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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

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OPP, Division of Municipal Affairs

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IOWA MUNICIPAL SALARIES--1973
(CITIES OVER 7,500 POPULATION)

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STATE OF IOWA

Office for Planning and Programming

To: Chairman, County Board of Supervisors

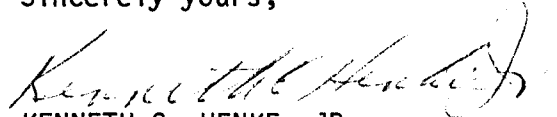
This manual contains job descriptions and personnel policies which are adaptable to all county employees. We recommend that you use these descriptions and consider the policies, adapting each to your own county's needs. If you need some help with the adaptation or feel that none of these really applies to your county we'll be glad to offer you our personal assistance at absolutely no charge to you.

Recent legislation has made it necessary that county homes have job descriptions for all their employees as well as written operational policies. This manual also contains, under a separate section, sample job descriptions and operational policies for county homes and we strongly recommend that you get these to your county home steward as soon as possible.

If you have any questions or feel that you require some personal assistance please feel free to call the:

Local Government Personnel Services Center
Office for Planning and Programming
Division of Municipal Affairs
523 East 12th Street
Des Moines, Iowa 50319
Phone: 319 281-3584

Sincerely yours,



KENNETH C. HENKE, JR.
Director
Division of Municipal Affairs

KCH:bgm

May, 1973

FOREWARD

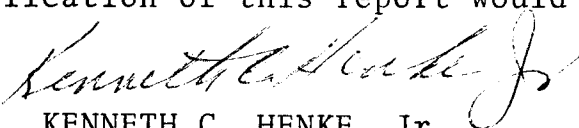
The 1973 survey of Iowa Municipal Salaries is this year being published by the Division of Municipal Affairs. Information for the report was gathered through the distribution of mail questionnaires to city managers, and city clerks.

The primary purpose of this survey is to assist city administrators in the establishment of salaries, hours of work, and a variety of fringe benefits. It is hoped that when matters of this nature are considered, reference will be made to the publication.

Reports for each of three size-groups of cities are issued separately. These groups are: (1) cities over 7,500 population; (2) cities of 3,500 - 7,500 population; and (3) cities of less than 3,500 population. Each city will receive the report for the group into which it falls. Salaries and practices reported are those in effect February 1, 1973.

Salaries of employees not presented in tabular form are given at the end of each report. The # sign after a city's name indicates that additional employees in the appropriate category are listed on the page given at the bottom of the table. Asterisks (*) indicate part-time employees. All salaries have been rounded to the nearest whole dollar.

Expressions of gratitude are in order for the willing cooperation of city administrators in the prompt completion and return of the questionnaires. In the past, this report has been prepared by the League of Iowa Municipalities and the Institute of Public Affairs and without their assistance, the publication of this report would have been much more difficult.


KENNETH C. HENKE, Jr.
Director

KCH:mgm

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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	KEOKUK	14,631
DAVENPORT	98,469	URBANDALE	14,434
SIOUX CITY	85,925	FORT MADISON	13,996
DUBUQUE	62,309	BOONE	12,468
COUNCIL BLUFFS	60,348	OSKALOOSA	11,224
IOWA CITY	46,850	SPENCER	10,278
AMES	39,505	CHARLES CITY	9,268
CLINTON	34,719	ANKENY	9,151
CEDAR FALLS	32,964	INDIANOLA	8,976
BURLINGTON	32,366	CARROLL	8,716
MASON CITY	31,951	FAIRFIELD	8,715
FORT DODGE	31,263	STORM LAKE	8,591
OTTUMWA	29,610	WEBSTER CITY	8,488
MARSHALLTOWN	26,219	GRINNELL	8,402
MUSCATINE	22,405	CRESTON	8,234
BETTENDORF	22,315	LE MARS	8,159
MARION	18,028	ESTHERVILLE	8,108
WEST DES MOINES	16,441	KNOXVILLE	7,755
		OELWEIN	7,735

