council.                                    |
| <u>COUNCIL BLUFFS</u> | Mandatory retirement at 65.  |
| <u>DES MOINES</u>     | Mandatory retirement at 65 for policemen and firemen and 70 for other employees.   |
| <u>DUBUQUE</u>        | Mandatory retirement at 70; employee may be retained on a year-by-year basis with approval of City Manager.  |
| <u>ESTHERVILLE</u>    | Mandatory retirement at 65.  |
| <u>GRINNELL</u>       | Mandatory retirement at 65.  |
| <u>INDIANOLA</u>      | Mandatory retirement at 65; employee may be retained with approval of Council.   |
| <u>LE MARS</u>        | Mandatory retirement at 65; may be extended by Mayor and Council.  |
| <u>KNOXVILLE</u>      | Mandatory retirement at 65; employee may be retained if health is good.  |
| <u>MARION</u>         | Mandatory retirement at 65.  |
| <u>MASON CITY</u>     | Mandatory retirement at 65; employee may be retained on a year-by-year basis with approval of Council. Participation in the Municipal Waterworks retirement plan is optional, but the employee must belong to either the retirement plan or IPERS. Employees pay 4 per cent and the city pays the balance. Retirement age is 65. |
| <u>MUSCATINE</u>      | Normal retirement age is 65, but may be extended to 67. Participation in the Municipal Utility Employees retirement program is compulsory. City pays the entire cost. Employees may retire at 62 and must retire at 65.  |



OTTUMWA Mandatory retirement at 65; may be extended on a yearly basis.

SIOUX CITY Mandatory retirement at 65.

SPENCER Mandatory retirement at 65. Participation in the Municipal Utilities Retirement Program is optional; city contributes two-thirds and employees contribute one-third of the cost of the program. Retirement age of participating employees is 65.

STORM LAKE Mandatory retirement at 65; employee may be retained by City Council.

URBANDALE Mandatory retirement at 65.

WEBSTER CITY Mandatory retirement at 65.

WEST DES MOINES Mandatory retirement at 65; may be extended on a yearly basis by City Council.

GROUP INSURANCE PROGRAMS  
(Cities Over 7,500)

AMES City pays the full cost of hospitalization, surgical, and major medical insurance for each employee. Employee pays for family coverage. The city also pays for a \$10,000 life insurance policy for each full-time employee.

ANKENY City pays the full cost of hospitalization, surgical, and medical insurance for each employee. Employee pays for family coverage. The city also provides a \$10,000 life insurance policy for each employee.

BETTENDORF City pays the full cost of hospitalization, surgical, and medical insurance for each employee. Employee pays for family coverage. The city also pays one-half the cost of a \$5,000 life insurance policy for each employee.

BOONE

City pays the full cost of hospitalization, surgical and medical insurance for each employee. The city also provides a \$1,000 life insurance policy and a \$1,000 accidental death and dismemberment insurance policy.

BURLINGTON

City pays the full cost of hospitalization, surgical, and medical insurance for each permanent employee. Employee pays for family coverage. The city also pays the cost of a \$1,000 life insurance policy.

CARROLL

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

CEDAR FALLS

City pays the full cost of hospitalization, surgical, medical, and \$10,000 major medical insurance for each city employee. Employee pays for family coverage. The city also pays for a \$2,500 life insurance policy.

CEDAR RAPIDS

City pays the full cost of Blue Cross/Blue Shield insurance with major medical coverage for each employee. Employee pays for family coverage. The city also pays the cost of a life insurance policy for each employee.

CHARLES CITY

City pays the full cost of hospitalization, surgical, and medical insurance for each employee after thirty days of employment with the city. Employee pays for family coverage. The city pays 61 per cent of the cost of life insurance policy (\$10,000 for department heads and \$5,000 for other employees) for each employee after six months of employment with city. Supplemental group hospitalization income and life insurance are available to each employee; employee must pay the cost of such protection.

CLINTON

City pays the full cost of Blue Cross/Blue Shield insurance for each employee except the Mayor, a Council member, a Crossing Guard, and a part-time employee. Employee pays for family coverage. The city pays one-half the cost of sickness and accident (including death benefits) insurance for each Street Department employee.

COUNCIL BLUFFS City pays the full cost of hospitalization, surgical, and medical coverage.

CRESTON City pays the full cost of Blue Cross/Blue Shield insurance and a \$2,000 life insurance policy for each employee.

DES MOINES City pays the full cost of hospitalization, surgical and major medical coverage for each employee. The city also pays the full cost of a life insurance policy for each employee.

DUBUQUE City pays the full cost of hospitalization, surgical and medical coverage for each employee and his family. City also pays full cost of accidental death and dismemberment, life and disability income protection insurance.

ESTHERVILLE City pays the full cost of hospitalization and accident insurance for each employee. Employee pays for family coverage.

FORT DODGE Employee pays full cost of Blue Cross/Blue Shield coverage and life insurance coverage.

FORT MADISON Employee pays full cost of Blue Cross/Blue Shield insurance coverage for each employee. Employee pays for family coverage.

GRINNELL City pays the full cost of hospitalization, surgical and major medical insurance coverage for each employee. Employees pay for family portion. City also pays the full cost of a \$3,000 life insurance policy for each employee.

INDIANOLA City pays the full cost of hospitalization, surgical and medical insurance for each employee. Employees pay for family coverage. City also pays 75 per cent of the cost of a sickness and accident insurance policy.

KNOXVILLE City pays one-half the cost of sickness, accident, hospitalization, surgical, and medical insurance for each employee. Employee pays for family coverage.

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

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

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

MASON CITY City pays the full cost of hospitalization, surgical, and medical insurance for employee and family. The city also provides a \$2,000 life insurance policy.

MUSCATINE City pays the full cost of hospitalization, surgical, and medical coverage for each employee. Employee pays for family coverage. The city also pays for a \$5,000 life insurance policy for each employee.

NEWTON City pays the full cost of Blue Cross/Blue Shield and the full cost of sickness insurance. The city also pays for a \$5,000 life insurance policy for each employee. Employees pay for family coverage under Blue Cross/Blue Shield.

OELWEIN City pays \$12 per month for hospitalization, surgical and medical insurance for each employee. Employee pays for family coverage.

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

SIOUX CITY City pays the full cost of hospitalization, surgical, and medical insurance for each employee. Employee pays for family coverage. City also pays the full cost of a \$4,000 life insurance policy for each full-time regular employee.

SPENCER City pays the full cost of health, accident, and life insurance coverage for each employee after 90 days of service. Employee pays for family coverage.

STORM LAKE City pays the full cost of sickness, accident, hospitalization, surgical, and medical insurance for each employee. Employee pays the cost of family coverage.

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

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

WEST DES MOINES City pays the full cost of hospitalization, surgical, and major medical insurance for each employee. Employee pays for family coverage. The city also pays one-half of the cost of a \$7,500 life insurance policy.

INCENTIVE PROGRAMS  
(Cities Over 7,500)

AMES Employees enrolled in undergraduate or graduate courses leading to a degree that relates to the present job or future job responsibilities receive an additional \$5 per month for each three-hour course successfully completed, maximum of 30 units. Employees may also be reimbursed for expenses and may be given time off from work. Employees without high school diplomas may be reimbursed for job related training. Employee's training and education are used for promotional considerations.

ANKENY All employees are eligible for pay increases according to the number of hours credit earned toward a college degree, maximum of \$1,280 per year additional for the completion of 128 semester hours.

BETTENDORF

City pays the tuition costs for an employee who is working toward a high school diploma. City pays the tuition costs for any employee who is enrolled in college courses which are job related.

COUNCIL BLUFFS

Policemen and firemen receive \$1 per month additional for each credit hour completed of grade C and above in excess of 12 semester hours.

DUBUQUE

Policemen, excluding the police chief, with 60 semester hours of college credit with minimum of 12 semester hours in professional law enforcement developmental courses are eligible for a 4 to 5 per cent increase in base pay.

FORT MADISON

Policemen who are working toward a degree in police science are eligible for an additional \$1 per month for each semester hour completed; maximum \$60 per month.

MARION

Employees are reimbursed for tuition costs for job-related courses.

MASON CITY

Policemen receive an additional \$9 per month for each 12 hours of credit, maximum of \$45 per month additional.

MUSCATINE

Policemen who are working toward an Associate of Arts degree with a major in law enforcement receive an increase in base pay of \$8 per credit hour for courses completed in said major.

NEWTON

Employees receive \$1 per month for each semester hour of credit earned in job-related courses; maximum, \$30 per month.

SPENCER

Employees are given time off to attend high school classes.

URBANDALE

Policemen receive incentive pay increases for the completion of college credits according to the following schedule: 15 quarter hours or

10 semester hours, \$100 per year; 30 quarter hours or 20 semester hours \$200 per year; one year of credit, \$300 per year; two years of credit, \$600 per year; three years of credit, \$800 per year; and four years of credit, \$1,000 per year. Funded by L.E.A.A.

COLLECTIVE BARGAINING  
(Cities Over 7,500)

AMES

City has been engaging in collective bargaining since 1970. Approximately 20 per cent of the city's employees are represented by the following bargaining agencies: Police Officers Association, Fire Fighters Association, and Operating Engineers. Agreements are signed by the city as requested by the union or association.

BURLINGTON

City has been engaging in collective bargaining since 1967. Approximately 60 per cent of the city's employees are represented by the following collective bargaining agencies: Association of Professional Firefighters; and American Federation of State, County, and Municipal Employees. Agreements signed with both unions.

COUNCIL BLUFFS

City has been engaging in collective bargaining since 1968. Approximately 70 per cent of the city's employees are represented by the following bargaining agencies: Policemen's Benevolent Association, all policemen below police chief; Association of Professional Firefighters, all firemen except fire chief; Association of Municipal Employees, public works employees below superintendent. City signs agreements with all groups.

DES MOINES

City has been engaging in collective bargaining since 1970 and has been conferring with employee groups since 1958. Approximately 95 per cent of the city's employees are represented by the following collective bargaining agencies: Des Moines Police and Burial Protective Association, Des Moines Association of Professional Firefighters, Municipal Laborers, Municipal Civil Service

employees, Teamsters Local, Plumbers Local, Operating Engineers Local, Bricklayers Local, Carpenters Local, Painters and Decorators Local, Electricians Local. A memorandum of agreement is signed by all the groups.

DUBUQUE

City has been engaging in collective bargaining since 1966. Approximately 65 per cent of the city's employees are represented by the following collective bargaining agencies: Dubuque Policemen's Protective Association, all policemen except police chief; International Fire Fighters Association Local #353, all firemen except fire chief; International Union of Operating Engineers Local #758, waterworks operation and distribution employees and meter readers; Teamsters - General Drivers and Helpers Local #421, streets, park, recreation and parking employees; Amalgamated Transit Union, bus drivers. In most cases a brief outline of agreed upon issues is signed by both parties.

FORT DODGE

City has been engaging in collective bargaining since 1954. Approximately 60 per cent of the city's employees are represented by the following collective bargaining agencies: Fort Dodge Police Association; Fort Dodge Fire Fighters Local #602; Oil, Chemical and Atomic Workers Local #6-502. An agreement of policy is signed with all groups.

MASON CITY

City has been engaging in collective bargaining since 1943. Approximately 66 per cent of the employees are represented by the following collective bargaining agencies: AFL-CIO #1367, public works employees; Mason City Fire Fighters Local #633; Unit #18--State Police Association. A statement of policy is adopted in the form of a resolution of the City Council.

OTTUMWA

City has been engaging in collective bargaining since 1956. At present, all of the city's employees are represented by the following collective bargaining agencies: Iowa State Police Association; Professional Fire Fighters; Ottumwa Municipal Employees, office workers; AFL-CIO Local #1404, public works and airport employees, sewage treatment employees, traffic maintenance personnel, parks employees, and health inspectors. A memorandum of agreement is signed.



SIOUX CITY

City has been engaging in collective bargaining since 1970. Approximately 55 per cent of city employees are represented by the following collective bargaining agencies: Sioux City Firemen's Association; Sioux City Policemen's Association; Municipal Civil Service Employees Association; American Federation of State, County, and Municipal Employees AFL-CIO, Civil Service and noncivil service employees; and Amalgamated Transit Union AFL-CIO, Transit System employees. Formal contracts are signed with all groups.

## ADMINISTRATIVE

| CITIES<br>OVER 7,500 | MAYOR       | CITY<br>MANAGER | SALARY        |           | CITY<br>CLERK | DEPUTY<br>CITY CLERK |
|----------------------|-------------|-----------------|---------------|-----------|---------------|----------------------|
|                      |             |                 |               | NO. EMPL. |               |                      |
| DES MOINES           | \$500*      | \$2319(a)       | \$1018 - 1230 | 11        | 1114          | \$785 - 947          |
| CEDAR RAPIDS         | 1714        | ---             | ---           | ---       | 950 - 1100    | 740 - 857            |
| SIoux CITY#          | 250*        | 2250(a)         | 681 - 987     | 12        | 1194 - 1447   | ---                  |
| DUBUQUE#             | 166*        | 1824(a)         | 812 - 1007    | 2         | 1118 - 1424   | 765 - 911            |
| COUNCIL BLUFFS       | 25*         | 2150            | 1166          | 1         | 1166          | 652 - 802            |
| AMES#                | 100*        | 2183(a)         | 956 - 1213    | 1         | 833           | 483 - 620            |
| CLINTON#             | 350*        | ---             | ---           | ---       | 1107          | ---                  |
| BURLINGTON#          | 100*        | 1750 - 1833     | ---           | ---       | 771 - 915     | 478 - 565            |
| FORT DODGE#          | 1125        | ---             | ---           | ---       | 1032          | 788                  |
| MASON CITY#          | 1092(a)     | ---             | ---           | ---       | 927           | 541                  |
| OTTUMWA              | 1052(a)     | ---             | 756 - 813     | 1         | 750           | 2.50/hr*             |
| CEDAR FALLS          | 642*(a)     | ---             | 757           | 1         | 1492          | 615 - 944            |
| MARSHALLTOWN         | 1000*       | ---             | ---           | ---       | 1413          | ---                  |
| MUSCATINE#           | 1800/yr*    | 1493            | ---           | ---       | 1128          | ---                  |
| BETTENDORF           | 625*        | ---             | ---           | ---       | 1100          | 562 - 716            |
| MARION               | 200*        | 1708            | ---           | ---       | 940 - 1199    | 502 - 641            |
| WEST DES MOINES      | 200*        | 1630(a)         | 909           | 1         | 1168          | 721                  |
| NEWTON               | 600*        | ---             | ---           | ---       | 1339          | ---                  |
| URBANDALE#           | 1200/yr*    | 1500            | 581 - 841     | 1         | 650 - 884     | 468 - 633(b)         |
| FORT MADISON#        | 800(a)      | ---             | ---           | ---       | 775           | 828                  |
| BOONE#               | 400*        | ---             | ---           | ---       | 1015          | ---                  |
| SPENCER              | 625         | ---             | ---           | ---       | 758           | ---                  |
| CHARLES CITY         | 200*        | ---             | ---           | ---       | 1039          | 630                  |
| ANKENY#              | 1870/yr*(a) | ---             | 945           | 1         | 1031          | 838                  |
| INDIANOLA            | 200*        | ---             | ---           | ---       | 1108          | ---                  |
| CARROLL              | 200*        | 1458            | ---           | ---       | 917           | 625                  |
| STORM LAKE           | 225*        | ---             | ---           | ---       | 1167          | ---                  |
| WEBSTER CITY         | ---         | 1275(a)         | ---           | ---       | 1050          | 499 - 582            |
| GRINNELL             | 250*        | 1500(a)         | ---           | ---       | ---           | 600                  |
| CRESTON              | 350*        | ---             | ---           | ---       | 565           | 425                  |
| LE MARS              | 150*        | ---             | ---           | ---       | 800           | 510                  |
| ESTHERVILLE          | 250*        | ---             | ---           | ---       | 967           | 592                  |
| KNOXVILLE            | 200*        | ---             | ---           | ---       | 790           | 2.65/hr*             |
| OELWEIN              | 200*        | 1275            | ---           | ---       | ---           | 525                  |

# Additional employees in these categories listed on page 52.

\* Part-time employees

(a) Expenses paid: Des Moines, transportation; Sioux City, car allowance;  
Dubuque, transportation; Ames, transportation;  
Mason City, car allowance; Ottumwa, car allowance;  
Cedar Falls, travel allowance; West Des Moines,  
car furnished; Ft. Madison, transportation allowance;  
Ankeny, car allowance; Webster City, car furnished;  
Grinnell, car furnished.

(b) Two employees in this position

| ADMINISTRATIVE (continued) |                |                |                      |                     |                  |
|----------------------------|----------------|----------------|----------------------|---------------------|------------------|
| CITIES<br>OVER 7,500       | CITY TREASURER | CITY AUDITOR   | PERSONNEL<br>OFFICER | PURCHASING<br>AGENT | CITY<br>ATTORNEY |
| DES MOINES                 | \$1041 - 1261  | ---            | \$1261 - 1613        | \$1144 - 1395       | \$2187           |
| CEDAR RAPIDS               | 1212 - 1402    | \$1212 - 1402  | 1212 - 1402          | ---                 | 1196             |
| SIOUX CITY#                | 813 - 987      | 1447 - 1753(a) | 1085 - 1315(b)       | 939 - 1138          | 1753 - 2124      |
| DUBUQUE#                   | 1034 - 1312    | 1076 - 1369    | 1076 - 1369          | 712 - 842           | 1542*            |
| COUNCIL BLUFFS             | 841 - 1058     | ---            | 966                  | 1013 - 1274         | 1792             |
| AMES#                      | 908 - 1155     | ---            | 1099 - 1401          | 908 - 1155          | 1563             |
| CLINTON#                   | 892            | ---            | ---                  | ---                 | 745*             |
| BURLINGTON#                | ---            | ---            | 1136 - 1316          | 771 - 915           | 1077 - 1136      |
| FORT DODGE#                | 546            | (c)            | ---                  | ---                 | 872*(b)          |
| MASON CITY#                | 450/yr*        | 1250(a)        | ---                  | ---                 | 604              |
| OTTUMWA                    | 715 - 767      | 750            | ---                  | ---                 | 1098*            |
| CEDAR FALLS                | 75*            | (c)            | ---                  | (c)                 | 917*             |
| MARSHALLTOWN               | 234*           | (c)            | ---                  | ---                 | 1175*            |
| MUSCATINE#                 | 2194/yr*       | ---            | ---                  | ---                 | 945*             |
| BETTENDORF                 | 83*            | ---            | (c)                  | (c)                 | 1000*            |
| MARION                     | 75*            | ---            | ---                  | ---                 | 945*             |
| WEST DES MOINES            | (c)            | ---            | (d)                  | (e)                 | 200*             |
| NEWTON                     | 500/yr*        | (c)            | ---                  | (c)                 | 100*(f)          |
| URBANDALE#                 | 1400/yr*       | ---            | ---                  | ---                 | 1333             |
| FORT MADISON#              | 140*           | ---            | ---                  | ---                 | 450*             |
| BOONE#                     | 868            | ---            | ---                  | ---                 | (g)              |
| SPENCER                    | 125*           | ---            | ---                  | ---                 | 188*(f)          |
| CHARLES CITY               | 100*           | (c)            | ---                  | ---                 | 25*(f)           |
| ANKENY#                    | 63*            | ---            | ---                  | ---                 | ---              |
| INDIANOLA                  | 75*            | ---            | ---                  | ---                 | 463*             |
| CARROLL                    | 200/yr*        | ---            | ---                  | ---                 | 125*             |
| STORM LAKE                 | 80*            | ---            | ---                  | ---                 | 50*              |
| WEBSTER CITY               | ---            | ---            | ---                  | 737 - 865           | 313*             |
| GRINNELL                   | 100*           | ---            | ---                  | ---                 | (g)              |
| CRESTON                    | 250            | ---            | ---                  | ---                 | 500*             |
| LE MARS                    | 45*            | ---            | ---                  | ---                 | 150*             |
| ESTHERVILLE                | 75*            | ---            | ---                  | ---                 | (g)              |
| KNOXVILLE                  | ---            | ---            | ---                  | ---                 | 166*             |
| OELWEIN                    | 100*           | ---            | ---                  | ---                 | 667*             |

# Additional employees in these categories listed on page 52.

\* Part-time employees

(a) Finance Director

(b) Expenses paid: Sioux City, car allowance; Ft. Dodge, \$100 per month, office expense.

(c) Duties performed by City Clerk

(d) Duties performed by Deputy City Clerk

(e) Duties performed by Administrative Assistant

(f) Plus fees

(g) Fee basis

| CITIES<br>OVER 7,500 | ADMINISTRATIVE (continued) |           | PROFESSIONAL AND TECHNICAL |                     |                                |
|----------------------|----------------------------|-----------|----------------------------|---------------------|--------------------------------|
|                      | ASSISTANT CITY ATTORNEY    |           | AIRPORT<br>MANAGER         | TRAFFIC<br>ENGINEER | DIRECTOR<br>OF<br>DATA SYSTEMS |
|                      | SALARY                     | NO. EMPL. |                            |                     |                                |
| DES MOINES#          | \$1728                     | ---       | ---                        | \$1723 - 2174(a)    | \$1144 - 1395                  |
| CEDAR RAPIDS#        | 572 - 1472                 | 2*;2      | \$1272 - 1472              | 1545 - 1789         | 1472 - 1704                    |
| SIoux CITY#          | 1085 - 1315                | 1;2*      | 1194 - 1447                | 1194 - 1447(a)      | 1194 - 1447                    |
| DUBUQUE#             | 559                        | 2*        | 908 - 1135*                | ---                 | ---                            |
| COUNCIL BLUFFS       | 1125                       | 1         | ---                        | ---                 | ---                            |
| AMES#                | 1099 - 1401                | 1         | ---                        | 1099 - 1401(a)      | 1000 - 1274                    |
| CLINTON#             | ---                        | ---       | 250                        | ---                 | 696                            |
| BURLINGTON#          | ---                        | ---       | ---                        | ---                 | ---                            |
| FORT DODGE#          | 584                        | 1*        | 1125(a)                    | ---                 | (b)                            |
| MASON CITY#          | ---                        | ---       | 1363(a)                    | ---                 | (c)                            |
| OTTUMWA              | ---                        | ---       | 1000(a)                    | 856 - 914(a)        | ---                            |
| CEDAR FALLS          | 875                        | 1*        | ---                        | 806 - 891           | ---                            |
| MARSHALLTOWN         | 781                        | 1*        | 642                        | ---                 | 900 - 950                      |
| MUSCATINE#           | 454                        | 1*        | ---                        | ---                 | ---                            |
| BETTENDORF           | 500                        | 1*        | ---                        | ---                 | ---                            |
| MARION               | 263                        | 1*        | ---                        | 553 - 707           | ---                            |
| WEST DES MOINES      | ---                        | ---       | ---                        | ---                 | ---                            |
| NEWTON               | ---                        | ---       | 165*                       | ---                 | ---                            |
| URBANDALE#           | ---                        | ---       | ---                        | ---                 | ---                            |
| FORT MADISON#        | ---                        | ---       | ---                        | ---                 | ---                            |
| BOONE#               | ---                        | ---       | ---                        | ---                 | ---                            |
| SPENCER              | ---                        | ---       | ---                        | ---                 | ---                            |
| CHARLES CITY         | ---                        | ---       | ---                        | ---                 | ---                            |
| ANKENY#              | ---                        | ---       | ---                        | ---                 | ---                            |
| INDIANOLA            | ---                        | ---       | ---                        | ---                 | ---                            |
| CARROLL              | ---                        | ---       | ---                        | ---                 | ---                            |
| STORM LAKE           | ---                        | ---       | 650                        | ---                 | ---                            |
| WEBSTER CITY         | ---                        | ---       | ---                        | ---                 | ---                            |
| GRINNELL             | ---                        | ---       | ---                        | ---                 | ---                            |
| CRESTON              | ---                        | ---       | 350                        | ---                 | ---                            |
| LE MARS              | ---                        | ---       | 300                        | ---                 | ---                            |
| ETTERVILLE           | ---                        | ---       | ---                        | ---                 | ---                            |
| KNOXVILLE            | ---                        | ---       | 397                        | ---                 | ---                            |
| OELWEIN              | ---                        | ---       | ---                        | ---                 | ---                            |

# Additional employees in these categories listed on page 52.

\* Part-time employees

(a) Expenses paid: Fort Dodge, pickup truck; Mason City, car furnished;  
Ottumwa, car allowance; Des Moines, car furnished;  
Sioux City, car furnished; Ames, car furnished;  
Cedar Falls, truck furnished.

(b) Duties performed by Deputy City Clerk

(c) Duties performed by Finance Director

PROFESSIONAL AND TECHNICAL (continued)

| CITIES<br>OVER 7,500 | COMPUTER PROGRAMMERS |             |           |           | KEY PUNCH OPERATORS |    |           |  |
|----------------------|----------------------|-------------|-----------|-----------|---------------------|----|-----------|--|
|                      | SALARY               |             | NO. EMPL. |           | SALARY              |    | NO. EMPL. |  |
|                      | DES MOINES#          | \$767 - 925 | 8         |           | \$490 - 590         | 11 |           |  |
| CEDAR RAPIDS#        | 816 - 945            | 1           |           | 434 - 528 | 1                   |    |           |  |
| SIOUX CITY           | 605 - 895            | 2           |           | 427 - 508 | 2                   |    |           |  |
| AMES                 | 751 - 956            | 2           |           | 441 - 562 | 5                   |    |           |  |
| CLINTON#             | ---                  | ---         |           | 517       | ---                 |    |           |  |
| FORT DODGE           | ---                  | ---         |           | 440 - 494 | 2                   |    |           |  |
| MASON CITY           | ---                  | ---         |           | 418 - 433 | 2                   |    |           |  |
| INDIANOLA            | 875                  | 1           |           | ---       | ---                 |    |           |  |

# Additional employees in these categories listed on page 52.

PLANNING AND COMMUNITY DEVELOPMENT

| CITIES<br>OVER 7,500 | PLANNING DIRECTOR |                | CHIEF OR SENIOR PLANNER |   | ASSISTANT PLANNER |             | DRAFTSMAN   |     |
|----------------------|-------------------|----------------|-------------------------|---|-------------------|-------------|-------------|-----|
|                      | SALARY            |                | NO. EMPL.               |   | SALARY            |             | NO. EMPL.   |     |
|                      | DES MOINES#       | \$1983 - 2502  | \$1325 - 1686           | 1 |                   | \$804 - 970 | 3           | --- |
| CEDAR RAPIDS         | 1472 - 1704       | 905 - 1047     | 2                       |   | 821 - 950         | 1           | \$640 - 740 | --- |
| SIOUX CITY           | 1447 - 1753(a)    | 1138 - 1381(a) | ---                     |   | ---               | ---         | 605 - 853   | 2   |
| DUBUQUE#             | 1118 - 1424       | ---            | ---                     |   | 908 - 1135        | 2           | ---         | --- |
| COUNCIL BLUFFS       | 1300              | ---            | ---                     |   | 825               | 1           | ---         | --- |
| AMES                 | 1274 - 1599       | 866 - 1099     | 1                       |   | ---               | ---         | 536 - 683   | 1*  |
| CLINTON              | 1040(a)           | ---            | ---                     |   | ---               | ---         | ---         | --- |
| BURLINGTON#          | 1253 - 1485       | 936 - 1108     | 1                       |   | 734 - 871         | 1           | ---         | --- |
| FORT DODGE           | 913(a)            | ---            | ---                     |   | ---               | ---         | ---         | --- |
| MASON CITY#          | ---               | ---            | ---                     |   | ---               | ---         | ---         | --- |
| OTTUMWA#             | 1268(a)           | 915            | 1                       |   | 672 - 728         | 1*;1        | ---         | --- |
| CEDAR FALLS          | ---               | 1129(a)        | 1                       |   | ---               | ---         | ---         | --- |
| MUSCATINE#           | ---               | ---            | ---                     |   | ---               | ---         | ---         | --- |
| BETTENDORF           | 1473              | 832 - 1057     | 1                       |   | ---               | ---         | ---         | --- |
| WEST DES MOINES      | 1083 - 1250       | ---            | ---                     |   | ---               | ---         | ---         | --- |
| URBANDALE            | 1250(b)           | ---            | ---                     |   | 711 - 971         | 1           | (c)         | (c) |
| FORT MADISON         | 849               | ---            | ---                     |   | ---               | ---         | ---         | --- |

# Additional employees in these categories listed on page 53.

\* Part-time employees

(a) Expenses paid: Sioux City, car furnished; Clinton, transportation allowance; Ft. Dodge, car allowance; Ottumwa, car allowance; Cedar Falls, car furnished

(b) Also Community Development Director

(c) Duties performed by Assistant Planner

HOUSING AND URBAN RENEWAL

| CITIES<br>OVER 7,500 | URBAN RENEWAL DIRECTOR | ASSISTANT URBAN RENEWAL DIRECTOR | HOUSING DIRECTOR | REAL ESTATE ADMINISTRATOR | RELOCATION ADMINISTRATOR | REHABILITATION ADMINISTRATOR |
|----------------------|------------------------|----------------------------------|------------------|---------------------------|--------------------------|------------------------------|
|                      | DES MOINES#            | \$1649 - 2071                    | \$1261 - 1613    | ---                       | \$1018 - 1230(a)         | \$1018 - 1230                |
| CEDAR RAPIDS         | (b)                    | 1047 - 1212                      | ---              | 821 - 950(a)              | 821 - 950                | 821 - 950                    |
| SIOUX CITY#          | 1254 - 1517(c)         | 1033 - 1254(c)                   | ---              | ---                       | 1033 - 1254(c)           | 778 - 895                    |
| DUBUQUE#             | 1369 - 1680            | ---                              | \$812 - 1007     | ---                       | 812 - 1007               | ---                          |
| COUNCIL BLUFFS       | 1833                   | ---                              | ---              | 1219                      | ---                      | 886                          |
| BURLINGTON#          | ---                    | ---                              | ---              | ---                       | 771 - 915                | 771 - 915                    |
| OTTUMWA              | (d)                    | 975                              | ---              | ---                       | 938(a)                   | 895                          |
| MUSCATINE            | ---                    | ---                              | 835              | 977                       | ---                      | 844                          |
| CHARLES CITY#        | 1261                   | 1308                             | ---              | ---                       | ---                      | ---                          |
| CARROLL              | 1155(c)                | ---                              | ---              | ---                       | ---                      | ---                          |

# Additional employees in these categories listed on page 53.

(a) Two employees in this position

(b) Duties performed by Planning Director

(c) Expenses paid: Sioux City, car furnished; Carroll, car allowance

(d) Duties performed by Community Development Director

| CLERICAL             |                                  |             |           |                           |           |                           |           |
|----------------------|----------------------------------|-------------|-----------|---------------------------|-----------|---------------------------|-----------|
| CITIES<br>OVER 7,500 | CHIEF CLERK OR<br>OFFICE MANAGER | SECRETARY   |           | SENIOR CLERK-STENOGRAPHER |           | JUNIOR CLERK-STENOGRAPHER |           |
|                      |                                  | SALARY      | NO. EMPL. | SALARY                    | NO. EMPL. | SALARY                    | NO. EMPL. |
| DES MOINES           | ---                              | \$616 - 740 | 6         | \$590 - 708               | 14        | \$429 - 513               | 12        |
| CEDAR RAPIDS         | \$863 - 997                      | 581 - 857   | 1*;27     | 456 - 728                 | 13        | ---                       | ---       |
| SIoux CITY           | ---                              | 488 - 656   | 21        | 511 - 630                 | 10        | 391 - 511                 | 17        |
| DUBUQUE              | ---                              | 612 - 708   | 1         | 550 - 642                 | 7         | ---                       | ---       |
| COUNCIL BLUFFS       | ---                              | 545 - 740   | 1         | ---                       | ---       | ---                       | ---       |
| AMES                 | ---                              | 441 - 651   | 7*;9      | ---                       | ---       | ---                       | ---       |
| CLINTON              | ---                              | 517         | 7         | ---                       | ---       | ---                       | ---       |
| BURLINGTON           | ---                              | 581 - 685   | 1         | 455 - 538                 | 5         | ---                       | ---       |
| FORT DODGE           | 640                              | 346 - 656   | 8         | ---                       | ---       | ---                       | ---       |
| MASON CITY           | 465                              | 375 - 441   | 4         | ---                       | ---       | ---                       | ---       |
| OTTUMWA              | ---                              | ---         | ---       | ---                       | ---       | ---                       | ---       |
| CEDAR FALLS#         | 579 - 739                        | 450 - 782   | 8         | ---                       | ---       | ---                       | ---       |
| MARSHALLTOWN         | ---                              | ---         | ---       | 3.30/hr                   | 1*        | ---                       | ---       |
| MUSCATINE            | ---                              | 572         | 1         | 435                       | 1         | ---                       | ---       |
| BETTENDORF           | ---                              | 441 - 679   | 3         | ---                       | ---       | ---                       | ---       |
| MARION               | ---                              | 412 - 527   | 1*;3      | 373 - 478                 | 1         | ---                       | ---       |
| WEST DES MOINES      | ---                              | 524 - 630   | 4         | ---                       | ---       | ---                       | ---       |
| NEWTON               | ---                              | 537 - 573   | 2         | ---                       | ---       | ---                       | ---       |
| URBANDALE            | ---                              | 492 - 692   | 3         | ---                       | ---       | ---                       | ---       |
| FORT MADISON#        | ---                              | 3.15/hr     | 1         | ---                       | ---       | ---                       | ---       |
| BOONE                | ---                              | 637 - 682   | 3         | ---                       | ---       | ---                       | ---       |
| SPENCER              | ---                              | 440         | 1         | ---                       | ---       | ---                       | ---       |
| CHARLES CITY         | ---                              | 537 - 630   | 3         | ---                       | ---       | 2.90/hr                   | 1*        |
| ANKENY               | ---                              | 418         | 1         | ---                       | ---       | ---                       | ---       |
| INDIANOLA#           | ---                              | 600         | 1         | ---                       | ---       | 396                       | 1         |
| CARROLL              | ---                              | ---         | ---       | ---                       | ---       | ---                       | ---       |
| STORM LAKE#          | ---                              | 490         | 1         | ---                       | ---       | ---                       | ---       |
| WEBSTER CITY         | ---                              | 499 - 582   | 1         | ---                       | ---       | ---                       | ---       |
| GRINNELL             | ---                              | 2.75/hr     | 1         | ---                       | ---       | ---                       | ---       |
| CRESTON              | ---                              | ---         | ---       | ---                       | ---       | ---                       | ---       |
| LE MARS              | ---                              | ---         | ---       | ---                       | ---       | ---                       | ---       |
| ESTHERVILLE#         | ---                              | 463         | 1         | ---                       | ---       | ---                       | ---       |
| KNOXVILLE            | 630                              | 1           | ---       | ---                       | ---       | ---                       | ---       |
| OELWEIN              | ---                              | ---         | ---       | ---                       | ---       | ---                       | ---       |

‡ Additional employees in these categories listed on page 53.