HOURS OF WORK

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

CITIES OVER 7,500	NUMBER OF HOURS IN WORK WEEK			OFFICE STAFF, SATURDAY
	GENERAL	POLICE	FIREMEN	(DOES NOT INCLUDE POLICE AND FIRE)
DES MOINES	40	40	56	Offices closed
CEDAR RAPIDS	40	40	56	Offices closed
DAVENPORT	40 (a)	42	56	Offices closed
SIOUX CITY	40	40	56	Offices closed
DUBUQUE	40	40	56	Offices closed
COUNCIL BLUFFS	40	40	56	Offices closed
IOWA CITY	40	40	56	Offices closed
AMES	40	40	56	Offices closed
CLINTON	40 (b)	40	56	Skeleton staff, half day
BURLINGTON	40 (c)	41.3	56	Offices closed
FORT DODGE	40	40	56	Offices closed
MASON CITY	40	40	56	Offices closed
OTTUMMA	40	40	56	Offices closed
CEDAR FALLS	40	42	56	Offices closed
MARSHALLTOWN	40 (d)	40	56	Skeleton staff, half day
MUSCATINE	40	40	56	Offices closed
BETTENDORF	40 (e)	40	---	Offices closed
MARION	40	40	56	Offices closed
WEST DES MOINES	40	40	---	Offices closed
NEWTON	40	40	56	Offices closed
KEOKUK	40 (f)	42	56	Offices closed
URBANDALE	40	40	---	Offices closed
FORT MADISON	40	42	56	Offices closed
BOONE	40	40	56	Offices closed
OSKALOOSA	40	44	56	Skeleton staff, half day
SPENCER	40	48	42	Offices closed
CHARLES CITY	40 (g)	42	56	Offices closed
ANKENY	40	40	---	Offices closed
INDIANOLA	44	44	---	Skeleton staff, half day
CARROLL	42½	40	---	Offices closed
FAIRFIELD	40	40	40	Offices closed
STORM LAKE	40 (e)	54	40	Offices closed
WEBSTER CITY	40	40	56	Offices closed
GRINNELL	44 (h)	40	56	Offices closed
CRESTON	40	40	56	Offices closed
LEMARS	44	46	---	Offices closed
ESTHERVILLE	40	48	---	Offices closed
KNOXVILLE	40	42	---	Offices closed
OELWEIN	42	40	56	Skeleton staff, half day

- (a) Public Works employees, 44 hours per week.
 (b) Sewage Treatment Plant employees, 43 hours per week.
 (c) Bridge employees, 36 hours per week.
 (d) Sewer employees 47.5 hours; Street employees 45 hours;
 Forestry employees, 45 hours per week.
 (e) Street Department employees 45 hours per week.
 (f) Office staff, 37.5 hours per week.
 (g) Water Department employees 45 hours; Garbage Collectors, 45 hours per week.
 (h) Office Staff, 40 hours; Meter Maids, 35 hours per week.

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 OVER 7,500	SALARIED AND REGULAR HOURLY EMPLOYEES VACATION ALLOWED		
	AFTER ONE YEAR	AFTER TWO YEARS	VARIATIONS
	DES MOINES	2 wks.	2 wks.
CEDAR RAPIDS	1 wk.	2 wks.	After 10 yrs., 3 wks.; 15 yrs., 4 wks.
DAVENPORT	2 wks.	2 wks.	After 10 yrs., 3 wks.; 18 yrs., 4 wks.
SIoux CITY	1 wk.	2 wks.	After 10 yrs., 3 wks.; 18 yrs., 4 wks.
DUBUQUE	2 wks. (a)	2 wks.	After 10 yrs., 3 wks.; 15 yrs., 4 wks.
COUNCIL BLUFFS	2 wks.	2 wks.	After 10 yrs., 3 wks.; 20 yrs., 4 wks.
IOWA CITY	12 days (a)	12 days	After 5 yrs., 15 days; 10 yrs., 18 days
AMES	2 wks. (a)	2 wks.	After 8 yrs., 3 wks.; 15 yrs., 4 wks.
CLINTON	2 wks. (a) (b)	2 wks.	After 5 yrs., 3 wks.; 10 yrs., 4 wks.; 20 yrs., 5 wks.
BURLINGTON	2 wk.	2 wks.	After 10 yrs., 3 wks.; 20 yrs., 4 wks.
FORT DODGE	1 wk.	2 wks.	After 10 yrs., 3 wks.; 20 yrs., 4 wks.
MASON CITY	1 wk.	2 wks.	After 10 yrs., 3 wks.; 20 yrs., 4 wks.; 25 yrs., 5 wks.
OTTUMWA	10 days (a)	10 days	After 6 yrs., 5 days; 14 yrs., 20 days
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; 25 yrs., 20 days
MUSCATINE	1 wks.	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. (c)	2 wks.	After 10 yrs., 3 wks.; 15 yrs., 4 wks.
KEOKUK	1 wk.	2 wks.	After 10 yrs., 3 wks.; 15 yrs., 4 wks.; 22 yrs., 5 wks.
URBANDALE	2 wks.	2 wks.	After 7 yrs., 3 wks.; 14 yrs., 4 wks.
FORT MADISON	2 wks.	2 wks.	After 10 yrs., 3 wks.; 20 yrs., 4 wks.
BOONE	1 wk.	2 wks.	After 5 yrs., 3 wks.; 10 yrs., 4 wks.
OSKALOOSA	2 wks.	2 wks.	After 15 yrs., 3 wks.
SPENCER	1 wk.	2 wks.	---
CHARLES CITY	2 wks.	2 wks.	After 10 yrs., 3 wks.; 15 yrs., 4 wks.
ANKENY	1 wks. (a)	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.
FAIRFIELD	1 wk.	2 wks.	After 10 yrs., 3 wks.
STORM LAKE	2 wks.	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 15 yrs., 3 wks.
CRESTON	2 wks.	2 wks.	After 15 yrs., 3 wks.
LEMARS	1 wk.	2 wks.	After 15 yrs., 3 wks. (e)
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) After 6 months

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

(c) One wk. after 6 months

(d) After 18 months

(e) Policemen: After 10 yrs., 3 wks.

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 OVER 7,500	HOLIDAYS		ANNUAL SICK LEAVE		SICK LEAVE		MAXIMUM CUMULATION	
	SALARIED EMPLOYEES	REG. HOURLY OR DAILY	SALARIED EMPLOYEES	REG. HOURLY OR DAILY	SALARIED EMPLOYEES	REG. HOURLY OR DAILY	SALARIED EMPLOYEES	REG. HOURLY OR DAILY
DES MOINES	9	9	12	12	(a)	(a)		
CEDAR RAPIDS	10	10	12	12	(a)	(a)		
DAVENPORT	7	7	15	15	(a)	(a)		
SIOUX CITY	8	8	18	---	120	---		
DUBUQUE	8	8	12	12	120 (b)	120		
COUNCIL BLUFFS	9 (c)	9 (c)	18	18	120	120		
IOWA CITY	11	11	12	---	180	---		
AMES	8	8	12	12	(a)	(a)		
CLINTON	9	9	60	15	60	60		
BURLINGTON	8	---	18	---	120	---		
FORT DODGE	9	9	(d)	(d)	150	150		
MASON CITY	9	---	18	24	(a)	(a)		
OTTUMWA	9½	9½	24	24	(a)	(a)		
CEDAR FALLS	9	9	12 (e)	12 (e)	120	120		
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	---	---		
KEOKUK	10	10	12	12	120	120		
URBANDALE	9	9	12	12	80	80		
FORT MADISON	9	9	30	30	90	90		
BOONE	7	7	12	12	120	120		
OSKALOOSA	8	8	12	12	---	---		
SPENCER	7	---	12	12	39	30		
CHARLES CITY	8	8	10	10	90	90		
ANKENY	7	---	15	---	100	---		
INDIANOLA	7	7	7	7	---	---		
CARROLL	7	---	30	---	90	---		
FAIRFIELD	8	8	12	12	90	90		
STORM LAKE	7	7	5	5	60	60		
WEBSTER CITY	9	---	12	---	90	---		
GRINNELL	7	7	8	8	90	90		
CRESTON	7	7	6	6	60	60		
LEMARS	7	7	6	6	30	30		
ESTHERVILLE	7	7	7	7	60	60		
KNOXVILLE	7	---	12	---	90	---		
DELWETH	8	8	12	12	90	90		

(a) No limit

(b) Firefighters, no limit

(c) Also General Election Day every two years

(d) After 4 months, 14 days; following 4 years, 30 days; following 5 yrs., 60 days; after 10 yrs., 90 days

(e) 13 days during first year of employment

(f) Policemen and Firemen, 9 holidays

LONGEVITY PAY PLANS
(Cities Over 7,500)

AMES

All full-time employees receive an additional \$100 per year for each 5 years of service, maximum of \$400 per year additional. Regular part-time employees receive one-half the longevity benefits.