\* Part-time employees

CLERICAL (continued)

| CITIES<br>OVER 7,500 | CLERK-TYPIST   |           | SENIOR CLERK |           | JUNIOR CLERK  |           | TELEPHONE OPERATOR |           |
|----------------------|----------------|-----------|--------------|-----------|---------------|-----------|--------------------|-----------|
|                      | SALARY         | NO. EMPL. | SALARY       | NO. EMPL. | SALARY        | NO. EMPL. | SALARY             | NO. EMPL. |
| DES MOINES           | \$412 - 490    | 25        | \$564 - 674  | 16        | \$412 - 490   | 15        | \$469 - 564        | 2         |
| CEDAR RAPIDS         | 434 - 528      | 2*;21     | ---          | ---       | 358 - 414     | 11        | 414 - 479          | 1         |
| SIOUX CITY           | ---            | ---       | 468 - 605    | 11        | 375 - 468     | 25        | 427 - 508          | 10        |
| DUBUQUE              | 480 - 568      | 6         | 688 - 808    | 1         | ---           | ---       | 480 - 568          | 1         |
| COUNCIL BLUFFS       | 388 - 471      | 8         | ---          | ---       | ---           | ---       | 452 - 545          | 1         |
| AMES                 | 362 - 509      | 6         | 441 - 562    | 1*;1      | 362 - 462     | ---       | 381 - 483          | 1         |
| CLINTON              | 517            | 1         | ---          | ---       | ---           | ---       | ---                | ---       |
| BURLINGTON           | ---            | ---       | 450 - 513    | 6         | 375 - 450     | 5         | 413 - 488          | ---       |
| FORT DODGE           | ---            | ---       | ---          | ---       | ---           | ---       | ---                | ---       |
| MASON CITY           | 395            | 1         | ---          | ---       | 407           | 1         | 390                | 1         |
| OTTUMWA              | ---            | ---       | 613 - 703    | 4         | 538 - 613     | 1*;14     | ---                | ---       |
| CEDAR FALLS#         | 378 - 530      | 1*;2      | ---          | ---       | 2.25/hr - 511 | 1*;1      | ---                | ---       |
| MARSHALLTOWN         | 417 - 478      | 3         | 460          | 1         | 439           | 1         | ---                | ---       |
| MURCATINE            | 463 - 493      | ---       | ---          | ---       | ---           | ---       | ---                | ---       |
| HETTENDORF           | ---            | ---       | ---          | ---       | ---           | ---       | ---                | ---       |
| MARION               | ---            | ---       | ---          | ---       | ---           | ---       | 412 - 527          | 1         |
| WEST DES MOINES      | 376 - 510      | 1         | ---          | ---       | ---           | ---       | 376 - 510          | 1         |
| NEWTON               | ---            | ---       | ---          | ---       | ---           | ---       | ---                | ---       |
| URBANDALE            | ---            | ---       | ---          | ---       | ---           | ---       | ---                | ---       |
| FORT MADISON#        | 2.11/hr        | 1         | ---          | ---       | ---           | ---       | ---                | ---       |
| BOONE                | 2.90/hr        | 1*        | ---          | ---       | ---           | ---       | ---                | ---       |
| SPENCER              | 425            | 1         | ---          | ---       | 1.75/hr       | 1*        | ---                | ---       |
| CHARLES CITY         | ---            | ---       | ---          | ---       | ---           | ---       | ---                | ---       |
| ANKENY               | 405 - 559      | 2         | ---          | ---       | ---           | ---       | ---                | ---       |
| INDIANOLA#           | 1.60/hr;366    | 1*;2      | ---          | ---       | ---           | ---       | ---                | ---       |
| CARROLL              | 325 - 455      | 1         | ---          | ---       | ---           | ---       | ---                | ---       |
| STORM LAKE#          | ---            | ---       | ---          | ---       | ---           | ---       | ---                | ---       |
| WEBSTER CITY         | 1.60 - 1.86/hr | 2*        | ---          | ---       | ---           | ---       | ---                | ---       |
| GRINNELL             | 2.75/hr        | 1         | ---          | ---       | ---           | ---       | ---                | ---       |
| CRESTON              | ---            | ---       | ---          | ---       | ---           | ---       | ---                | ---       |
| LE MARS              | ---            | ---       | ---          | ---       | ---           | ---       | ---                | ---       |
| ESTHERVILLE#         | 386            | 1         | ---          | ---       | 356           | 1         | ---                | ---       |
| KNOXVILLE            | ---            | ---       | 570          | 1         | ---           | ---       | ---                | ---       |
| OELWEIN              | ---            | ---       | ---          | ---       | ---           | ---       | ---                | ---       |

# Additional employees in these categories listed on page 53.  
 \* Part-time employees

| CITIES<br>OVER 7,500 | CLERICAL (continued) |           |             |           |                             |           |             |           |
|----------------------|----------------------|-----------|-------------|-----------|-----------------------------|-----------|-------------|-----------|
|                      | BOOKKEEPER           |           | ACCOUNTANT  |           | BILLING OR<br>ACCOUNT CLERK |           | CASHIER     |           |
|                      | SALARY               | NO. EMPL. | SALARY      | NO. EMPL. | SALARY                      | NO. EMPL. | SALARY      | NO. EMPL. |
| DES MOINES           | ---                  | ---       | \$740 - 893 | 2         | \$513 - 616                 | 12        | ---         | ---       |
| CEDAR RAPIDS         | \$706 - 816          | 1(a)      | ---         | ---       | 456 - 640                   | 8         | \$376 - 581 | 5*;12     |
| SIOUX CITY           | ---                  | ---       | 713 - 852   | 2         | 555 - 656                   | 2         | ---         | ---       |
| DUBUQUE              | 550 - 667            | 2         | 668 - 808   | 1         | 550 - 4.57/hr               | 1*;3      | 480 - 586   | 5         |
| COUNCIL BLUFFS       | ---                  | ---       | 708 - 880   | 1         | 545 - 652                   | 1         | 471 - 565   | 2         |
| AMES                 | ---                  | ---       | ---         | ---       | 483 - 620                   | 4         | 441 - 562   | 3         |
| CLINTON              | 517                  | 2         | ---         | ---       | 517                         | 1         | 517         | 1         |
| BURLINGTON           | ---                  | ---       | ---         | ---       | 478 - 565                   | 3         | ---         | ---       |
| FORT DODGE           | ---                  | ---       | ---         | ---       | 531 - 565                   | 2         | ---         | ---       |
| MASON CITY           | ---                  | ---       | 552 - 675   | 2         | ---                         | ---       | 428 - 562   | 2         |
| OTTUMWA              | 700                  | 1         | ---         | ---       | ---                         | ---       | ---         | ---       |
| CEDAR FALLS#         | 445 - 533            | 1         | ---         | ---       | ---                         | ---       | ---         | ---       |
| MARSHALLTOWN         | ---                  | ---       | ---         | ---       | 511                         | 1         | ---         | ---       |
| MUSCATINE            | 600                  | ---       | ---         | ---       | ---                         | ---       | ---         | ---       |
| BETTENDORF           | ---                  | ---       | ---         | ---       | 463 - 617                   | 2         | 486 - 617   | 1         |
| MARION               | ---                  | ---       | ---         | ---       | 433 - 553                   | 1         | ---         | ---       |
| WEST DES MOINES      | 524 - 630            | 1         | ---         | ---       | ---                         | ---       | ---         | ---       |
| NEWTON               | 537                  | 1         | 801         | 1         | 537                         | 1         | 537         | 1         |
| URBANDALE            | 492 - 692            | 1         | ---         | ---       | 492 - 692                   | 1         | ---         | ---       |
| FORT MADISON#        | ---                  | ---       | ---         | ---       | ---                         | ---       | ---         | ---       |
| BOONE                | ---                  | ---       | ---         | ---       | ---                         | ---       | ---         | ---       |
| SPENCER              | ---                  | ---       | 355         | 1         | ---                         | ---       | ---         | ---       |
| CHARLES CITY         | 3.16/hr              | 1*        | ---         | ---       | 575                         | 1         | ---         | ---       |
| ANKENY               | ---                  | ---       | ---         | ---       | 405 - 592                   | 2         | ---         | ---       |
| INDIANOLA#           | 363                  | 1         | ---         | ---       | 517                         | 1         | ---         | ---       |
| CARROLL              | ---                  | ---       | ---         | ---       | 400 - 500                   | 1         | ---         | ---       |
| STORM LAKE#          | ---                  | ---       | ---         | ---       | ---                         | ---       | ---         | ---       |
| WEBSTER CITY         | 461 - 537            | 4         | ---         | ---       | 393 - 461                   | 2         | ---         | ---       |
| GRINNELL             | ---                  | ---       | ---         | ---       | ---                         | ---       | ---         | ---       |
| CRESTON              | ---                  | ---       | ---         | ---       | ---                         | ---       | ---         | ---       |
| LE MARS              | ---                  | ---       | ---         | ---       | ---                         | ---       | ---         | ---       |
| ESTHERVILLE#         | 527                  | 1         | ---         | ---       | 382                         | 1         | ---         | ---       |
| KNOXVILLE            | ---                  | ---       | ---         | ---       | ---                         | ---       | ---         | ---       |
| OELWEIN              | 411                  | 1         | ---         | ---       | 370 - 410                   | 2         | 345 - 385   | 1         |

# Additional employees in these categories listed on page 53.

\* Part-time employees

(a) Chief Payroll Clerk



| PUBLIC WORKS AND ENGINEERING |  |                  |                            |           |                         |                       |   |
|------------------------------|--|------------------|----------------------------|-----------|-------------------------|-----------------------|---|
| CITIES<br>OVER 7,500         | PUBLIC SERVICES<br>OR PUBLIC WORKS<br>DIRECTOR | CITY<br>ENGINEER | ASSISTANT CITY<br>ENGINEER |           | STREETS<br>COMMISSIONER | ENGINEER<br>(HIGHEST) |   |
|                              |  |                  | SALARY                     | NO. EMPL. |                         |                       |   |
| DES MOINES                   | \$2027-2563(a)                                 | \$1766-2224(a)   | ---                        | -         | ---                     | \$1325-1686           | 3 |
| CEDAR RAPIDS                 | 1704-1972                                      | 1545-1789        | \$1272-1472                | 1         | \$1272-1472             | 1272-1472             | 1 |
| SIoux CITY                   | 1447-1753(a)                                   | 1592-2023(a)     | 1315-1592(a)               | 1         | 987-1194(a)             | 1194-1447(a)          | 1 |
| DUBUQUE #                    | ---  | 1424-1735        | 1034-1424                  | 2         | 1076-1369               | ---                   | - |
| COUNCIL BLUFFS               | 1325(b)(c)                                     | ---              | 965-1215(a)                | 1         | 921-1162                | ---                   | - |
| AMES                         | 1401-1743                                      | 1213-1531        | ---                        | -         | 824-1050                | 1009-1274             | 1 |
| CLINTON #                    | ---  | 1500             | 1195                       | 1         | 1020                    | ---                   | - |
| BURLINGTON                   | 1522-1599                                      | ---              | 892-1056                   | 1         | 851-1006                | ---                   | - |
| FORT DODGE                   | ---  | 1421(a)          | ---                        | -         | ---                     | ---                   | - |
| MASON CITY                   | ---  | 1500             | 1467(a)                    | 1         | 967(a)                  | 857                   | 2 |
| OTTUMWA                      | ---  | 1208(a)          | 200                        | 1 *       | 947(a)                  | ---                   | - |
| CEDAR FALLS #                | 1520-1918(a)                                   | 1260-1590        | ---                        | -         | 998-1260(a)             | 906-1150              | 3 |
| MARSHALLTOWN                 | 1638   | 1542             | 1125                       | 1         | 1175                    | ---                   | - |
| MUSCATINE                    | ---  | 1126             | ---                        | -         | 1128                    | ---                   | - |
| BETTENDORF                   | 1688(a)  | 1235-1565        | 964-1223                   | 1         | 1064-1345(a)            | ---                   | - |
| MARION                       | 1088-1388                                      | 1322-1687        | 987-1259                   | 1         | 707-895                 | ---                   | - |
| WEST DES MOINES #            | ---  | 1364             | 954                        | 1         | 1118                    | ---                   | - |
| NEWTON                       | ---  | 1500             | 1206                       | 1         | 1090                    | ---                   | - |
| URBANDALE                    | ---  | 1292(a)          | ---                        | -         | 771-1052(a)             | ---                   | - |
| FORT MADISON                 | 1250(b)  | ---              | ---                        | -         | 950                     | ---                   | - |
| BOONE                        | ---  | 1385             | 1082                       | 1         | ---                     | ---                   | - |
| SPENCER                      | 1563   | ---              | ---                        | -         | 742                     | ---                   | - |
| CHARLES CITY                 | 1272(b)  | ---              | 944                        | 1         | 869                     | ---                   | - |
| ANKENY                       | ---  | 1241             | ---                        | -         | 1076                    | 946                   | 1 |
| INDIANOLA                    | 1396   | ---              | ---                        | -         | 779                     | ---                   | - |
| CARROLL                      | 1350   | ---              | ---                        | -         | ---                     | ---                   | - |
| STORM LAKE                   | ---  | ---              | ---                        | -         | 867                     | ---                   | - |
| WEBSTER CITY                 | 898-1050                                       | ---              | ---                        | -         | ---                     | ---                   | - |
| GRINNELL                     | 985(a)   | ---              | 875-950                    | 1         | 665-765                 | ---                   | - |
| CRESTON                      | ---  | 1500             | ---                        | -         | 660                     | ---                   | - |
| LEMARS                       | 1475   | ---              | ---                        | -         | ---                     | ---                   | - |
| ESTHERVILLE                  | 1084   | ---              | ---                        | -         | ---                     | ---                   | - |
| KNOXVILLE                    | ---  | ---              | ---                        | -         | 725                     | ---                   | - |
| OELWEIN #                    | ---  | ---              | ---                        | -         | 727                     | ---                   | - |

# Additional employees in these categories listed on page 54.

\* Part-time employees

(a) Expenses paid: Des Moines, car furnished; Sioux City, car furnished; Council Bluffs, car allowance; Fort Dodge, car furnished; Mason City, car furnished; Ottumwa, car allowance; Cedar Falls, car furnished; Bettendorf, car furnished; Urbandale, car furnished; Grinnell, transportation, house and utilities.

(b) Also City Engineer

(c) Plus \$4,000/year deferred compensation

(d) Car allowance

## PUBLIC WORKS AND ENGINEERING (continued)

| CITIES<br>OVER 7,500 | ENGINEER<br>(INTERMEDIATE) |           | ENGINEER<br>(LOWEST) |           | ENGINEERING<br>ASSISTANT |           | DRAFTSMEN     |           |
|----------------------|----------------------------|-----------|----------------------|-----------|--------------------------|-----------|---------------|-----------|
|                      | SALARY                     | NO. EMPL. | SALARY               | NO. EMPL. | SALARY                   | NO. EMPL. | SALARY        | NO. EMPL. |
| DLS MOINES           | \$1115-1358                | 4         | \$970-1172           | 9         | \$ ---                   | --        | \$616-740     | 10        |
| CEDAR RAIDS          | 905-1047                   | 1         | 863-997              | 7         | 816-945                  | 4         | 640-740       | --        |
| SIOUX CITY           | 1033-1254 (a)              | 2         | 939-1138 (a)         | 2         | 555-853                  | 21        | 605-853       | 7         |
| DUBUQUE #            | 1007-1261                  | 1         | 908-1135             | 2         | 3.85-5.81/hr.            | 9         | 3.85-4.52/hr. | 1         |
| COUNCIL BLUFFS       | 841-1158                   | 1         | ---                  | -         | 565-676                  | 1         | ---           | --        |
| AMES                 | ---                        | -         | ---                  | -         | 751-956                  | 3         | 620-788       | 2*,4      |
| CLINTON #            | 975                        | 1         | ---                  | -         | 776                      | 1         | 714           | --        |
| RUPLINGTON           | ---                        | -         | ---                  | -         | 607-959                  | 5         | ---           | --        |
| FORT DODGE           | ---                        | -         | ---                  | -         | 825-1029                 | 2         | ---           | --        |
| MASON CITY           | ---                        | -         | ---                  | -         | 621-739                  | 4         | ---           | --        |
| OTTUMWA              | ---                        | -         | ---                  | -         | 661-745                  | 4         | ---           | --        |
| CEDAR FALLS #        | ---                        | -         | ---                  | -         | 584-998                  | 6         | ---           | --        |
| MARSHALLTOWN         | ---                        | -         | ---                  | -         | 486-698                  | 4         | ---           | --        |
| MUSCATINE            | ---                        | -         | ---                  | -         | 930-1024                 | 2         | ---           | --        |
| BETTENDORF           | ---                        | -         | ---                  | -         | 3.26/hr.-1057            | 5         | 3.26-4.54/hr. | 1         |
| MARION               | ---                        | -         | ---                  | -         | 553-772                  | 4         | ---           | --        |
| WEST DES MOINES #    | ---                        | -         | ---                  | -         | 663-899                  | 2         | ---           | --        |
| NEWTON               | ---                        | -         | ---                  | -         | ---                      | --        | 4.74/hr.      | 1         |
| URBANDALE            | ---                        | -         | ---                  | -         | ---                      | --        | 711-971       | --        |
| FORT MADISON         | ---                        | -         | ---                  | -         | 3.17-3.68/hr.            | 2         | ---           | --        |
| BOONE                | ---                        | -         | ---                  | -         | ---                      | --        | 752           | 1         |
| SPENCER              | ---                        | -         | ---                  | -         | ---                      | --        | ---           | --        |
| CHARLES CITY         | ---                        | -         | ---                  | -         | ---                      | --        | 832           | 1         |
| ANKENY               | ---                        | -         | ---                  | -         | ---                      | --        | ---           | --        |
| INDIANOLA            | ---                        | -         | ---                  | -         | ---                      | --        | ---           | --        |
| CARROLL              | ---                        | -         | ---                  | -         | ---                      | --        | ---           | --        |
| STORM LAKE           | ---                        | -         | ---                  | -         | ---                      | --        | ---           | --        |
| WEBSTER CITY         | ---                        | -         | ---                  | -         | 393-537                  | 2         | 517-605       | 1         |
| GRINNELL             | ---                        | -         | ---                  | -         | ---                      | 1         | ---           | --        |
| CRESTON              | ---                        | -         | ---                  | -         | 3.80/hr.                 | 1         | ---           | --        |
| LEMARS               | ---                        | -         | ---                  | -         | ---                      | --        | ---           | --        |
| ESTHERVILLE          | ---                        | -         | ---                  | -         | ---                      | --        | ---           | --        |
| KNOXVILLE            | ---                        | -         | ---                  | -         | ---                      | --        | ---           | --        |
| OELWEIN              | ---                        | -         | ---                  | -         | ---                      | --        | ---           | --        |

# Additional employees in these categories listed on page 54.

\* Part-time employees

| CITIES<br>OVER 7,500 | ENGINEERING (continued) |           | SKILLED TRADES AND LABOR |  |           |                                |           |
|----------------------|-------------------------|-----------|--------------------------|--|-----------|--------------------------------|-----------|
|                      | ROD MEN                 |           | REPAIR SHOP<br>FOREMAN   | UTILITY MECHANIC<br>OR GENERAL REPAIRMAN |           | AUTO SHOP OR<br>GARAGE FOREMAN |           |
|                      | SALARY                  | NO. EMPL. |                          | SALARY                                   | NO. EMPL. | SALARY                         | NO. EMPL. |
| DES MOINES #         | \$590-708               | 11        | \$844-1018               |  |           |                                |           |
| CEDAR RAPIDS #       | 528-611                 | 2         | ---                      | \$740-777                                | 5         | \$821-950                      | 1         |
| SIOUX CITY #         | ---                     | --        | 713-853 (a)              | 555-656                                  | 50        | 813-987                        | 2         |
| DUBUQUE #            | 3.85-4.52/hr.           | 1         | ---                      | ---                                      | --        | 875-1094                       | 1         |
| COUNCIL BLUFFS       | ---                     | --        | ---                      | ---                                      | --        | 740-921                        | 1         |
| AMES                 | 509-651                 | 1*;1      | ---                      | ---                                      | --        | 751-956                        | 1         |
| CLINTON #            | ---                     | --        | ---                      | 4.19/hr.                                 | 1         | ---                            | --        |
| BURLINGTON #         | ---                     | --        | 668-790                  | 607-719                                  | 6         | 700-829                        | 1         |
| FORT DODGE           | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| MASON CITY           | ---                     | --        | 835                      | ---                                      | --        | ---                            | --        |
| OTTUMWA #            | ---                     | --        | 844-914                  | ---                                      | --        | 844-914                        | 3         |
| CEDAR FALLS #        | ---                     | --        | ---                      | ---                                      | --        | 746-950                        | 1         |
| MARSHALLTOWN #       | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| MUSCATINE            | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| BETTENDORF           | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| MARION #             | ---                     | --        | ---                      | ---                                      | --        | 610-772                        | 1         |
| WEST DES MOINES #    | ---                     | --        | ---                      | 663-763                                  | 1         | ---                            | --        |
| NEWTON               | 2.70/hr.                | 1         | ---                      | ---                                      | --        | ---                            | --        |
| URBANDALE            | ---                     | --        | ---                      | 546-737                                  | 1         | ---                            | --        |
| FORT MADISON         | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| BOONE                | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| SPENCER              | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| CHARLES CITY         | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| ANFENY               | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| INDIANOLA            | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| CARROLL              | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| STORM LAKE           | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| WEBSTER CITY         | 461-537                 | 1         | ---                      | ---                                      | --        | ---                            | --        |
| GRINNELL             | ---                     | --        | ---                      | 600-670                                  | 1         | ---                            | --        |
| CRESTON              | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| LEMARS               | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| ESTHERVILLE          | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| KNOXVILLE            | ---                     | --        | ---                      | ---                                      | --        | ---                            | --        |
| OELWEIN              | ---                     | --        | ---                      | 536                                      | 1         | ---                            | --        |