ANKENY

Policemen receive an additional \$180 per year after 2 years.

BOONE

All employees receive an additional \$1.00 per month for each year of service completed after 5 years, maximum of \$15 per month additional.

BURLINGTON

All full-time city employees receive \$200 per year after 5 years of continuous service; \$300 after 10 years; \$400 after 15 years; and \$600 after 20 years.

CEDAR FALLS

Policemen and Firemen receive an additional \$8 per month every 3 years after 5 years of service, maximum of \$72 per month. All other employees receive longevity benefits on the same basis, except that the amounts are 3/4 of those for Policemen and Firemen.

CEDAR RAPIDS

All city employees receive an additional sum per month according to the following schedule:
Labor and Trades -- (\$353-496 per month) \$10 after 5 years, \$20 after 10 years, \$30 after 16 years; (\$472-572 per month) \$10 after 5 years, \$25 after 10 years, \$40 after 16 years; (\$601-730 per month) \$15 after 5 years, \$30 after 10 years, \$45 after 16 years; (\$730-845 per month) \$15 after 5 years, \$35 after 10 years, \$55 after 16 years; (845-887 per month) \$20 after 5 years, \$40 after 10 years, \$60 after 16 years. Non-Labor and Trades -- Same as Labor and Trades for monthly salaries of \$320-459 except payments are based on 7, 12, and 18 years of service; \$870-1007 per month) \$20 after 7 years, \$45 after 12 years, \$70 after 18 years; (\$914-1223 per month) \$25 after 7 years, \$55 after 12 years, \$80 after 18 years; (\$1110-1896 per month) \$30 after 7 years, \$60 after 12 years, \$85 after 18 years. Police -- (Patrolmen) \$12 after 5 years, \$24 after 10 years, \$36 after 15 years, \$48 after 20 years; (Sergeants, Identification Officers, and Detectives) \$11 after 5 years, \$23 after 10 years, \$34 after 15 years, \$47 after 20 years;

(Lieutenants, Detective Lieutenant, and Alarms System Supervisors) \$19 after 5 years, \$37 after 10 years, \$55 after 15 years, \$73 after 20 years. Fire -- (Fire-fighters) \$11 after 5 years, \$22 after 10 years, \$33 after 15 years, \$44 after 20 years; (Fire Lieutenants, Training Officer, and Fire Inspector) \$11 after 5 years, \$22 after 10 years, \$33 after 15 years, \$44 after 20 years; (Assistant Fire Marshall, Fire Captain, Fire Captain and Training Officer) \$11 after 5 years, \$23 after 10 years, \$34 after 15 years, \$47 after 20 years.

CHARLES CITY

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

CLINTON

Policemen and Firemen receive an additional \$5 per month for each 2 years of service, maximum of \$70 per month additional.

DES MOINES

All employees receive an additional 1 per cent of base salary for each 5 years of continuous service, maximum of 6 per cent additional.

DUBUQUE

All employees receive an additional 1 per cent of base salary for each 6 years of continuous service, maximum of 5 per cent additional.

ESTHERVILLE

All employees receive an additional 1 per cent of base salary after 4 years of service and 8 years of service.

FAIRFIELD

Full-time employees, except Policemen and Firemen, receive an additional \$5 per month for each 5 years of service, maximum of \$20 per month 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 5 years of service, maximum of \$40 per month additional.

KEOKUK

All Police and Fire employees receive an additional \$10 per month for each 5 years of service, maximum of \$60 per month additional.

LEMARS

All employees who are at the highest salary of a given pay range are eligible for longevity pay at the end of 2 years of service. Another longevity pay increase may occur 3 years after the first increase. The rate of pay is dependent on the paygrade of the employee.

MARION

All employees are granted an additional \$5 per month for each 5 years of service, maximum of \$25 per month additional.

MASON CITY

Policemen and Firemen receive longevity pay of \$25 after 5 years, \$50 after 10 years, \$75 after 15 years, and \$100 after 20 years. Public Works employees receive \$4 after 3 years, \$8 after 6 years, \$12 after 9 years, \$16 after 12 years, and \$20 after 15 years.

MUSCATINE

All employees receive an additional \$10 per month for each 5 years of continuous service.