# Additional employees in these categories listed on page 54.

\* Part-time employees

(a) Maintenance Foreman

## SKILLED TRADES AND LABOR (continued)

| CITIES<br>OVER 7,500 | AUTOMOTIVE<br>MECHANIC |           | MAINTENANCE OR<br>SERVICE MAN |           | HEAVY EQUIPMENT<br>OPERATOR |           | LIGHT EQUIPMENT<br>OPERATOR |           |
|----------------------|------------------------|-----------|-------------------------------|-----------|-----------------------------|-----------|-----------------------------|-----------|
|                      | SALARY                 | NO. EMPL. | SALARY                        | NO. EMPL. | SALARY                      | NO. EMPL. | SALARY                      | NO. EMPL. |
| DES MOINES #         | \$4.67-4.90/hr.        | 23        | \$3.54-3.71/hr.               | 8         | \$5.08-5.31/hr.             | 4         | \$4.25-4.45/hr.             | 8         |
| CEDAR RAPIDS #       | 773-816                | 7         | 581-612                       | 1         | 740-777                     | 26        | 673-705                     | 33        |
| SIOUX CITY #         | 630-853                | 16        | 531-630                       | 5         | 630-740                     | 9         | 605-713                     | 19        |
| DUBUQUE #            | 4.59-4.91/hr.          | 8         | 3.93-4.43/hr.                 | 5         | 4.30-4.57/hr.               | 10        | 4.17-4.43/hr.               | 7         |
| COUNCIL BLUFFS       | 708-880                | 4         | ---                           | --        | 583-708                     | 12        | 563-676                     | 10        |
| AMES                 | 3.76-5.00/hr.          | 5         | 2.94-3.76/hr.                 | 1*;1      | 3.58-4.55/hr.               | 5         | ---                         | --        |
| CLINTON              | 3.73/hr.               | 1         | ---                           | --        | 4.07/hr.                    | 1         | 3.91/hr.                    | 7         |
| BURLINGTON #         | 639-755                | 3         | ---                           | --        | 607-719                     | 3         | 551-654                     | 9         |
| FORT DODGE           | ---                    | --        | ---                           | --        | 693-707                     | 2         | 707                         | 2         |
| MASON CITY           | 714                    | 1         | 670-678                       | 2         | 714                         | 11        | 679-699                     | 12        |
| OTTUMWA #            | 687-735                | 2         | ---                           | --        | 687-735                     | 6         | 687-735                     | 4         |
| CEDAR FALLS          | 644-822                | 2         | 371-746                       | 2         | 644-822                     | 8         | 614-782                     | 5         |
| MARSHALLTOWN #       | 3.41/hr.               | 1         | 4.14/hr.                      | 1         | ---                         | --        | 3.50-3.75/hr.               | 8         |
| MUSCATINE            | 766                    | --        | ---                           | --        | 766                         | --        | 731                         | --        |
| BETTENDORF           | 3.96-5.02/hr.          | 1         | ---                           | --        | 4.14-5.26/hr.               | 2         | 3.16-4.79/hr.               | 11        |
| MARION #             | 581-735                | 1         | ---                           | --        | ---                         | --        | 581-772                     | 4         |
| WEST DES MOINES      | 753-902                | 1         | 630-697                       | 1         | 729-861                     | 2         | 663-763                     | 2         |
| NEWTON               | 849                    | 1         | 4.08/hr.                      | 1         | 4.19/hr.                    | 2         | 3.83-3.94/hr.               | 10        |
| URBANDALE            | ---                    | --        | ---                           | --        | 650-884                     | 4         | 584-806                     | 2         |
| FORT MADISON         | 321                    | 1         | 3.17-3.59/hr.                 | 1         | ---                         | --        | 3.17-3.59/hr.               | 8         |
| BOONE                | 823                    | 1         | ---                           | --        | ---                         | --        | ---                         | --        |
| SPENCER              | ---                    | --        | ---                           | --        | 677-687                     | 2         | 605-628                     | 2         |
| CHARLES CITY         | 4.23-4.43/hr.          | 1         | ---                           | --        | 3.76-4.00/hr.               | 1         | 3.52-3.76/hr.               | 4         |
| ANKENY               | ---                    | --        | ---                           | --        | 570-752                     | 4         | 570                         | 1         |
| INDIANOLA            | ---                    | --        | ---                           | --        | ---                         | --        | ---                         | --        |
| CARROLL              | 525-675                | 1         | ---                           | --        | 635-675                     | --        | 610-630                     | 6         |
| STORM LAKE           | ---                    | --        | ---                           | --        | 683                         | 3         | ---                         | --        |
| WEBSTER CITY         | 605-709                | 2         | 517-605                       | 2         | 560-655                     | 1         | 538-631                     | 2         |
| GRINNELL             | ---                    | --        | ---                           | --        | 620-640                     | 1         | 580-600                     | 2         |
| CRESTON              | ---                    | --        | ---                           | --        | 3.16/hr.                    | 6         | 3.16/hr.                    | 10        |
| LEMARS               | ---                    | --        | ---                           | --        | 640                         | 2         | 625                         | 2         |
| ESTHERVILLE          | 722                    | 1         | 540-578                       | 2         | 604-668                     | 2         | 604                         | 1         |
| KNOXVILLE            | ---                    | --        | ---                           | --        | ---                         | --        | 585                         | 1         |
| OELWEIN              | ---                    | --        | ---                           | --        | 536                         | 2         | 502                         | 3         |

# Additional employees in these categories listed on page 54.

\* Part-time employees

SKILLED TRADES AND LABOR (continued)

| CITIES<br>OVER 7,500 | TRUCK DRIVERS |                 | GARBAGE<br>COLLECTION<br>SUPERINTENDENT | DUMP OR<br>INCINERATOR<br>SUPERINTENDENT | LABOR FOREMAN<br>(HIGHEST) |             | LABOR FOREMAN<br>(INTERMEDIATE) |            |
|----------------------|---------------|-----------------|---|--|----------------------------|-------------|---------------------------------|------------|
|                      | SALARY        | NO. EMPL.       |   |  | SALARY                     | NO. EMPL.   | SALARY                          | NO. EMPL.  |
|                      | DES MOINES #  | \$4.07-4.25/hr. | 63                                      | \$ ---                                   | \$ ---                     | \$ 884-1064 | 3                               | \$ 804-970 |
| CEDAR RAPIDS #       | 612-641       | 4               | 997-1154                                | 777-816                                  | 821-950                    | 7           | 777-900                         | 1          |
| SICUX CITY #         | 555-656       | 20              | 813-987 (a)                             | ---                                      | 778-1033                   | 5           | 681-813                         | 16         |
| DUBUQUE #            | 4.05-4.43/hr. | 14              | 4.61-4.96/hr.                           | ---                                      | ---                        | ---         | ---                             | ---        |
| COUNCIL BLUFFS       | 545-652       | 24              | 921-1162                                | (b)                                      | 740-921                    | 5           | ---                             | ---        |
| AMES                 | 2.94-3.76/hr. | 6               | ---                                     | 3.76-4.76/hr.                            | 3.76-4.76/hr.              | 3           | 3.41-4.34/hr.                   | 1          |
| CLINTON              | 3.70/hr.      | 11              | ---                                     | ---                                      | ---                        | ---         | ---                             | ---        |
| BURLINGTON #         | 502-593       | 11              | ---                                     | ---                                      | 668-790                    | 5           | ---                             | ---        |
| FORT DODGE           | 693-707       | 17;1*           | 775                                     | ---                                      | 775-890                    | 3           | ---                             | ---        |
| MASON CITY           | 663-714       | 20              | 835 (a)                                 | ---                                      | 857 (a)                    | 2           | 729                             | 1          |
| OTTUMWA #            | 687-735       | 3               | ---                                     | ---                                      | 844-914                    | 2           | 644-914                         | 1          |
| CEDAR FALLS          | ---           | ---             | ---                                     | ---                                      | 746-950                    | 3           | ---                             | ---        |
| MARSHALLTOWN #       | 2.90-3.41/hr. | 2*;15           | ---                                     | ---                                      | 868-939                    | 2           | ---                             | ---        |
| MUSCATINE            | 660           | ---             | 941                                     | ---                                      | 804                        | ---         | 651-754                         | ---        |
| DETRONDON            | ---           | ---             | 916-1168                                | ---                                      | 916-1168                   | 1           | ---                             | ---        |
| MARION #             | ---           | ---             | 673-852                                 | ---                                      | ---                        | ---         | ---                             | ---        |
| WEST DES MOINES      | 630-697       | 15              | 763-861                                 | ---                                      | 763-861                    | 2           | ---                             | ---        |
| NEWTON               | 3.97/hr.      | 2               | ---                                     | 791                                      | ---                        | ---         | ---                             | ---        |
| URBANDALE            | 503-676       | 3               | 650-884                                 | ---                                      | 711-971                    | 2           | ---                             | ---        |
| FORT MADISON         | 2.98-3.34/hr. | 5               | ---                                     | ---                                      | ---                        | ---         | 3.30-3.76/hr.                   | 1          |
| BOONI                | ---           | ---             | ---                                     | ---                                      | ---                        | ---         | 823                             | 2          |
| SPENCER              | ---           | ---             | ---                                     | 540                                      | ---                        | ---         | ---                             | ---        |
| CHARLES CITY         | ---           | ---             | ---                                     | ---                                      | 4.00-4.23/hr.              | 1           | ---                             | ---        |
| ANKENY               | ---           | ---             | ---                                     | ---                                      | 772                        | 2           | ---                             | ---        |
| INDIANOLA            | ---           | ---             | ---                                     | ---                                      | ---                        | ---         | ---                             | ---        |
| CARROLL              | 560-600       | 3               | ---                                     | ---                                      | 740-760                    | 2           | 695-735                         | 1          |
| STORM LAKE           | ---           | ---             | ---                                     | ---                                      | ---                        | ---         | ---                             | ---        |
| WEBSTER CITY         | 538-631       | 3               | ---                                     | 461-537                                  | 655-768                    | 1           | ---                             | ---        |
| GRINNELL             | 580-600       | 3               | 665-780                                 | ---                                      | 600-670                    | 1           | ---                             | ---        |
| CRESTON              | ---           | ---             | ---                                     | ---                                      | ---                        | ---         | ---                             | ---        |
| LEMAHS               | ---           | ---             | ---                                     | 470                                      | 805                        | 1           | ---                             | ---        |
| ESTHERVILLE          | ---           | ---             | 635                                     | 635                                      | ---                        | ---         | ---                             | ---        |
| KNOXVILLE            | 525           | 3               | ---                                     | ---                                      | ---                        | ---         | 605                             | 1          |
| OELWEIN              | ---           | ---             | 727                                     | ---                                      | ---                        | ---         | ---                             | ---        |

# Additional employees in these categories listed on page 54.  
 \* Part-time employees

(a) Car furnished  
 (b) Duties performed by Garbage Collection Superintendent

| SKILLED TRADES AND LABOR (continued) |                         |           |                 |           |                 |           |  |           |
|--------------------------------------|-------------------------|-----------|-----------------|-----------|-----------------|-----------|--|-----------|
| CITIES<br>OVER 7,500                 | SUB-FOREMAN<br>(LOWEST) |           | LABORERS        |           | ELECTRICIAN     |           | PAINTER OR<br>CARPENTER                  |           |
|                                      | SALARY                  | NO. EMPL. | SALARY          | NO. EMPL. | SALARY          | NO. EMPL. | SALARY                                   | NO. EMPL. |
| DES MOINES #                         | \$ 740-893              | 16        | \$3.79-3.97/hr. | 56        | \$5.31-5.57/hr. | 4         | \$4.67-4.90/hr. (a)<br>4.90-5.13/hr. (b) | 8<br>5    |
| CEDAR RAPIDS #                       | 740-857                 | 1         | 581-641         | 90        | 856-945         | 3         | ---                                      | ---       |
| STOUC CITY #                         | 630-740                 | 6         | 488-581         | 58        | 740-895         | 2         | 656-778 (b)                              | 2         |
| DUBUCQUE #                           | 4.61-4.96/hr.           | 14        | 3.93-4.17/hr.   | 28        | 4.69-5.24/hr.   | 2         | 3.93-4.91/hr. (a)                        | 2         |
| COUNCIL BLUFFS                       | ---                     | ---       | 545-652         | 24        | ---             | ---       | ---                                      | ---       |
| AMES                                 | ---                     | ---       | 2.31-3.76/hr.   | 5*;6      | 4.34-6.37/hr.   | 5         | 3.26-4.14/hr. (b)                        | 1         |
| CLINTON                              | ---                     | ---       | 3.50/hr.        | 6         | 4.19/hr;941     | 2;1       | ---                                      | ---       |
| BURLINGTON #                         | ---                     | ---       | 502-593         | 15;1*     | 700-829         | 1         | ---                                      | ---       |
| FORT DODGE                           | 745-875                 | 3         | 3.99-4.13/hr.   | 21        | 715-725         | 2         | ---                                      | ---       |
| MASON CITY                           | ---                     | ---       | 619-688         | 6         | 789             | 1         | 734 (b)                                  | 1         |
| OTTUMWA #                            | 738-791                 | 3         | 661-724         | 4*;18     | ---             | ---       | 661-706 (b)                              | 1         |
| CEDAR FALLS                          | ---                     | ---       | 556-746         | 13        | 782-998         | 1         | ---                                      | ---       |
| MARSHALLTOWN #                       | 564                     | 1         | 1.60-3.41/hr.   | 7*;7      | 755-963         | 2         | 3.75/hr. (b)                             | 1         |
| MUSCATINE                            | ---                     | ---       | 517             | ---       | ---             | ---       | ---                                      | ---       |
| BETTENDORF                           | ---                     | ---       | 3.41-4.34/hr.   | 4         | ---             | ---       | ---                                      | ---       |
| MARION #                             | ---                     | ---       | 527-707         | 4         | ---             | ---       | ---                                      | ---       |
| WEST DES MOINES                      | ---                     | ---       | 602-669         | 6         | ---             | ---       | ---                                      | ---       |
| NEWTON                               | ---                     | ---       | ---             | ---       | 1000            | 1         | ---                                      | ---       |
| URBANDALE                            | ---                     | ---       | 546-737         | 3         | ---             | ---       | ---                                      | ---       |
| FORT MADISON                         | ---                     | ---       | 2.90-3.26/hr.   | 7         | ---             | ---       | ---                                      | ---       |
| BOONE                                | ---                     | ---       | 643-726         | 8         | ---             | ---       | ---                                      | ---       |
| SPENCER                              | ---                     | ---       | 2.15-2.25/hr.   | 3*        | ---             | ---       | ---                                      | ---       |
| CHARLES CITY                         | ---                     | ---       | 3.17-3.52/hr.   | 3         | ---             | ---       | ---                                      | ---       |
| ANKENY                               | ---                     | ---       | 511-635         | 3         | ---             | ---       | ---                                      | ---       |
| INDIANOLA                            | ---                     | ---       | 627-700         | 4         | ---             | ---       | ---                                      | ---       |
| CARROLL                              | ---                     | ---       | 525-550         | 3         | ---             | ---       | ---                                      | ---       |
| STORM LAKE                           | ---                     | ---       | 3.00-3.13/hr.   | 5         | ---             | ---       | ---                                      | ---       |
| WEBSTER CITY                         | 631-737                 | 1         | 517-605         | 3         | ---             | ---       | ---                                      | ---       |
| GRINNELL                             | ---                     | ---       | ---             | ---       | ---             | ---       | 620-640 (b)                              | 1         |
| CRESTON                              | ---                     | ---       | ---             | ---       | ---             | ---       | ---                                      | ---       |
| LEMARS                               | ---                     | ---       | 320             | 1         | ---             | ---       | ---                                      | ---       |
| ESTHERVILLE                          | 740                     | 1         | 540-604         | 6         | ---             | ---       | ---                                      | ---       |
| KNOXVILLE                            | ---                     | ---       | 2.75/hr.        | 1*        | ---             | ---       | ---                                      | ---       |
| OELWEIN                              | ---                     | ---       | ---             | ---       | ---             | ---       | ---                                      | ---       |

# Additional employees in these categories listed on page 54.

\* Part-time employees

(a) Painter  
(b) Carpenter

SKILLED TRADES AND LABOR (continued)

| CITIES<br>OVER 7,500 | BUILDING<br>SUPERINTENDENT | BUILDING<br>CUSTODIAN |           | SEWER MAINTENANCE<br>WORKER |           | GARBAGE<br>COLLECTOR |           |
|----------------------|----------------------------|-----------------------|-----------|-----------------------------|-----------|----------------------|-----------|
|                      |                            | SALARY                | NO. EMPL. | SALARY                      | NO. EMPL. | SALARY               | NO. EMPL. |
| DES MOINES #         | \$767-924                  | \$ 564-616            | 32        | \$4.07-4.25/hr.             | 14        | \$ ---               | --        |
| CEDAR RAPIDS #       | 163-997                    | 554-640               | 13        | 581-612                     | 1         | 612-641              | 10        |
| SIOUX CITY           | ---                        | 488-656               | 16        | ---                         | --        | ---                  | --        |
| DUBUQUE #            | ---                        | 3.93-4.17/hr.         | 6         | ---                         | --        | 3.93-4.17/hr.        | 12        |
| COUNCIL BLUFFS       | 565-676                    | 509-602               | 3         | 565-676                     | 4         | ---                  | --        |
| AMES                 | ---                        | 2.21-3.41/hr.         | 2*;3      | ---                         | --        | ---                  | --        |
| CLINTON              | 630                        | ---                   | --        | ---                         | --        | 3.61/hr.             | 7         |
| BURLINGTON #         | 668-790                    | 394-466               | 5*;3      | 607-719                     | 3         | ---                  | --        |
| FORT DODGE           | ---                        | 605                   | 2         | (a)                         | --        | (b)                  | --        |
| MASON CITY           | ---                        | 706                   | 1         | ---                         | --        | ---                  | --        |
| OTTUMWA #            | ---                        | 661-706               | 3         | 2.50/hr.                    | 6*        | ---                  | --        |
| CEDAR FALLS          | ---                        | 530-676               | 4         | ---                         | --        | ---                  | --        |
| MARSHALLTOWN #       | ---                        | 391                   | 1*        | 3.57-3.75/hr.               | 5         | ---                  | --        |
| MUSCATINE            | ---                        | 493                   | --        | ---                         | --        | 562                  | --        |
| DETTENDORF           | ---                        | 441-560               | 1         | ---                         | --        | 3.47-4.39/hr.        | 7         |
| MARION #             | ---                        | ---                   | --        | 553-707                     | 2         | 581-735              | 6         |
| WEST DES MOINES      | ---                        | 575-663               | 2         | ---                         | --        | 602-669              | 6         |
| NEWTON               | ---                        | 682                   | 1         | 3.91/hr.                    | 3         | 362-383              | 4         |
| URBANDALE            | ---                        | ---                   | --        | 589-806                     | 2         | 503-676              | 3         |
| FORT MADISON         | ---                        | 1.75-2.00/hr.         | 2*        | ---                         | --        | 2.90-3.26/hr.        | 4         |
| BOONE                | ---                        | 581-682               | 2         | 643-726                     | 2         | ---                  | --        |
| SPENCER              | ---                        | ---                   | --        | ---                         | --        | ---                  | --        |
| CHARLES CITY         | ---                        | 2.00/hr-494           | 1*;2      | 3.52-3.76/hr.               | 2*        | ---                  | --        |
| ARKENY               | ---                        | ---                   | --        | ---                         | --        | ---                  | --        |
| INDIANOLA            | ---                        | 3.00/hr.              | 1         | ---                         | --        | ---                  | --        |
| CARROLL              | ---                        | 65                    | 1*        | ---                         | --        | ---                  | --        |
| STORM LAKE           | ---                        | ---                   | --        | ---                         | --        | ---                  | --        |
| WEBSTER CITY         | ---                        | 226-605               | 2*;1      | ---                         | --        | ---                  | --        |
| GRINWELL             | ---                        | ---                   | --        | ---                         | --        | 2.25/hr-660          | 3         |
| CRYSTON              | ---                        | ---                   | --        | 620                         | 1         | ---                  | --        |
| LEMAUS               | ---                        | 75                    | 1*        | ---                         | --        | ---                  | --        |
| ESTERVILLE           | ---                        | 683                   | 1         | 562                         | 2         | 571-604              | 3         |
| ENCXVILLE            | ---                        | 125 (c)               | 1         | ---                         | --        | ---                  | --        |
| GELWEIN              | ---                        | ---                   | --        | 560                         | 1         | 502-560              | 2         |