NEWTON

Policemen and Firemen receive an additional \$6 per month for each 3 years of service, maximum of \$30 per month additional.

OSKALOOSA

All Police and Fire employees and all Skilled Trade workers receive an additional \$5 per month for each 5 years of service, maximum of \$25 per month additional.

OTTUMWA

All full-time employees receive an additional \$10 per month for each 4 years of service. There is no limit.

SIOUX CITY

Employees receive an additional \$7.50 per month for each 5 years of continuous service.

SPENCER

Policemen receive an additional \$20 per month after 5 years and 7 years of service, and \$25 per month after 10 years and 15 years of service.

WEBSTER CITY

All full-time employees receive an additional \$20 per month after 4 years of service, and \$5 per month after each additional 4 years of service, maximum of \$40 per month additional.

WEST DES MOINES

Full-time employees receive an additional \$5 per month for each 5 years of continuous service, maximum of \$20 per month additional.

OVERTIME POLICIES
(Cities Over 7,500)

AMES

Department heads and supervisory personnel receive compensatory time off for overtime. All other employees receive time and one-half pay for all hours exceeding 40 hours per week (56 hours per week for Firemen).

ANKENY

Full-time Public Works employees receive straight time pay for overtime. Policemen receive straight time pay for overtime. Department heads and supervisory personnel are not eligible for over-time benefits.

BETTENDORF

All employees except department heads receive one and one-half times their regular wage for overtime hours worked. Holiday work is compensated at the rate of two and one-half times the regular rate.

BOONE

All employees receive time and one-half pay for all hours exceeding 40 hours per week (56 hours per week for Firemen).

BURLINGTON

Salaried employees receive compensatory time off or time and one-half pay for overtime. Department heads and supervisory personnel are not eligible for overtime benefits. Policemen receive time and one-half pay for all hours exceeding 41.3 hours per week and straight time pay for off-duty court appearances. Firemen are paid time and one-half for all hours exceeding 56 hours per week, and Ambulance personnel receive \$5 per hour for all overtime. Hourly employees receive time and one-half pay for all hours over 40 hours per week.

CARROLL

All employees, including Policemen, receive straight time pay for overtime.

CEDAR FALLS

Salaried employees receive compensatory time off for overtime. Department heads and supervisory personnel are not eligible for overtime benefits. Policemen and Firemen receive straight time pay for overtime. Regular hourly employees are paid time and one-half for all hours exceeding 40 hours per week and 8 hours per day, double time pay for Sundays and holidays plus regular holiday pay.

CEDAR RAPIDS

All employees with a salary of less than \$877 per month receive time and one-half pay for overtime. Employees with a monthly salary in excess of that amount receive compensatory time off or straight time pay for overtime. Department heads, superintendents, and assistants are not eligible for monetary overtime benefits, but may receive compensatory time off with approval. Policemen receive time and one-half for overtime and compensatory time off for holidays worked. Firemen are paid time and one-half when "called in" and straight time pay for holidays.

CHARLES CITY

~~Salaried employees, except Policemen and Firemen receive compensatory time-off for overtime work. Hourly employees receive straight-time pay for overtime work. Firemen receive overtime compensation at the rate of \$3.25 per hour, and Policemen receive straight-time pay. Policemen and Firemen are entitled to compensatory time-off for holidays.~~

CLINTON

Salaried employees receive compensatory time off for overtime. Hourly employees, full-time Policemen, and full-time Firemen receive straight time pay for overtime.

COUNCIL BLUFFS

All salaried employees, including Fire and Police personnel, receive time and one-half pay for hours worked in excess of the standard work week or work day. Employees may elect to take compensatory time off equal to overtime hours worked.

CRESTON

Firemen and Policemen receive straight time pay for overtime.

DAVENPORT

Salaried employees receive compensatory time off for overtime. Supervisory personnel above the level of foreman are not eligible for overtime benefits. Policemen and Firemen receive straight time pay for overtime. Hourly employees receive straight time pay for overtime.

DES MOINES

Employees, including Policemen and Firemen, receive time and one-half pay for all hours exceeding 40 hours per week and 8 hours per day, and receive double time pay for Sundays and holidays. Supervisory personnel are not eligible for overtime benefits.

DUBUQUE

All laborers, clerical personnel, and technical employees receive time and one-half pay for overtime. Department heads and supervisory personnel are not eligible for overtime benefits. Policemen, except the Police Chief, receive time and one-half pay for overtime duty and straight time pay for non-duty work, i.e. training school. Firemen, except the Fire Chief, receive straight time pay for overtime.

ESTHERVILLE

Employees receive time and one-half pay for all hours exceeding 40 hours per week. Administrative and department heads are not eligible for overtime benefits.

FAIRFIELD

Salaried employees, including Policemen, receive compensatory time off for overtime. Full-time Firemen receive time and one-half pay for overtime. Hourly employees earn time and one-half pay for overtime and double time pay for holidays worked.

FORT DODGE

Employees receive time and one-half pay for overtime and double time pay for Sundays and holidays worked. Department heads and supervisors are not eligible for overtime benefits. Policemen receive time and one-half compensatory time off for overtime. Full-time Firemen earn time and one-half pay for overtime.

FORT MADISON

Hourly employees and Firemen receive straight time pay for overtime. Policemen receive compensatory time-off. Other salaried employees receive no overtime benefits.

GRINNELL

Employees receive straight time pay for overtime. Department heads and supervisory personnel receive compensatory time-off.

INDIANOLA

Public Works employees receive compensatory time off for overtime worked. Department heads, supervisory personnel, and Policemen receive no overtime benefits. All employees receive \$20 for each holiday worked.

IOWA CITY

All salaried employees, including Policemen and Firemen, receive compensatory time off at the rate of one and one-half the overtime hours worked. Policemen and Firemen receive compensatory time off for holidays worked.

KEOKUK

Hourly employees receive time and one-half pay for overtime and Saturdays, and double time pay for Sundays. Overtime pay on holidays is at a rate two and one-half times the normal hourly rate and a minimum of four hours is guaranteed for work on holidays. Policemen and Firemen who are required to perform extra duty immediately prior to after the regular working shift receive time and one-half pay for those hours worked. Overtime performed under conditions other than previously stated is paid at a rate one and one-half times the base salary with a minimum guarantee of four hours. Salaried employees are not eligible for overtime benefits.

KNOXVILLE

Hourly employees and full-time Policemen receive straight time pay for overtime. Street employees, except superintendent, receive compensatory time off for overtime.

LEMARS

Salaried employees receive compensatory time off for overtime. Department heads and supervisory personnel are not eligible for overtime benefits. Full-time Policemen receive straight time pay for overtime and compensatory time off for holidays.

MARION

Hourly employees are paid time and one-half for overtime. Salaried employees below grade 20 may receive straight time pay for overtime if approved by the department head. Employees in grade 20 or above may accumulate compensatory time off for overtime up to 10 days after which the accumulation must be reduced by time off or straight time pay. Full-time Policemen receive time and one-half pay for time spent in court and for substitute work.

MARSHALLTOWN

Salaried employees receive straight time pay or compensatory time off for overtime. Policemen receive straight time pay for overtime. Hourly employees are compensated for overtime at the rate of one and one-half times the regular pay.

MASON CITY

Policemen and Public Works employees receive time and one-half pay for all hours exceeding 8 hours per day or 40 hours per week. Public Works employees receive double time pay for holidays and Sundays worked. Firemen receive time and one-half pay for all hours exceeding 56 hours per week. Policemen and Firemen receive a minimum of two hours overtime for call-backs if hours do not run concurrently with regular work hours. Department heads and supervisory personnel are not eligible for overtime benefits.

MUSCATINE

Employees, including Policemen, receive either time and one-half pay or compensatory time off for overtime subject to the discretion of the department head. Department heads and supervisory personnel are not eligible for overtime benefits.

NEWTON

Hourly employees and Policemen receive time and one-half pay for all hours exceeding 40 hours per week. Firemen earn \$3 per hour for overtime pay. Salaried employees receive compensatory time off for overtime. Department heads are not eligible for overtime benefits.

OELWEIN

Office employees, department heads, and Policemen receive compensatory time off for overtime. All other employees, including Firemen, receive straight time pay for overtime.

OSKALOOSA

Hourly employees earn time and one-half pay for overtime. Full-time Policemen and Firemen receive straight time pay for overtime. Any employees who work on Thanksgiving, Christmas, or New Year's Day receive compensatory time off. Department heads and supervisory personnel are not eligible for overtime benefits.