# Additional employees in these categories listed on page 54.  
 \* Part-time employees

(a) Duties performed by Laborers  
 (b) Duties performed by Laborers and Truck Drivers  
 (c) Plus living quarters

| CITIES<br>OVER 7,500 | INSPECTION (except Health) |                                 |           |                         |           |                       |           |                      |
|----------------------|----------------------------|---------------------------------|-----------|-------------------------|-----------|-----------------------|-----------|----------------------|
|                      | BUILDING<br>INSPECTOR      | ASSISTANT BUILDING<br>INSPECTOR |           | ELECTRICAL<br>INSPECTOR |           | PLUMBING<br>INSPECTOR |           | HEATING<br>INSPECTOR |
|                      |                            | SALARY                          | NO. EMPL. | SALARY                  | NO. EMPL. | SALARY                | NO. EMPL. |                      |
| DES MOINES           | \$ 844-1018                | \$ ---                          | -         | \$ 844-1018             | 4         | \$ 844-1018           | 3         | \$ 844-1018          |
| CEDAR RAPIDS         | 777-900                    | ---                             | -         | 777-900                 | 3         | 777-900               | 3         | 777-900              |
| SIOUX CITY #         | 853-1033 (a)               | ---                             | -         | 740-895 (a)             | 2         | 740-895 (a)           | 1         | 713-853 (a)          |
| DUBUQUE #            | 792-967                    | 792-967                         | 4         | 792-1094                | 2         | 875-1094              | 1         | 792-967              |
| COUNCIL BLUFFS       | 708-880                    | ---                             | -         | 676-841                 | 1         | (b)                   | -         | (b)                  |
| AMES                 | 824-1050                   | 620-788                         | 1         | 717-908                 | 1         | 717-908               | 1         | ---                  |
| CLINTON              | ---                        | ---                             | -         | ---                     | -         | ---                   | -         | ---                  |
| BURLINGTON #         | 811-959                    | ---                             | -         | 771-915                 | 1         | 771-915               | 1         | ---                  |
| FORT DODGE           | 807 (c)                    | ---                             | -         | 860 (c)                 | 1         | 860 (c)               | 1         | ---                  |
| MASON CITY #         | 833                        | ---                             | -         | 933                     | 1         | 883                   | 1         | ---                  |
| OTTUMWA              | ---                        | ---                             | -         | 845-898                 | 1         | 845-898               | 1:1*      | 845-898              |
| CEDAR FALLS          | 950-1200 (a)               | 746-950 (a)                     | 1         | 746-950 (a)             | 1         | 746-950 (a)           | 1         | ---                  |
| MARSHALLTOWN         | 1013                       | ---                             | -         | ---                     | -         | 720                   | 1         | ---                  |
| MUSCATINE            | 1024                       | ---                             | -         | 930                     | 1         | (d)                   | -         | ---                  |
| BETTENDORF           | 958 (a)                    | ---                             | -         | 958 (a)                 | 1         | 233                   | 1*        | (b)                  |
| MARION               | ---                        | ---                             | -         | ---                     | -         | ---                   | -         | ---                  |
| WEST DES MOINES      | 1118                       | 763-861                         | 2         | (b)                     | -         | (b)                   | -         | (b)                  |
| NEWTON               | 912                        | 729                             | 1         | (b)                     | -         | (b)                   | -         | ---                  |
| URBANDALE            | 849-1170 (a)               | 711-971 (a)                     | 1         | (b)                     | -         | (b)                   | -         | (b)                  |
| FORT MADISON         | (e)                        | ---                             | -         | ---                     | -         | 70* (c) (f)           | 1*        | ---                  |
| POONE                | 839                        | ---                             | -         | ---                     | -         | ---                   | -         | ---                  |
| SPENCER              | ---                        | 640                             | 1         | (f)                     | 1*        | 783                   | 1         | ---                  |
| CHARLES CITY         | 869 (a)                    | ---                             | -         | (b)                     | -         | (b)                   | -         | (b)                  |
| ANKENY               | 840                        | ---                             | -         | (b)                     | -         | (b)                   | -         | (b)                  |
| INDIANOLA            | 875                        | ---                             | -         | ---                     | -         | ---                   | -         | ---                  |
| CARROLL              | (g)                        | ---                             | -         | (f)                     | 1*        | (g)                   | -         | ---                  |
| STORM LAKE           | ---                        | ---                             | -         | ---                     | -         | ---                   | -         | ---                  |
| WEBSTER CITY         | 830-971                    | ---                             | -         | 631-737                 | 1         | 631-737               | 1         | ---                  |
| GRINNELL             | 650                        | ---                             | -         | ---                     | -         | ---                   | -         | ---                  |
| CRESTON              | 792                        | ---                             | -         | (b)                     | -         | (b)                   | -         | (b)                  |
| LEMARS               | (g)                        | ---                             | -         | ---                     | -         | ---                   | -         | ---                  |
| ESTHERVILLE          | 865 (a)                    | ---                             | -         | ---                     | -         | ---                   | -         | ---                  |
| KNOXVILLE            | ---                        | ---                             | -         | ---                     | -         | ---                   | -         | ---                  |
| OELWEIN              | ---                        | ---                             | -         | ---                     | -         | ---                   | -         | ---                  |

# Additional employees in these categories listed on page 55.

\* Part-time employees

- (a) Car furnished
- (b) Duties performed by Building Inspector(s)
- (c) Car allowance
- (d) Duties performed by Electrical Inspector
- (e) Duties performed by Planning Director
- (f) Fee basis
- (g) Duties performed by Public Works Director



| CITIES<br>OVER 7,500 | HEALTH                    |                        |                    |                                      |           |                       |           |  |
|----------------------|---------------------------|------------------------|--------------------|--------------------------------------|-----------|-----------------------|-----------|--|
|                      | PUBLIC HEALTH<br>DIRECTOR | PUBLIC HEALTH<br>NURSE | CITY<br>SANITARIAN | FOOD/MILK INSPECTOR<br>OR SANITARIAN |           | LABORATORY TECHNICIAN |           |  |
|                      |                           |                        |                    | SALARY                               | NO. EMPL. | SALARY                | NO. EMPL. |  |
| DES MOINES #         | \$ 2027-2563              | \$ ---                 | \$ ---             | \$708-1115                           | 17        | \$ 590-708            | 6         |  |
| CEDAR RAPIDS         | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| SIOUX CITY           | 1194-1447 (a)             | 605-939                | ---                | 778-939 (a)                          | 4         | 375-446               | 1         |  |
| DUBUQUE #            | 917*                      | 665-911                | ---                | 712-878                              | 3         | 2.63-3.17/hr.         | 1         |  |
| COUNCIL BLUFFS       | 1308                      | ---                    | 841-1058           | ---                                  | ---       | ---                   | ---       |  |
| AMES                 | ---                       | 651-824                | 1213-1531          | ---                                  | ---       | ---                   | ---       |  |
| CLINTON              | ---                       | ---                    | ---                | 953                                  | 1         | ---                   | ---       |  |
| BURLINGTON #         | ---                       | 336*;673               | ---                | ---                                  | ---       | ---                   | ---       |  |
| FORT DODGE #         | ---                       | ---                    | 773 (b)            | ---                                  | ---       | 715                   | 3         |  |
| MASON CITY           | 183*                      | ---                    | 820                | 765 (b)                              | 1         | ---                   | ---       |  |
| OTTUMWA #            | 1015 (b)                  | 3.50/hr-902 (a)        | 702-755 (b)        | ---                                  | ---       | ---                   | ---       |  |
| CEDAR FALLS          | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| MARSHALLTOWN         | ---                       | ---                    | 99*                | 499-1175                             | 3         | ---                   | ---       |  |
| MUSCATINE #          | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| BETTENDORF           | ---                       | ---                    | ---                | 158                                  | 1*        | ---                   | ---       |  |
| MARION               | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| WEST DES MOINES      | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| NEWTON               | ---                       | ---                    | ---                | 200                                  | 1*        | ---                   | ---       |  |
| URBANDALE            | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| FORT MADISON         | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| BOONE                | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| SPENCER              | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| CHARLES CITY         | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| ANKENY               | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| INDIANOLA            | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| CARROLL              | ---                       | 560                    | ---                | 275                                  | 1*        | ---                   | ---       |  |
| STORM LAKE           | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| WEBSTER CITY         | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| GRINNELL             | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| CRESTON              | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| LEMARS               | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| ESTHERVILLE          | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| KNOXVILLE            | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |
| OELWEIN              | ---                       | ---                    | ---                | ---                                  | ---       | ---                   | ---       |  |

# Additional employees in these categories listed on page 55.  
 \* Part-time employees

(a) Car furnished  
 (b) Travel allowance

| CITIES<br>OVER 7,500 | RECREATION             |                       |           |                   |           |                               |            |
|----------------------|------------------------|-----------------------|-----------|-------------------|-----------|-------------------------------|------------|
|                      | RECREATION<br>DIRECTOR | RECREATION SPECIALIST |           | RECREATION LEADER |           | RECREATION<br>MAINTENANCE MAN |            |
|                      |                        | SALARY                | NO. EMPL. | SALARY            | NO. EMPL. | SALARY                        | NO. EMPL.  |
| DES MOINES           | \$ 1090-1325           | \$ 708-852            | 2         | \$ 550-660        | --        | \$ ---                        | --         |
| CEDAR RAPIDS #       | 1212-1402              | 863-997               | 1         | 740-857           | 5         | 640-740                       | 4          |
| SIoux CITY #         | 1194-1447 (a) (b)      | 2.81/hr.              | 30 (c)    | ---               | ---       | ---                           | ---        |
| DUBUQUE #            | 1034-1312              | 647-842               | 4         | 2.15-2.35/hr.     | (c)       | 4.17/hr-911                   | 2          |
| COUNCIL BLUFFS       | 1341 (a)               | ---                   | --        | 750               | 2         | ---                           | --         |
| AMES #               | 1274-1599 (a)          | ---                   | --        | ---               | --        | 3.26-4.14/hr.                 | --         |
| CLINTON              | 1113                   | 1105                  | 1         | ---               | ---       | ---                           | ---        |
| BURLINGTON           | 1136-1316 (a)          | 130/wk.               | 1 (c)     | 60-85/wk.         | 4 (c)     | 280-350                       | 2 (c)      |
| FORT DODGE           | 990 (b)                | ---                   | --        | 542               | 1         | ---                           | ---        |
| MASON CITY           | 667 (b)                | ---                   | --        | ---               | ---       | ---                           | ---        |
| OTTUMWA              | ---                    | ---                   | --        | ---               | --        | 1.00; 2.50/hr.                | 4*; 6* (c) |
| CEDAR FALLS #        | 1000 (b)               | 3.00-6.00/hr.         | 36* (c)   | 1.75-5.00/hr.     | 275* (c)  | ---                           | ---        |
| MARSHALLTOWN         | 1200                   | 434                   | 2         | 457               | 2         | 3.72/hr.                      | 1          |
| MUSCATINE            | 1067                   | ---                   | --        | ---               | ---       | ---                           | ---        |
| BETTENDORF           | 1493                   | 1000/yr.              | 10        | 1000/yr.          | 11        | ---                           | ---        |
| MARION               | ---                    | ---                   | --        | 630               | 1* (c)    | ---                           | ---        |
| WEST DES MOINES      | 700                    | ---                   | --        | 300               | 6* (c)    | ---                           | ---        |
| NEWTON               | 1083                   | ---                   | --        | ---               | ---       | ---                           | ---        |
| URBANDALE            | ---                    | 700/yr.               | 2*        | 1.85-2.00/hr.     | 14*       | ---                           | ---        |
| FORT MADISON         | 175*                   | ---                   | --        | 400-500           | 6 (c)     | ---                           | ---        |
| BOONE                | ---                    | ---                   | --        | ---               | --        | ---                           | ---        |
| SPENCER              | 620                    | ---                   | --        | ---               | ---       | ---                           | ---        |
| CHARLES CITY #       | ---                    | ---                   | --        | ---               | ---       | ---                           | ---        |
| ANKENY               | 950 (a)                | ---                   | --        | ---               | ---       | ---                           | ---        |
| INDIANOLA (c)        | 954 (d)                | ---                   | --        | ---               | ---       | ---                           | ---        |
| CARROLL              | ---                    | ---                   | --        | ---               | --        | ---                           | ---        |
| STORM LAKE           | ---                    | ---                   | --        | ---               | ---       | ---                           | ---        |
| WEBSTER CITY         | 799-933 (b)            | ---                   | --        | 631-737 (e)       | 1         | ---                           | ---        |
| GRINNELL             | 1055                   | 2.50-4.00/hr.         | 4*        | 1.80-3.00/hr.     | 10*       | ---                           | ---        |
| CRESTON              | 708                    | ---                   | --        | ---               | ---       | ---                           | ---        |
| LEMARS (c)           | 3600/yr*               | ---                   | --        | 320               | 2*        | ---                           | ---        |
| ESTHERVILLE          | ---                    | ---                   | --        | ---               | ---       | ---                           | ---        |
| KNOXVILLE            | 791 (b)                | ---                   | --        | 600               | 1 (c)     | ---                           | ---        |
| OELWEIN              | ---                    | ---                   | --        | ---               | ---       | ---                           | ---        |

# Additional employees in these categories listed on page 56.

\* Part-time employees

- (a) Director of Parks and Recreation
- (b) Car furnished
- (c) Seasonal employees
- (d) Winter - \$371/month
- (e) Car allowance

| CITIES<br>OVER 7,500 | RECREATION (continued)      |           |                                       |           |                 |           |                      |           |
|----------------------|-----------------------------|-----------|---------------------------------------|-----------|-----------------|-----------|----------------------|-----------|
|                      | SWIMMING POOL<br>SUPERVISOR |           | ASSISTANT SWIMMING<br>POOL SUPERVISOR |           | LIFE GUARDS     |           | GOLF CLUB<br>MANAGER |           |
|                      | SALARY                      | NO. EMPL. | SALARY                                | NO. EMPL. | SALARY          | NO. EMPL. | SALARY               | NO. EMPL. |
| DES MOINES           | \$590-708                   | 9 (a)     | \$ ---                                | ---       | \$2.15-2.37/hr. | 75 (a)    | \$740-893            | 1         |
| CEDAR RAPIDS # (a)   | 150/wk.                     | 1         | 1.75/hr.                              | 4         | 1.40-1.60/hr.   | 20        | 500/yr.              | 4         |
| SIOUX CITY #         | 2.53/hr.                    | 6 (a)     | ---                                   | ---       | 2.07/hr.        | 21 (a)    | 555-656              | 1         |
| DUBUQUE # (a)        | 3.13/hr.                    | -         | 2.10/hr.                              | ---       | 2.00/hr.        | --        | 3750/yr.             | 1         |
| COUNCIL BLUFFS       | 650                         | 1         | ---                                   | ---       | 1.70-2.00/hr.   | 5 (a)     | 624 (b)              | 1         |
| AMES #               | 717-908                     | 1         | ---                                   | ---       | ---             | --        | 866-1099             | 1         |
| CLINTON              | 650                         | 1         | ---                                   | ---       | 1.45-1.60/hr.   | 15 (a)    | ---                  | -         |
| BURLINGTON (a)       | 565                         | 1         | 500                                   | 1         | 1.25-2.00/hr.   | 19        | ---                  | -         |
| FORT DODGE (a)       | 500                         | 1         | ---                                   | ---       | 1.40-2.00/hr.   | 10        | ---                  | -         |
| MASON CITY (a)       | 550                         | 1         | 400                                   | 1         | 2.25/hr.        | 15        | 1000                 | 1         |
| OTTUMWA              | 1.25/hr.                    | 13* (a)   | 1.00/hr.                              | 7* (a)    | 75-110/wk.      | 8* (a)    | 734-792              | 1         |
| CEDAR FALLS # (a)    | 900                         | 1         | 600                                   | 1         | 2.00-2.50/hr.   | 18        | 958                  | 1         |
| MARSHALLTOWN (a)     | 3.00/hr.                    | 2*        | 2.64/hr.                              | 2*        | 2.08/hr.        | 12*       | ---                  | -         |
| MUSCATINE            | 775                         | 1 (a)     | ---                                   | ---       | 2.50/hr.        | (a)       | 381                  | -         |
| BETTENDORF           | 2400/yr.                    | 1* (a)    | ---                                   | ---       | 1031/yr.        | 18* (a)   | 1000                 | 1         |
| MARION               | 4080/yr.                    | 1* (a)    | ---                                   | ---       | ---             | --        | ---                  | -         |
| WEST DES MOINES (a)  | 400                         | 2*        | ---                                   | ---       | 250             | 8*        | ---                  | -         |
| NEWTON               | ---                         | -         | ---                                   | ---       | ---             | --        | 642                  | 1*        |
| URBANDALE (a)        | ---                         | -         | ---                                   | ---       | 2.00/hr.        | 4*        | ---                  | -         |
| FORT MADISON         | ---                         | -         | ---                                   | ---       | ---             | --        | ---                  | -         |
| BOONE (a)            | 400                         | 1*        | ---                                   | ---       | 1.35-2.00/hr.   | 7*        | ---                  | -         |
| SPENCER (a)          | 510                         | 1*        | 266                                   | 1*        | 1.50-1.75/hr.   | 17*       | ---                  | -         |
| CHARLES CITY # (a)   | 25/day                      | 2*        | ---                                   | ---       | 1.90/hr.        | 5*        | 525                  | 1*        |
| ANKENY (a)           | 1500/yr.                    | 1         | ---                                   | ---       | 1.50-950/yr.    | 5*        | ---                  | -         |
| INDIANOLA (a)        | 520                         | 1         | 440                                   | 1         | ---             | --        | ---                  | -         |
| CARROLL (a)          | 1600/yr.                    | 1*        | ---                                   | ---       | 1.60-2.10/hr.   | 10*       | ---                  | -         |
| STORM LAKE (a)       | 600                         | 1*        | 1.95/hr.                              | 1*        | 1.75/hr.        | 7*        | 2.00/hr.             | 1*        |
| WEBSTER CITY (a)     | 2.85/hr.                    | 1*        | ---                                   | ---       | 1.60-2.10/hr.   | 8*        | ---                  | -         |
| GRINNELL (a)         | 1400/yr.                    | 1*        | 1100/yr.                              | 1*        | 1.80-2.20/hr.   | 6*        | ---                  | -         |
| CRESTON (a)          | 1.75/hr.                    | 1         | ---                                   | ---       | 1.45/hr.        | --        | ---                  | -         |
| LEMARS (a)           | 600                         | 1*        | ---                                   | ---       | 320             | 7*        | 670                  | 1*        |
| ESTHERVILLE (a)      | 2.40/hr.                    | 1*        | 2.00/hr.                              | 1*        | 70-75/wk.       | 9*        | ---                  | -         |
| KNOXVILLE (a)        | 400                         | 1         | 350                                   | 1         | 1.60-2.00/hr.   | 22*       | ---                  | -         |
| OELWEIN (a)          | 600                         | 1*        | 435                                   | 1*        | 1.85-2.00/hr.   | 9*        | ---                  | -         |