OTTUMWA

Employees, including Policemen and Firemen, receive time and one-half pay for overtime. Appointive officials are not eligible for overtime benefits.

SIOUX CITY

Employees, including Policemen and Firemen, earn time and one-half pay for overtime. When authorized by the City Manager, compensatory time off at the rate of one and one-half times the overtime hours worked may be granted. Employees, except those working in the twenty-four hour services, receive time and one-half pay for holidays worked. Employees in pay range classifications of 30 and above, Police Chief, Fire Chief, Assistant Police Chiefs, and Assistant Fire Chiefs are ineligible for overtime benefits.

SPENCER

Salaried employees receive compensatory time off for overtime. Full-time Policemen, full-time Firemen, and regular hourly employees earn straight time pay for overtime. Full-time Policemen receive compensatory time off for holidays worked.

STORM LAKE

Employees receive straight time pay for overtime. Department heads who are salaried are not eligible for overtime benefits. Policemen receive straight time pay for holidays worked and substitute work.

<u>URBANDALE</u>	All employees, including Policemen, receive time and one-half pay for overtime work.
<u>WEBSTER CITY</u>	Full-time employees, including Policemen and Firemen are eligible for overtime benefits. The budget determines whether employees receive compensatory time off, straight time pay, or time and one-half pay for overtime.
<u>WEST DES MOINES</u>	Salaried employees receive time and one-half for overtime. Department heads, supervisory personnel, and Public Works Foremen are not eligible for overtime benefits. Policemen and all other employees receive compensatory time off for overtime.

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

<u>AMES</u>	City purchases uniforms for Policemen, Firemen, 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 rain-coats. Meter Maids are provided handbags and badges.
<u>ANKENY</u>	City purchases uniforms for Policemen and Firemen. Policemen are furnished all necessary equipment except weapons and leather. Firemen are supplied all necessary equipment.
<u>BOONE</u>	Policemen, Meter Maids, Fire Chief, and Assistant Fire Chief receive a uniform allowance of \$120 per month. 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.
<u>BURLINGTON</u>	City purchases uniforms for Policemen, Firemen, and Meter Maids. Policemen and Firemen receive a uniform allowance of \$125 per year. City provides laundry service for all Parks and Public Works employees. Policemen are furnished weapons and leather goods.
<u>CARROLL</u>	City purchases uniforms for Policemen and Meter Maids. Badges, name plates, weapons, handcuffs, riot equipment, and all other necessary equipment are furnished to Policemen.

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. Uniformed Policemen receive a uniform allowance of \$150 per year, plain-clothing Policemen receive \$130 per year, Assistant Fire Chiefs receive \$150 per year, Firemen receive \$110 per year, Meter Maids are allowed \$5 per month for uniform cleaning. The City pays one-half the cost of uniform rental service for Water Servicemen and Automotive and Equipment Mechanics. Flashlights, billies, whistles, belts, holsters, cartridge carriers, handcuffs, cases, mace, and safety glasses are furnished to Policemen. Firemen are supplied flashlights and safety glasses.

CHARLES CITY

City purchases uniforms for Policemen and Firemen. Policemen and Firemen receive a uniform allowance of \$125 per year; Street Department employees and Sewer Department employees receive \$50 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. Street Department employees are provided laundry service. 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, raincoats, clubs, and tear gas are furnished to Policemen. Firemen are provided badges and boots.

DAVENPORT

City purchases uniforms for Meter Maids. Policemen and Firemen receive a uniform allowance of \$200 per year. Meter Maids are provided rain-coats and carrying bags. City provides laundry service to Public Works employees.

DES MOINES

City purchases uniforms for Policemen, Firemen, Meter Maids, garage employees, and parking meter employees. Non-uniformed Policemen receive a clothing allowance of \$150 per year. City provides laundry service for garage, parking meter, maintenance, and sewage treatment personnel.

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 or laundry service. Helmets, rain gear, safety glasses, flashlights, weapons, and holsters are furnished to Policemen. If applicable other employees are furnished safety glasses, hard hats, rubber boots, safety equipment, high voltage gloves, and rain gear.

FAIRFIELD

Policemen and Meter Maids receive a uniform allowance of \$100 per year. Firemen receive a uniform allowance of \$100 per year. Firemen receive a uniform allowance, but the amount is not fixed.

FORT DODGE

Policemen and Firemen receive a uniform allowance of \$150 per year. Meter Maids receive \$100 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. Meter Maids are provided badges.