# Additional employees in these categories listed on page 56.

\* Part-time employees

(a) Seasonal employee

(b) Plus commissions and concessions

| CITIES<br>OVER 7,500 | PARKS           |                 |     |                                      |        |               |             |        |     |
|----------------------|-----------------|-----------------|-----|--------------------------------------|--------|---------------|-------------|--------|-----|
|                      | PARKS DIRECTOR  | PARKS CUSTODIAN |     | CEMETERY SUPERINTENDENT<br>OR SEXTON |        | CITY FORESTER |             |        |     |
|                      |                 | SALARY          | NO. | EMPL.                                | SALARY | NO.           | EMPL.       | SALARY | NO. |
| DES MOINES           | \$1503-1897 (a) | \$ 750-907 (b)  | 5   | \$750-907 (b)                        | 3      |               | \$884-1064  | 1      |     |
| CEDAR RAIDS          | 1212-1402       | 740-857         | 2   | ---                                  | ---    |               | 997-1154    | 1      |     |
| SIOUX CITY           | (c)             | 853-1033 (a)    | 1   | 630-740                              | 3      |               | ---         | ---    | --- |
| DUBUQUE #            | 1034-1312       | ---             | --- | ---                                  | ---    |               | ---         | ---    | --- |
| COUNCIL BLUFFS       | (c)             | 509-841         | 14  | ---                                  | ---    |               | 750 (a) (b) | 1      |     |
| AMES                 | (c)             | ---             | --- | 788-1000                             | 1      |               | ---         | ---    | --- |
| CLINTON              | ---             | ---             | --- | ---                                  | ---    |               | 714         | 1      |     |
| BURLINGTON #         | (c)             | 734-871         | 1   | ---                                  | ---    |               | 734-871     | 1      |     |
| FORT DODGE           | 1020            | 943             | 1   | ---                                  | ---    |               | 779         | 1      |     |
| MASON CITY           | 925 (a)         | ---             | --- | 700                                  | 1      |               | 835         | 1      |     |
| OTTUMWA #            | 947             | 687-735         | 3   | 856-914                              | 1      |               | 844-914     | 1      |     |
| CEDAR FALLS          | 1256 (a) (b)    | 958             | 2   | 822-1048 (a)                         | 1      |               | 958         | 1      |     |
| MARSHALLTOWN         | ---             | 3.48-4.08/hr.   | 3   | ---                                  | ---    |               | 4.20/hr.    | 1      |     |
| MUSCATINE            | 982             | ---             | --- | ---                                  | ---    |               | ---         | ---    | --- |
| BETTENDORF           | 833             | 1000            | 1   | ---                                  | ---    |               | ---         | ---    | --- |
| MARION               | 895-1142        | 707-895         | 1   | ---                                  | ---    |               | ---         | ---    | --- |
| WEST DES MOINES      | 1043            | ---             | --- | ---                                  | ---    |               | ---         | ---    | --- |
| NEWTON               | ---             | 717             | 2   | 696                                  | 1      |               | ---         | ---    | --- |
| URBANDALE            | 833             | 676             | 2   | ---                                  | ---    |               | ---         | ---    | --- |
| FORT MADISON         | ---             | ---             | --- | ---                                  | ---    |               | ---         | ---    | --- |
| BOONE                | ---             | 602             | 1   | 775                                  | 1      |               | ---         | ---    | --- |
| SPENCER              | 620             | ---             | --- | 614                                  | 1      |               | ---         | ---    | --- |
| CHARLES CITY         | 600*            | 2.10/hr.        | 1*  | ---                                  | ---    |               | ---         | ---    | --- |
| ANKENY               | (c)             | 840             | 1   | ---                                  | ---    |               | ---         | ---    | --- |
| INDIANOLA            | ---             | 3.75/hr.        | 1   | ---                                  | ---    |               | ---         | ---    | --- |
| CARROLL              | 724             | ---             | --- | 630                                  | 1      |               | ---         | ---    | --- |
| STORM LAKE           | 867             | ---             | --- | 500                                  | 1      |               | 100         | 1      |     |
| WEBSTER CITY         | ---             | ---             | --- | 655-768                              | 1      |               | (d)         | ---    | --- |
| GRINNELL             | (c)             | 3.30-3.63/hr.   | 2   | ---                                  | ---    |               | ---         | ---    | --- |
| CRESTON              | ---             | 600             | 1   | 660                                  | 1      |               | ---         | ---    | --- |
| LEMARS               | ---             | 805             | 1   | ---                                  | ---    |               | ---         | ---    | --- |
| ESTHERVILLE          | ---             | ---             | --- | ---                                  | ---    |               | ---         | ---    | --- |
| KNOXVILLE            | ---             | 567 (a)         | 1   | 750                                  | 1      |               | ---         | ---    | --- |
| OELWEIN              | ---             | 455             | 1   | 727                                  | 1      |               | ---         | ---    | --- |

# Additional employees in these categories listed on page 56.

\* Part-time employees

- (a) Car furnished
- (b) Residence provided
- (c) See Recreation Director
- (d) Duties performed by Sexton

| PARKS (continued)    |                 |           |                 |           |                 |           |                  |           |
|----------------------|-----------------|-----------|-----------------|-----------|-----------------|-----------|------------------|-----------|
| CITIES<br>OVER 7,500 | TREE TRIMMER    |           | GARDENER        |           | PARKS LABORER   |           | CEMETERY LABORER |           |
|                      | SALARY          | NO. EMPL. | SALARY          | NO. EMPL. | SALARY          | NO. EMPL. | SALARY           | NO. EMPL. |
| DES MOINES           | \$4.25-4.45/hr. | 10        | \$4.07-4.25/hr. | 1         | \$3.79-3.97/hr. | 37        | \$3.79-3.97/hr.  | 11        |
| CEDAR RAPIDS         | 672-777         | --        | 611-702         | 2         | 581-612         | 1         | (a)              | --        |
| SIOUX CITY           | 630-813         | 6         | 555-656         | 1         | 488-581         | 15;30*    | 488-581          | 7;10*     |
| DUBUQUE #            | ---             | --        | 4.05-4.30/hr.   | 1         | 3.93-4.17/hr.   | 3         | ---              | --        |
| COUNCIL BLUFFS       | ---             | --        | 760             | 1         | ---             | --        | ---              | --        |
| AMEL                 | ---             | --        | ---             | --        | ---             | --        | 3.26-4.14/hr.    | 2         |
| CLINTON              | ---             | --        | ---             | --        | 3.00-5.04/hr.   | 11        | ---              | --        |
| BURLINGTON #         | ---             | --        | ---             | --        | 2.76-3.35/hr.   | 20*       | ---              | --        |
| FORT DODGE           | 708-730         | 3         | ---             | --        | 703             | 3         | ---              | --        |
| MASON CITY           | 714             | 1         | ---             | --        | 639-679         | 2         | 640-680          | 2         |
| OTTUMWA #            | 687-735         | 1         | ---             | --        | 661-706         | 7;1*      | ---              | --        |
| CEDAR FALLS          | ---             | --        | ---             | --        | 2.11/hr.-854    | 12*;4     | 556-746          | 3         |
| MARSHALLTOWN         | 3.75/hr.        | 2         | ---             | --        | 3.48/hr.        | 2         | ---              | --        |
| MUSCATINE            | ---             | --        | ---             | --        | 2.75/hr.*       | --        | 4.02/hr.*        | --        |
| LETTENDORE           | ---             | --        | ---             | --        | 3.12-4.69/hr.   | 4         | ---              | --        |
| MARION               | ---             | --        | ---             | --        | 455-581         | 6*        | 455-581          | 3*        |
| WEST DES MOINES      | ---             | --        | ---             | --        | 602-663         | 3         | ---              | --        |
| NEWTON               | ---             | --        | ---             | --        | ---             | --        | 3.73-3.83/hr.    | 2         |
| URBANDALE            | ---             | --        | ---             | --        | ---             | --        | ---              | --        |
| FORT MADISON         | ---             | --        | ---             | --        | 2.00-3.00/hr.   | 2         | ---              | --        |
| BOONE                | ---             | --        | ---             | --        | 433-597         | 1         | 550-587          | 2         |
| SPENCER              | ---             | --        | ---             | --        | ---             | --        | 1.90/hr.-576     | 3*;1      |
| CHARLES CITY         | ---             | --        | ---             | --        | 1.75-2.10/hr.   | 10*       | ---              | --        |
| ANKENY               | ---             | --        | ---             | --        | 511-625         | 3         | ---              | --        |
| INDIANOLA            | ---             | --        | ---             | --        | 3.25-3.35/hr.   | 2         | ---              | --        |
| CARROLL              | ---             | --        | ---             | --        | 620             | 2         | 2.25-2.75/hr.    | 1*        |
| STORM LAKE           | ---             | --        | ---             | --        | 375             | 1         | ---              | --        |
| WEBSTER CITY         | ---             | --        | ---             | --        | ---             | --        | 2.00/hr.         | 2*        |
| GRINNELL             | ---             | --        | ---             | --        | 1.65-2.00/hr.   | 1*        | ---              | --        |
| CRESTON              | ---             | --        | ---             | --        | ---             | --        | 2.00-2.95/hr.    | --        |
| LEMARS               | ---             | --        | ---             | --        | 618             | 4         | 320              | 1*        |
| ESTHERVILLE          | ---             | --        | ---             | --        | ---             | --        | ---              | --        |
| KNOXVILLE            | ---             | --        | ---             | --        | 2.25/hr.        | 1*        | 2.50/hr.         | 2*        |
| OELWEIN              | ---             | --        | ---             | --        | ---             | --        | ---              | --        |

# Additional employees in these categories listed on page 56.

\* Part-time employees

(a) Duties performed by Park Laborer

| POLICE               |                    |                              |           |                |           |                  |           |
|----------------------|--------------------|------------------------------|-----------|----------------|-----------|------------------|-----------|
| CITIES<br>OVER 7,500 | CHIEF OF<br>POLICE | ASSISTANT CHIEF<br>OF POLICE |           | POLICE CAPTAIN |           | POLICE LIQUENANT |           |
|                      |                    | SALARY                       | NO. EMPL. | SALARY         | NO. EMPL. | SALARY           | NO. EMPL. |
| DES MOINES           | \$1649-2071(a)     | \$1325-1686(a)               | 3         | \$1041-1261    | 5         | \$924-1115       | 21        |
| CEDAR RAPIDS #       | 1545               | 1212                         | 3         | 997            | 7         | 928              | 3         |
| SIOUX CITY           | 1254-1517          | 1148                         | 1         | 995            | 6         | 947              | 11        |
| DUBUQUE #            | 1158-1480          | ---                          | -         | 1003-1113      | 6         | ---              | --        |
| COUNCIL BLUFFS       | 1162-1499          | 968-1037                     | 1         | 886-956        | 4         | 852-922          | 4         |
| AMES                 | 1155-1465          | ---                          | -         | 908-1050       | 4         | ---              | --        |
| CLINTON #            | 1062               | ---                          | -         | 886            | 5         | ---              | --        |
| BURLINGTON #         | 1136-1316          | 936-1108                     | 1         | 811-959        | 4         | 734-871          | 4         |
| FORT DODGE #         | 1002(a)            | ---                          | -         | 812            | 6         | 777              | 6         |
| MASON CITY #         | 1050               | 996                          | 1         | 830            | 4         | 790              | 3         |
| OTTUMWA              | 1015               | 910                          | 1         | 840            | 7         | ---              | --        |
| CEDAR FALLS          | 1213-1313(a)       | 1115-1175                    | 2         | 1016-1076      | 5         | 917-977          | 3         |
| MARSHALLTOWN #       | 1197               | 1084                         | 1         | 954            | 3         | ---              | --        |
| MUSCATINE #          | 1080               | 930                          | -         | 844            | -         | 844              | ---       |
| BETTENDORF #         | 1237               | ---                          | -         | ---            | -         | ---              | ---       |
| MARION #             | 1096-1399          | 947-1209                     | 1         | ---            | -         | 818-1044         | 1         |
| WEST DES MOINES      | 1337               | ---                          | -         | ---            | -         | ---              | ---       |
| NEWTON               | 1137               | 1009                         | 1         | ---            | -         | ---              | ---       |
| URBANDALE            | 1133(a)            | ---                          | -         | ---            | -         | 1116             | ---       |
| FORT MADISON         | 976                | 897                          | 1         | 818-844        | 3         | ---              | ---       |
| BOONE                | 1110               | 994                          | 1         | ---            | -         | ---              | ---       |
| SPENCER              | 869                | ---                          | -         | 779-804        | 3         | ---              | ---       |
| CHARLES CITY #       | 970                | ---                          | -         | 855            | 1         | 791              | 2         |
| ANKENY               | 1222               | 1101                         | 1         | ---            | -         | ---              | ---       |
| INDIANOLA            | 958                | 822                          | 1         | ---            | -         | ---              | ---       |
| CARROLL              | 850                | 775                          | 1         | ---            | -         | ---              | ---       |
| STORM LAKE           | 867                | ---                          | -         | ---            | -         | 711              | 3         |
| WEBSTER CITY         | 830-971            | 681-799                      | -         | 681-799        | 1         | ---              | ---       |
| GRINNELL             | 970                | ---                          | -         | ---            | -         | ---              | ---       |
| CRESTON              | 660                | 600                          | 1         | ---            | -         | ---              | ---       |
| LEMARS               | 805                | ---                          | -         | ---            | -         | ---              | ---       |
| ESTHERVILLE          | 917                | ---                          | -         | 763-802        | 3         | ---              | ---       |
| KNOXVILLE #          | 775                | ---                          | -         | 725            | 1         | ---              | ---       |
| OELWEIN              | 805                | 705                          | 1         | ---            | -         | ---              | ---       |

# Additional employees in these categories listed on page 56.

(a) Car furnished

| POLICE (continued)   |                 |           |                        |           |                             |           |                       |           |
|----------------------|-----------------|-----------|------------------------|-----------|-----------------------------|-----------|-----------------------|-----------|
| CITIES<br>OVER 7,500 | POLICE SERGEANT |           | PATROLMAN<br>(HIGHEST) |           | PATROLMAN<br>(INTERMEDIATE) |           | PATROLMAN<br>(LOWEST) |           |
|                      | SALARY          | NO. EMPL. | SALARY                 | NO. EMPL. | SALARY                      | NO. EMPL. | SALARY                | NO. EMPL. |
| DES MOINES           | \$844-1018      | 57        | \$775-893              | 169       | \$ ---                      | --        | \$ ---                | --        |
| CEDAR RAPIDS #       | 900             | 7         | 743-815                | 92        | ---                         | ---       | ---                   | ---       |
| SIOUX CITY           | 860             | 23        | 702-784                | 70        | ---                         | ---       | ---                   | ---       |
| DUBUQUE #            | 870-952         | 6         | 774-863                | 4         | ---                         | ---       | 745-833               | 44        |
| COUNCIL BLUFFS       | 784-852         | 14        | 614-763                | 47        | ---                         | ---       | ---                   | ---       |
| AMES                 | 788-956         | 5         | 683-866                | 26        | ---                         | ---       | ---                   | ---       |
| CLINTON #            | 841             | 7         | 776                    | 18        | 747                         | 2         | 714                   | 1         |
| BURLINGTON #         | ---             | --        | 668-790                | 25        | ---                         | ---       | ---                   | ---       |
| FORT DODGE #         | ---             | --        | 727                    | 9         | 712                         | 8         | 702                   | 12        |
| MASON CITY #         | 775             | 1         | 735                    | 18        | 710                         | 4         | 685                   | 6         |
| OTTUMWA              | 774             | 1         | 690-715                | 27        | ---                         | ---       | ---                   | ---       |
| CEDAR FALLS          | 873-913         | 5         | 834-844                | --        | 765-824                     | 14        | 666-716               | 9         |
| MARSHALLTOWN #       | 879             | 4         | 822                    | 7         | 784                         | 4         | 748                   | 8         |
| MUSCATINE #          | 763             | --        | 714                    | --        | ---                         | ---       | ---                   | ---       |
| BETTENDORF #         | 918-1165        | 4         | 700-869                | 13        | ---                         | ---       | ---                   | ---       |
| MARION #             | 742-947         | 1         | 707-902                | 7         | 673-859                     | 1         | 641-818               | 4         |
| WEST DES MOINES      | 960-1080        | 2         | 743-892                | 15        | ---                         | ---       | ---                   | ---       |
| NEWTON               | 945             | 4         | 824                    | 10        | 743-797                     | 4         | 716                   | 4         |
| URBANDALE            | 826-970         | --        | 718-862                | --        | ---                         | ---       | ---                   | ---       |
| FORT MADISON         | 770-791         | 4         | 638-739                | 16        | ---                         | ---       | ---                   | ---       |
| BOONE                | 771-882         | 4         | 720-838                | 10        | ---                         | ---       | ---                   | ---       |
| SPENCER              | ---             | --        | 638-734                | --        | ---                         | ---       | ---                   | ---       |
| CHARLES CITY #       | ---             | --        | 698-738                | 6         | 722                         | 1         | 698                   | 3         |
| ANKENY               | 920-980         | 3         | 655-842                | 9         | ---                         | ---       | ---                   | ---       |
| INDIANOLA            | 795             | 2         | 707-777                | 4         | ---                         | ---       | ---                   | ---       |
| CARROLL              | 725             | 1         | 675-700                | 3         | 635-670                     | 2         | 525-625               | 3         |
| STORM LAKE           | 691             | 1         | 672                    | 3         | ---                         | ---       | ---                   | ---       |
| WEBSTER CITY         | 631-737         | 3         | 582-681                | 8         | ---                         | ---       | ---                   | ---       |
| GRINNELL             | 720-760         | 4         | 680-720                | 4         | ---                         | ---       | ---                   | ---       |
| CRESTON              | 565             | 2         | 550                    | 4         | ---                         | ---       | ---                   | ---       |
| LEMARS               | ---             | --        | ---                    | --        | ---                         | ---       | ---                   | ---       |
| ESTHERVILLE          | ---             | --        | 749                    | 2         | 703                         | 3         | 693                   | 2         |
| KNOXVILLE #          | 565-690         | 2         | 575-625                | 7         | ---                         | ---       | ---                   | ---       |
| OELWEIN              | 570-690         | 2         | 560-647                | 5         | ---                         | ---       | ---                   | ---       |

# Additional employees in these categories listed on page 56.

| POLICE (continued)   |                        |           |           |           |                           |           |                |           |
|----------------------|------------------------|-----------|-----------|-----------|---------------------------|-----------|----------------|-----------|
| CITIES<br>OVER 7,500 | POLICEMAN<br>OR MATRON |           | DETECTIVE |           | IDENTIFICATION<br>OFFICER |           | RADIO OPERATOR |           |
|                      | SALARY                 | NO. EMPL. | SALARY    | NO. EMPL. | SALARY                    | NO. EMPL. | SALARY         | NO. EMPL. |
| DES MOINES           | \$775-893              | 5         | \$785-975 | 45        | \$740-893                 | 7         | \$708-852      | 14        |
| CEDAR RAPIDS #       | ---                    | -         | 900       | 18        | 900                       | 3         | 672-777        | 2         |
| SIOUX CITY           | 702-784                | 1         | ---       | ---       | ---                       | -         | 427-508        | 8         |
| DUBUQUE #            | 745                    | 3         | 840-900   | 1         | 870-952                   | 1         | 647-754        | 3         |
| COUNCIL BLUFFS       | ---                    | -         | 751-818   | 20        | ---                       | -         | 434-526        | 3         |
| AMES                 | ---                    | -         | 717-908   | 3         | ---                       | -         | 400-509        | 4         |
| CLINTON #            | ---                    | -         | 841       | 3         | ---                       | -         | ---            | -         |
| BURLINGTON #         | 668-790                | 1         | ---       | ---       | ---                       | -         | 502-593        | 4         |
| FORT DODGE #         | ---                    | -         | 727-767   | 2         | 897                       | 1         | ---            | -         |
| MASON CITY #         | ---                    | -         | ---       | ---       | 790                       | 1         | 377;433        | 3;3       |
| OTTUMWA              | ---                    | -         | ---       | ---       | ---                       | -         | ---            | -         |
| CEDAR FALLS          | ---                    | -         | ---       | ---       | ---                       | -         | ---            | -         |
| MARSHALLTOWN #       | ---                    | -         | 845       | 1         | ---                       | -         | 378-417        | 3         |
| MUSCATINE #          | ---                    | -         | ---       | ---       | ---                       | -         | 518            | -         |
| BETTENDORF #         | ---                    | -         | ---       | ---       | 562-716                   | 1         | 510-648        | 5         |
| MARION #             | ---                    | -         | 742-947   | 2         | ---                       | -         | 392-527        | 9*;3      |
| WEST DES MOINES      | ---                    | -         | 960-1080  | 3         | ---                       | -         | 637-720        | 4         |
| NEWTON               | 824                    | 1         | ---       | ---       | ---                       | -         | ---            | -         |
| URBANDALE            | 4.00/hr.               | 1         | ---       | ---       | ---                       | -         | 518-621        | 4         |
| FORT MADISON         | ---                    | -         | ---       | ---       | ---                       | -         | ---            | -         |
| BOONE                | ---                    | -         | ---       | ---       | ---                       | -         | ---            | -         |
| SPENCER              | ---                    | -         | ---       | ---       | ---                       | -         | ---            | -         |
| CHARLES CITY #       | ---                    | -         | ---       | ---       | ---                       | -         | 2.22-3.16/hr.  | 2;4*      |
| ANKENY               | 756                    | 1         | ---       | ---       | ---                       | -         | 2.19/hr-445    | 4*;3      |
| INDIANOLA            | ---                    | -         | ---       | ---       | ---                       | -         | 2.10/hr-494    | 6*;2      |
| CARROLL              | ---                    | -         | ---       | ---       | ---                       | -         | 460-565        | 4         |
| STORM LAKE           | ---                    | -         | ---       | ---       | ---                       | -         | 2.32/hr.       | 2         |
| WEBSTER CITY         | ---                    | -         | 681-799   | 1         | ---                       | -         | 461-537        | 2*;3      |
| GRINNELL             | ---                    | -         | ---       | ---       | ---                       | -         | ---            | -         |
| CRESTON              | ---                    | -         | ---       | ---       | ---                       | -         | 510            | 4         |
| LEMARS               | ---                    | -         | ---       | ---       | ---                       | -         | ---            | -         |
| ESTHERVILLE          | ---                    | -         | ---       | ---       | ---                       | -         | 386            | 1         |
| KNOXVILLE #          | ---                    | -         | ---       | ---       | ---                       | -         | ---            | -         |
| OELWEIN              | ---                    | -         | ---       | ---       | ---                       | -         | 1.75-1.82/hr.  | 5         |

# Additional employees in these categories listed on page 56.

\* Part-time employees



| CITIES<br>OVER 7,500 | PARKING METER               |                            |        |                            |        |               |       |
|----------------------|-----------------------------|----------------------------|--------|----------------------------|--------|---------------|-------|
|                      | PARKING METER<br>SUPERVISOR | PARKING METER<br>COLLECTOR |        | PARKING METER<br>REPAIRMAN |        | METER MAIDS   |       |
|                      | SALARY                      | NO. EMPL.                  | SALARY | NO. EMPL.                  | SALARY | NO. EMPL.     |       |
| DES MOINES           | \$ 674-812                  | \$536-645                  | 2      | \$ 645-775                 | 3      | \$ 490-590    | 9     |
| CEDAR RAPIDS         | 640-740                     | 581-672                    | 2 (a)  | ---                        | ---    | 528-611       | 6     |
| SIOUX CITY           | 605-713                     | ---                        | ---    | 531-630                    | 1      | 375-446       | 4     |
| DUBUQUE              | ---                         | 662-766                    | 2      | 701-817                    | 1      | 455-550       | 3     |
| COUNCIL BLUFFS       | 652-802 (a)                 | 583-708                    | 1      | ---                        | ---    | 402-490       | 3     |
| AMES                 | 4.55-5.78/hr.               | ---                        | ---    | 3.94-5.00/hr.              | 1      | 362-462       | 3     |
| CLINTON              | ---                         | 2.00/hr.                   | 1      | ---                        | ---    | 504           | 5     |
| BURLINGTON           | ---                         | ---                        | ---    | 551-685                    | 2      | 394-466       | 3     |
| FORT DODGE           | 720                         | 691                        | 2      | 200                        | 1*     | 435-476       | 3     |
| MASON CITY           | 715                         | 628                        | 1      | 615                        | 1      | 353-455       | 4     |
| OTTUMWA              | 719-789                     | (b)                        | ---    | 3.00/hr.                   | 1*     | 2.25/hr.      | 4*    |
| CEDAR FALLS          | ---                         | ---                        | ---    | ---                        | ---    | 2.16-2.99/hr. | 2*    |
| MARSHALLTOWN         | ---                         | ---                        | ---    | ---                        | ---    | 419-485       | 2     |
| MUSCATINE            | ---                         | ---                        | ---    | 662                        | ---    | 434           | ---   |
| BETTENDORF           | ---                         | ---                        | ---    | ---                        | ---    | ---           | ---   |
| MARION               | ---                         | ---                        | ---    | ---                        | ---    | ---           | ---   |
| WEST DES MOINES      | ---                         | ---                        | ---    | ---                        | ---    | ---           | ---   |
| NEWTON               | ---                         | ---                        | ---    | 2.50/hr.                   | 1*     | 342           | 3     |
| URBANDALE            | ---                         | ---                        | ---    | ---                        | ---    | ---           | ---   |
| FORT MADISON         | ---                         | ---                        | ---    | ---                        | ---    | 385-475       | 2     |
| BOONE                | ---                         | ---                        | ---    | ---                        | ---    | 2.65/hr.      | 2     |
| SPENCER              | 544                         | ---                        | ---    | 628                        | 1      | 1.82/hr.      | 1     |
| CHARLES CITY         | ---                         | ---                        | ---    | ---                        | ---    | ---           | ---   |
| ANKENY               | ---                         | ---                        | ---    | ---                        | ---    | ---           | ---   |
| INDIANOLA            | ---                         | ---                        | ---    | ---                        | ---    | ---           | ---   |
| CARROLL              | ---                         | ---                        | ---    | ---                        | ---    | 375-480       | 1     |
| STORM LAKE           | ---                         | ---                        | ---    | 2.00/hr.                   | 1*     | 2.49/hr; 435  | 1*; 1 |
| WEBSTER CITY         | ---                         | ---                        | ---    | ---                        | ---    | ---           | ---   |
| GRINNELL             | ---                         | ---                        | ---    | ---                        | ---    | 375-405       | 1     |
| CRESTON              | 600                         | 565                        | 1      | ---                        | ---    | ---           | ---   |
| LEMARS               | ---                         | ---                        | ---    | ---                        | ---    | ---           | ---   |
| ESTHERVILLE          | ---                         | ---                        | ---    | ---                        | ---    | 346           | 1     |
| KNOXVILLE            | 685                         | (b)                        | ---    | (b)                        | ---    | (b)           | ---   |
| OELWEIN              | ---                         | ---                        | ---    | 2.53/hr.                   | 1*     | 1.70-1.82/hr. | 1*    |

\* Part-time employees

| CITIES<br>OVER 7,500 | FIRE            |                         |              |           |                 |           |             |           |
|----------------------|-----------------|-------------------------|--------------|-----------|-----------------|-----------|-------------|-----------|
|                      | FIRE<br>CHIEF   | ASSISTANT<br>FIRE CHIEF | FIRE CAPTAIN |           | FIRE LIEUTENANT |           | FIRE DRIVER |           |
|                      |                 |                         | SALARY       | NO. EMPL. | SALARY          | NO. EMPL. | SALARY      | NO. EMPL. |
| DES MOINES           | \$1649-2071 (a) | \$1261-1613             | \$ 844-1018  | 22        | \$767-924       | 39        | \$708-852   | 78        |
| CEDAR RAPIDS         | 1472            | 1154                    | 900          | 10        | 871             | 30        | ---         | --        |
| STOUX CITY           | 1254-1517 (a)   | 1041                    | 947          | 12        | 860             | 25        | ---         | --        |
| DUBUQUE              | 1158-1480       | 1033-1113               | 900-988      | 7         | 840-900         | 15        | 774-863     | 24        |
| COUNCIL BLUFFS       | 1262-1499       | 956-1002                | 806-876      | 24        | ---             | --        | 751-818     | 30        |
| AMES                 | 1155-1465       | 866-1050                | 824-956      | 3         | 717-866         | 5         | ---         | --        |
| CLINTON              | 1062            | 886                     | 860          | 4         | 841             | 7         | 796         | 15        |
| BURLINGTON           | 1136-1316       | 851-1006                | 787-956      | 3         | 697-868         | 3         | ---         | --        |
| FORT DODGE           | 1002            | 897                     | 822          | 3         | 777             | 3         | ---         | --        |
| MASON CITY           | 1050 (a)        | 996                     | 830          | 4         | 790             | 6         | ---         | --        |
| OTTUMWA              | 1015            | 910                     | 840          | 9         | ---             | --        | ---         | --        |
| CEDAR FALLS          | 1213-1313 (a)   | 1115-1175               | 1016-1076    | 3         | 917-977         | 3         | ---         | --        |
| MARSHALLTOWN         | 1197            | ---                     | 954          | 3         | 861             | 3         | ---         | --        |
| MUSCATINE            | 1080            | 930                     | 804          | ---       | 766             | ---       | ---         | --        |
| BETTENDORF           | ---             | ---                     | ---          | ---       | ---             | ---       | ---         | --        |
| MARION               | 1044-1332       | 902-1151                | 779-994      | 1         | 742-947         | 1         | ---         | --        |
| WEST DES MOINES      | ---             | ---                     | ---          | ---       | ---             | ---       | ---         | --        |
| NEWTON               | 1137            | 1046                    | 945          | 4         | 867             | 3         | ---         | --        |
| URBANDALE            | ---             | ---                     | ---          | ---       | ---             | ---       | ---         | --        |
| FORT MADISON         | 976             | 818-844                 | 770-791      | 3         | ---             | ---       | ---         | --        |
| BOONE                | 1110            | 994                     | 882          | 3         | ---             | ---       | ---         | --        |
| SPENCER              | ---             | ---                     | ---          | ---       | ---             | ---       | 450-650     | 2         |
| CHARLES CITY         | 970             | 855                     | ---          | ---       | 791             | 2         | ---         | --        |
| ANKENY               | 1104            | ---                     | 779          | 1         | ---             | ---       | ---         | --        |
| INDIANOLA            | ---             | ---                     | ---          | ---       | ---             | ---       | ---         | --        |
| CARROLL              | ---             | ---                     | ---          | ---       | ---             | ---       | ---         | --        |
| STORM LAKE           | 867             | ---                     | ---          | ---       | ---             | ---       | ---         | --        |
| WEBSTER CITY         | 737-865 (a)     | 655-768                 | ---          | ---       | 605-709         | ---       | ---         | --        |
| GRINNELL             | ---             | ---                     | ---          | ---       | ---             | ---       | 680-720     | 3         |
| CRESTON              | 660             | 600                     | ---          | ---       | 565             | 2         | ---         | --        |
| LEMARS               | ---             | ---                     | ---          | ---       | ---             | ---       | ---         | --        |
| ESTHERVILLE          | ---             | ---                     | ---          | ---       | ---             | ---       | ---         | --        |
| KNOXVILLE            | ---             | ---                     | ---          | ---       | ---             | ---       | ---         | --        |
| OELWEIN              | ---             | ---                     | 670          | 1         | ---             | ---       | ---         | --        |

(a) Car furnished

| CITIES<br>OVER 7,500 | FIRE (continued) |           |                  |                     |                            |           |
|----------------------|------------------|-----------|------------------|---------------------|----------------------------|-----------|
|                      | FIREMAN          |           | FIRE<br>MARSHALL | FIRE<br>DRILLMASTER | FIRE EQUIPMENT<br>MECHANIC |           |
|                      | SALARY           | NO. EMPL. |                  |                     | SALARY                     | NO. EMPL. |
| DES MOINES           | \$708-812        | 150       | \$1018-1230      | \$ ---              | \$ 785-947                 | 4         |
| CEDAR RAPIDS         | 733-805          | 84        | 997              | ---                 | 856-901                    | 1         |
| SIOUX CITY           | 702-784          | 90        | 995              | 995                 | 713-853                    | 1         |
| DUBUQUE              | 745-833          | 44        | 933-1075         | ---                 | ---                        | -         |
| COUNCIL BLUFFS       | 614-763          | 24        | 922-990          | 922-990             | 773-965                    | 1         |
| AMES                 | 620-788          | 30        | 824-1050         | ---                 | ---                        | -         |
| CLINTON              | 714-776          | 14        | ---              | ---                 | ---                        | -         |
| BURLINGTON           | 634-787          | 37        | ---              | ---                 | ---                        | -         |
| FORT DODGE           | 702-727          | 26        | ---              | ---                 | 767                        | 1         |
| MASON CITY           | 685-735          | 29        | 979              | ---                 | ---                        | -         |
| OTTUMWA              | 690-715          | 27        | 898              | ---                 | 690-715                    | 1         |
| CEDAR FALLS          | 666-844          | 24        | 917-1115         | 1016-1076           | 1115-1175                  | 1         |
| MARSHALLTOWN         | 648-802          | 21        | 1033             | 1033                | ---                        | -         |
| MUSCATINE            | 724              | ---       | 804              | ---                 | ---                        | -         |
| BETTENDORF           | ---              | ---       | ---              | ---                 | ---                        | -         |
| MARION               | 641-902          | 8         | ---              | ---                 | ---                        | -         |
| WEST DES MOINES      | ---              | ---       | ---              | ---                 | ---                        | -         |
| NEWTON               | 716-824          | 17        | ---              | ---                 | ---                        | -         |
| URBANDALE            | ---              | ---       | ---              | ---                 | ---                        | -         |
| FORT MADISON         | 638-739          | 22        | ---              | ---                 | ---                        | -         |
| BOONE                | 720-838          | 12        | ---              | ---                 | ---                        | -         |
| SPENCER              | ---              | ---       | ---              | ---                 | ---                        | -         |
| CHARLES CITY         | 698-738          | 6         | ---              | ---                 | ---                        | -         |
| ANKENY               | ---              | ---       | ---              | ---                 | ---                        | -         |
| INDIANOLA            | ---              | ---       | ---              | ---                 | ---                        | -         |
| CARROLL              | ---              | ---       | ---              | ---                 | ---                        | -         |
| STORM LAKE           | ---              | ---       | ---              | ---                 | ---                        | -         |
| WEBSTER CITY         | 560-655          | 4         | ---              | ---                 | ---                        | -         |
| GRINNELL             | ---              | ---       | ---              | ---                 | ---                        | -         |
| CRESTON              | 550              | 3         | ---              | ---                 | ---                        | -         |
| LEMARS               | ---              | ---       | ---              | ---                 | ---                        | -         |
| ESTHERVILLE          | ---              | ---       | ---              | ---                 | ---                        | -         |
| KNOXVILLE            | ---              | ---       | ---              | ---                 | ---                        | -         |
| OELWEIN              | 585-641          | 4         | ---              | ---                 | ---                        | -         |

| CITIES<br>OVER 7,500 | WATERWORKS     |                                 |                        |                       |                          |                               |               |        |
|----------------------|----------------|---------------------------------|------------------------|-----------------------|--------------------------|-------------------------------|---------------|--------|
|                      | SUPERINTENDENT | CHIEF<br>WATERWORKS<br>OPERATOR | WATERWORKS<br>OPERATOR | WATER METER<br>READER | WATER METER<br>REPAIRMAN | LABORER OR<br>MAINTENANCE MAN |               |        |
|                      |                |                                 |                        |                       |                          | SALARY                        | NO. EMPL.     | SALARY |
| DES MOINES           | \$ ---         | \$ ---                          | \$ ---                 | ---                   | \$ ---                   | \$ ---                        | \$ ---        | ---    |
| CEDAR RAPIDS         | 1272-1472      | ---                             | 672-777                | 12                    | 581-612                  | 673-705                       | 640-740       | 6      |
| SIOUX CITY           | 853-1033 (a)   | ---                             | 555-778                | 10                    | 555-656                  | 581-681                       | ---           | ---    |
| DUBUQUE              | 1369-1680      | 908-1135                        | 731-842                | 9                     | 701-744                  | 722-878                       | 3.93-4.77/hr. | 9      |
| COUNCIL BLUFFS       | ---            | ---                             | ---                    | ---                   | ---                      | ---                           | ---           | ---    |
| AMES                 | 908-1155       | ---                             | 751-956                | 5                     | 588-751                  | 683-866                       | ---           | ---    |
| CLINTON              | ---            | ---                             | ---                    | ---                   | ---                      | ---                           | ---           | ---    |
| BURLINGTON           | ---            | ---                             | ---                    | ---                   | ---                      | ---                           | ---           | ---    |
| FORT DODGE           | ---            | 775                             | 715                    | 10                    | 730                      | ---                           | ---           | ---    |
| MASON CITY           | ---            | 835                             | 714-729                | 3                     | 679                      | ---                           | ---           | ---    |
| OTTUMWA              | ---            | ---                             | ---                    | ---                   | ---                      | ---                           | ---           | ---    |
| CEDAR FALLS          | ---            | ---                             | ---                    | ---                   | ---                      | ---                           | ---           | ---    |
| MARSHALLTOWN         | ---            | ---                             | ---                    | ---                   | ---                      | ---                           | ---           | ---    |
| MUSCATINE            | ---            | ---                             | ---                    | ---                   | ---                      | ---                           | ---           | ---    |
| BETTENDORF           | ---            | ---                             | ---                    | ---                   | ---                      | ---                           | ---           | ---    |
| MARION               | 933            | 744                             | 744                    | 1                     | 560                      | ---                           | 616           | 1      |
| WEST DES MOINES      | 1135-1292      | ---                             | 700-855                | 1*;3                  | 700                      | 700                           | 700           | 3      |
| NEWTON               | 1339           | 902                             | 3.80-3.97/hr.          | 3                     | 3.37/hr.                 | 3.62/hr.                      | 3.91-4.46/hr. | 4      |
| URBANDALE            | 1248           | 920                             | ---                    | ---                   | 660                      | ---                           | 794           | 1      |
| FORT MADISON         | 899            | 818                             | 685-700                | 1                     | 3.33/hr.                 | ---                           | 3.76-4.06/hr. | 2*;3   |
| BOONE                | ---            | 863                             | 774-789                | 5                     | 664-823                  | ---                           | 643-726       | 2      |
| SPENCER              | 942            | 887                             | 643-715                | 3                     | ---                      | ---                           | ---           | ---    |
| CHARLES CITY         | 869            | ---                             | 824                    | 1                     | ---                      | ---                           | 3.30-4.00/hr. | ---    |
| ANKENY               | 1008           | ---                             | 570-885                | 2                     | 433                      | ---                           | ---           | ---    |
| INDIANOLA            | 963            | ---                             | 671-715                | 4                     | ---                      | ---                           | ---           | ---    |
| CARROLL              | ---            | ---                             | 575-660                | 2                     | 525-625                  | ---                           | ---           | ---    |
| STORM LAKE           | 867            | 683                             | ---                    | ---                   | 622                      | ---                           | 3.13/hr.      | 3      |
| WEBSTER CITY         | 655-768        | 655-768                         | 560-655                | 4                     | ---                      | 560-655                       | ---           | ---    |
| GRINNELL             | ---            | 655-790                         | 580-625                | 4                     | 580-600                  | ---                           | 600-630       | 1      |
| CRESTON              | 1208           | 3.47/hr.                        | 3.47/hr.               | ---                   | 3.52/hr.                 | 3.52/hr.                      | 3.52/hr.      | ---    |
| LEMARS               | ---            | ---                             | ---                    | ---                   | ---                      | ---                           | ---           | ---    |
| ESTHERVILLE          | 765            | 687                             | 519                    | 1                     | 724                      | ---                           | ---           | ---    |
| KNOXVILLE            | 875 (a)        | 715                             | 630-660                | 2                     | 590                      | ---                           | 660           | 1      |
| OELWEIN              | 727            | 586                             | ---                    | ---                   | (b)                      | ---                           | 456-536       | 3      |

\*Part-time employees

- (a) Car furnished  
(b) Fee basis

| SEWAGE DISPOSAL PLANT |                |                          |           |                               |           |               |           |            |
|-----------------------|----------------|--------------------------|-----------|-------------------------------|-----------|---------------|-----------|------------|
| CITIES<br>OVER 7,500  | SUPERINTENDENT | SEWAGE PLANT<br>OPERATOR |           | LABORER OR<br>MAINTENANCE MAN |           | MECHANIC      |           | CHEMIST    |
|                       |                | SALARY                   | NO. EMPL. | SALARY                        | NO. EMPL. | SALARY        | NO. EMPL. |            |
| DES MOINES            | \$1201-1541    | \$ 708-852               | 5         | \$ 674-708                    | 23        | \$ 812-852    | 2         | \$924-1115 |
| CEDAR RAPIDS          | 1545-1789      | 672-777                  | 13        | 582-672                       | 3         | 672-777       | 2         | 950-1100   |
| SIOUX CITY            | 853-1033(a)    | 555-778                  | 6         | ---                           | ---       | 605-895       | 4         | 740-895    |
| DUBUQUE               | 908-1135       | 4.17-4.67/hr.            | 13        | 3.93-4.17/hr.                 | 3         | 4.33-4.77/hr. | 4         | ---        |
| COUNCIL BLUFFS        | 921-1162       | 545-921                  | 6         | 509-602                       | 4         | 565-740       | 2         | 652-802    |
| AMES                  | 908-1155       | 751-956                  | 4         | ---                           | ---       | ---           | ---       | ---        |
| CLINTON               | 1096           | 802-862                  | 5         | ---                           | ---       | ---           | ---       | ---        |
| BURLINGTON            | 771-915        | 607-719                  | 4         | ---                           | ---       | 634-755       | 2         | ---        |
| FORT DODGE            | 845            | 715                      | 16        | ---                           | ---       | ---           | ---       | ---        |
| MASON CITY            | 835            | 684-709                  | 6         | ---                           | ---       | ---           | ---       | ---        |
| OTTUMWA               | 856-914        | 679-724                  | 6         | 703-753                       | 3         | ---           | ---       | 666-706    |
| CEDAR FALLS           | 950-1200       | 644-822                  | 1         | 584-746                       | 3         | ---           | ---       | ---        |
| MARSHALLTOWN          | 1175           | 720                      | 10        | 2.81-3.93/hr.                 | 1*;3      | ---           | ---       | ---        |
| MUSCATINE             | ---            | 766                      | ---       | 712                           | ---       | ---           | ---       | ---        |
| BETTENDORF            | ---            | ---                      | ---       | ---                           | ---       | ---           | ---       | ---        |
| MARION                | ---            | ---                      | ---       | ---                           | ---       | ---           | ---       | ---        |
| WEST DES MOINES       | ---            | ---                      | ---       | ---                           | ---       | ---           | ---       | ---        |
| NEWTON                | 1090           | 4.04/hr.                 | 2         | 3.91/hr.                      | 3         | ---           | ---       | ---        |
| URBANDALE             | 683-933        | 567-775                  | 2         | ---                           | ---       | ---           | ---       | ---        |
| FORT MADISON          | 700-849        | 650-732                  | 1         | 2.98-3.34/hr.                 | 1         | ---           | ---       | ---        |
| BOONE                 | 853            | 774-789                  | 2         | ---                           | ---       | ---           | ---       | ---        |
| SPENCER               | 795            | ---                      | ---       | 2.10/hr-632                   | 4         | ---           | ---       | ---        |
| CHARLES CITY          | 859            | 824                      | 1         | 726                           | 1         | ---           | ---       | ---        |
| ANKENY                | 1056           | 2.65/hr-860              | 1*;3      | ---                           | ---       | ---           | ---       | ---        |
| INDIANOLA             | 1233           | 636-785                  | 4         | ---                           | ---       | ---           | ---       | ---        |
| CARROLL               | 665-750        | 580-660                  | ---       | 525-575                       | 1         | ---           | ---       | ---        |
| STORM LAKE            | 867            | 683                      | 1         | 3.13/hr.                      | 2         | ---           | ---       | ---        |
| WEBSTER CITY          | 655-788        | 560-655                  | 1         | ---                           | ---       | ---           | ---       | ---        |
| GRINNELL              | ---            | 685                      | 2         | ---                           | ---       | ---           | ---       | ---        |
| CRESTON               | ---            | 620                      | 1         | 565                           | 1         | ---           | ---       | ---        |
| LEMARS                | 845            | 640                      | 1         | 535                           | 1         | ---           | ---       | ---        |
| ESTHERVILLE           | 745            | 660-706                  | 2         | 578-604                       | 3         | ---           | ---       | ---        |
| KNOXVILLE             | 700            | ---                      | ---       | 660                           | 1         | ---           | ---       | ---        |
| OELWEIN               | 727            | 536                      | 1         | 513                           | 1         | ---           | ---       | ---        |

(a) Car furnished

| ELECTRIC PLANT       |                |                            |           |                 |           |                 |           |
|----------------------|----------------|----------------------------|-----------|-----------------|-----------|-----------------|-----------|
| CITIES<br>OVER 7,500 | SUPERINTENDENT | ELECTRIC<br>PLANT OPERATOR |           | LINE FOREMAN    |           | LINEMAN         |           |
|                      |                | SALARY                     | NO. EMPL. | SALARY          | NO. EMPL. | SALARY          | NO. EMPL. |
| AMES #               | \$1000-1274    | \$824-1050                 | 6         | \$5.51-6.99/hr. | 1         | \$5.00-6.67/hr. | 4         |
| SPENCER              | 1091           | 596-970                    | 6         | 1115            | 1         | 592-1013        | 6         |
| INDIANOLA            | 1060           | 663-1051                   | 10        | ---             | -         | 760-833         | 4         |
| WEBSTER CITY #       | 898-1050       | 631-737                    | 3         | 737-865         | 1         | 582-768         | 7         |
| ESTHERVILLE          | 947            | 564-836                    | 12        | 947             | 1         | 519-866         | 7         |

# Additional employees in these categories listed on page 57.

ELECTRIC PLANT (continued)

| CITIES<br>OVER 7,500 | METER READER |           | ELECTRIC PLANT<br>FIREMAN |           | ELECTRIC MECHANIC |           |
|----------------------|--------------|-----------|---------------------------|-----------|-------------------|-----------|
|                      | SALARY       | NO. EMPL. | SALARY                    | NO. EMPL. | SALARY            | NO. EMPL. |
| AMES #               | \$ ---       | -         | \$788-1000                | 8         | \$ ---            | -         |
| SPENCER              | 782          | 2         | ---                       | -         | ---               | -         |
| INDIANOLA            | 2.50/hr-695  | 2         | ---                       | -         | 716-760           | 2         |
| WEBSTER CITY #       | 517-605      | 3         | 582-681                   | 1         | ---               | -         |
| ESTHERVILLE          | 724          | 1         | ---                       | -         | ---               | -         |

# Additional employees in these categories listed on page 57.

SALARIES OF ADDITIONAL EMPLOYEES  
(Cities Over 7,500)

GENERAL ADMINISTRATION

AMES Two Utilities Managers (Electric and Water), \$1,401-1,743 per month.

ANKENY Part-time Safety Director, \$3.00 per hour.

BOONE City Assessor, \$890 per month; Deputy Assessor, \$583 per month.

BURLINGTON Transportation Director, \$1,136-1,316 per month.

CLINTON City Assessor, \$1,223 per month; Deputy City Assessor, \$979 per month.

DUBUQUE Budget Analyst, \$966-1,179 per month; Program Planner, \$966-1,179 per month; Human Rights Director, \$917 per month; Assistant City Manager, \$1,158-1,480 per month.

FORT DODGE Utilities Manager, \$1,033 per month, plus automobile.

FORT MADISON City Assessor, \$1,104 per month; Utilities Manager, \$1,324 per month.

MASON CITY City Assessor, \$1,160 per month; Deputy Assessor, \$962 per month.

MUSCATINE City Assessor, \$1,130 per month.

SIOUX CITY Utilities Manager, \$1,447-1,753 per month, plus transportation.

URBANDALE Utilities Manager, \$1,248 per month.

PROFESSIONAL AND TECHNICAL

CEDAR RAPIDS Assistant Traffic Engineer, \$1,154-1,336 per month.

CLINTON Data Processing Assistant and Sewer Coordinator, \$872 per month.



DES MOINES Two Assistant Traffic Engineers, \$1,325-1,686 per month.

PLANNING AND COMMUNITY DEVELOPMENT

BURLINGTON Part-time Planning Aid, \$2.50-2.76 per hour.

DES MOINES Community Development Director, \$1,613-2,027 per month.

DUBUQUE Planning Technician, \$665-754 per month.

MASON CITY Community Development Director, \$1,116 per month; Rehabilitation Construction Supervisor, \$800 per month; Rehabilitation Finance Advisor, \$600 per month; Fiscal Officer, \$650 per month.

MUSCATINE Community Development Director, \$1,317 per month.

OTTUMWA Community Development Director, \$1,331 per month.

HOUSING AND URBAN RENEWAL

BURLINGTON Senior Citizens Director, \$502-593 per month.

CHARLES CITY Assistant Administrator, \$586 per month.

DES MOINES Property Manager, \$708-852 per month.

DUBUQUE Community Development Specialist, \$908-1,135 per month.

SIOUX CITY Relocation Agent I, 605-713 per month; Relocation Agent II, \$740-895 per month; Project Officer, \$987-1,194 per month, plus car furnished; Property Officers, \$853-1,033 per month.

CLERICAL PERSONNEL

CEDAR FALLS Receptionist, \$1.75-2.00 per hour; Office Machine Operator, \$417-504 per month.

ESTHERVILLE Office Machine Operator, \$527 per month.

FORT MADISON Office Machine Operator, \$3.00 per hour.

INDIANOLA

Office Machine Operator, \$366 per month.

STORM LAKE

Office Machine Operator, \$403 per month.

PUBLIC WORKS AND ENGINEERINGCEDAR FALLS

Assistant Streets Commissioner, \$822-1,048 per month; Director of Sanitation, \$862-1,100 per month, plus car furnished; Traffic Operations Superintendent, \$862-1,100 per month.

CLINTON

Assistant Street Commissioner, \$896 per month.

DUBUQUE

Sidewalk Inspector, \$712-842 per month; Assistant Street Superintendent, \$875-1,094 per month.

OELWEIN

Assistant Streets Commissioner, \$586 per month.

WEST DES MOINES

Assistant Streets Superintendent, \$829-928 per month.

SKILLED TRADES AND LABORBURLINGTON

Maintenance Superintendent, \$851-1,006 per month; Sanitation Superintendent, \$851-1,006 per month; Custodial Attendant, \$502-593 per month.

CEDAR RAPIDS

Custodial Attendants, \$502-581 per month.

DES MOINES

Custodial Attendants, \$3.24-3.39 per hour.

DUBUQUE

Sewer Maintenance Supervisor, \$765-911 per month; Stock Clerk, \$430-4.57 per hour.

MARION

Sewer Maintenance Superintendent, \$707-895 per month.

MARSHALLTOWN

Custodial Attendant, \$3.15 per hour.

OTTUMWA

Custodial Attendant, \$661-706 per month.

SIOUX CITY Automotive Equipment Superintendent, \$987-1,194 per month.

INSPECTION (Except Health)

BURLINGTON Housing Inspector, \$771-915 per month.

DUBUQUE Building Commissioner, \$1,034-1,312 per month; Building Inspection Clerk, \$765-911 per month.

MASON CITY Housing Inspector, \$600 per month, plus mileage allowance.

SIOUX CITY Director of Building Inspection, \$1,194-1,447 per month, plus car furnished.

HEALTH

BURLINGTON Lead Base Paint Coordinator, \$833 per month; Health Educator, \$833 per month; Field Investigator, \$708 per month; Health Aid, \$500 per month; Vector Control workers, \$2.63 per hour.

DES MOINES Environmental Control Officer, \$924-1,115 per month; Air Pollution Control Administrator, \$1,018-1,230 per month; Bacteriologist, \$884-1,064 per month.

DUBUQUE Health Administrator, \$966-1,179 per month; Health Aid, \$665-781 per month; Animal Warden, \$3.98-4.23 per hour.

FORT DODGE Bacteriologist, \$813 per month.

MUSCATINE Water Pollution Control Administrator, \$1,485 per month.

OTTUMWA Housing Code Inspector, \$702-755 per month.

SIOUX CITY Housing Inspector III, \$740-895 per month, plus car; Bacteriologist, \$778-1,033 per month, plus travel allowance; Environmental Health Inspector, \$555-656 per month, plus car.

RECREATION

AMES Recreation Superintendent, \$4.34-5.51 per hour.

CEDAR FALLS Assistant Recreation Director, \$708-758 per month.

CEDAR RAPIDS Four Swimming Pool Managers, \$125-135 per week (seasonal).

CHARLES CITY Club House Manager, \$300 per month (part-time).

DUBUQUE Assistant Recreation Director, \$812-1,007 per month.

SIOUX CITY Recreation Director, \$853-1,033 per month, plus car.

PARKS

BURLINGTON Supervisor, \$607-719 per month.

DUBUQUE Park Patrolman, \$4.05-4.30 per hour; Assistant Park Superintendent, \$812-1,007 per month.

OTTUMWA Engineering Technician, \$844-914 per month.

POLICE

BETTENDORF Police Corporal, \$832-1,057 per month.

BURLINGTON Inspector, \$851-1,006 per month.

CEDAR RAPIDS Detective Captain, \$997 per month; Records or Desk Clerk, \$554-640 per month.

CHARLES CITY Investigator, \$791 per month.

CLINTON Chief of Detectives, \$886 per month; Police Corporal, \$796 per month.

DUBUQUE Chief of Detectives, \$1,033 to 1,113 per month; Juvenile Officer, \$870-952 per month.

FORT DODGE Detective Captain, \$822 per month; Records Clerk, \$558 per month.

KNOXVILLE Police Liaison Officer, \$685 per month.

MARION

Juvenile Officer, \$707-902, per month.

MARSHALLTOWN

Chief of Detectives, \$1,033 per month;  
Records Clerk, \$485, per month.

MASON CITY

Chief of Detectives, \$780 per month;  
Jailer-Janitor, \$660 per month.

MUSCATINE

Chief Inspector, \$890 per month.

ELECTRIC PLANTAMES

Auxiliary Operator, \$717-908 per month.

WEBSTER CITY

Chief Electrician, \$737-865 per month; Meter  
Department Superintendent, \$655-768 per  
month; Line Department Superintendent,  
\$830-971 per month; Deputy Plant Superintendent,  
\$737-865 per month; Chemist, \$560-655 per  
month; Maintenance Foreman, \$605-709 per  
month; Equipment Operator, \$538-631 per month.