GRINNELL

Policemen, Firemen and Meter Maids receive a uniform allowance of \$150 per year. Firemen and Utility Meter Readers receive a uniform allowance, but the amount is not fixed. Badges, handcuffs, cases, and riot batons are supplied to Policemen. Firemen are provided protective clothing.

IOWA CITY

City purchases uniforms for Policemen, Firemen, Meter Maids, and Parks and Public Works employees. Policemen are furnished sidearms, belts, cuffs, cases, helmets, and ammunition. Firemen are furnished helmets and gloves.

KEOKUK

City purchases uniforms for Policemen, Firemen, and Meter Maids. All Policemen and the Fire Chief receive a uniform allowance of \$150 per year; Firemen receive \$60 per year. Firemen are also provided laundry service. Badges, flashlights, billies, and handcuffs are supplied to Policemen. Firemen are provided gloves, helmets and housekeeping equipment. Handbags, boots, and chalk markers are furnished to Meter Maids.

KNOXVILLE

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

LEMARS

City purchases uniforms for Street, Sanitation, and Park personnel. Policemen receive a uniform allowance of \$100 per year. Badges, cartridges, saps, and handcuffs are supplied to Policemen. Firemen are provided coats, boots, and helmets.

MARION

Policemen and Firemen receive a uniform allowance of \$120 per year. Helmets and ammunition are supplied to Policemen. Firemen are outfitted with protective clothing. Coveralls are furnished to mechanics and refuse collectors.

MARSHALLTOWN

City purchases uniforms and provide laundry service for Policemen, Firemen, and Meter Maids.

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.

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 Firemen, and \$50 per year to Meter Maids and other eligible employees. Garbage collectors are provided laundry service.

OSKALOOSA

Policemen receive a uniform allowance of \$125 per year; Firemen receive \$100 the first year and, thereafter, receive \$75 per year. Badges, belts, weapons, holsters, handcuffs, and all other necessary equipment are supplied to Policemen. Firemen are provided badges, boots, inner soles, helmets, and all other necessary equipment.

OTTUMWA

City purchases uniforms for Policemen, Firemen, and Public Works, Sewage Treatment, Airport, Traffic Maintenance, and Parks employees. Badges, belts, weapons, holsters, handcuffs, and all other necessary equipment are supplied to Policemen. Firemen are furnished badges, boots, and all other necessary equipment.

SIOUX CITY

Uniformed employees of the Fire and Traffic Engineering Department receive a uniform allowance of \$200 per year. Uniformed employees of the Police Department receive an allowance of \$300 per year.

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 Waterworks employees. City provides laundry service for Policemen and Firemen.

<u>URBANDALE</u>	City purchases uniforms for Policemen, and provides laundry service for Street and Sanitation employees.
<u>WEBSTER CITY</u>	Policemen and Firemen receive a uniform allowance of \$150 per year.
<u>WEST DES MOINES</u>	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)

<u>AMES</u>	Mandatory retirement at 65. Employees may be retained on a year-by-year basis after 65 only upon approval of the City Manager. Participation in the Municipal Utilities Retirement Program is compulsory for all Electric, Waterworks, 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.
<u>BETTENDORF</u>	Mandatory retirement at 65.
<u>BOONE</u>	Mandatory retirement at 65.
<u>BURLINGTON</u>	Mandatory retirement at 65; may be extended on an individual basis by the City Manager
<u>CEDAR FALLS</u>	Mandatory retirement at 65; employee may be retained on a year-by-year basis upon approval of the Council. Upon retirement, an employee is paid accrued sick leave as follows: age 62, 30 days; age 63, 40 days; age 64, 50 days; age 65, 60 days. In case of death, an employee's beneficiaries are paid the accrued sick leave, maximum of 60 days. Firemen and Policemen are likewise eligible for payment of accrued sick leave even though they may retire at 55 with 22 years of service.
<u>CEDAR RAPIDS</u>	Mandatory retirement at 70, but may be extended on an individual basis.
<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>FAIRFIELD</u>	Mandatory retirement at 65; employee may be retained with approval of Council.
<u>GRINNELL</u>	Mandatory retirement at 65.
<u>INDIANOLA</u>	Mandatory retirement at 65; employee may be retained with approval of Council.
<u>IOWA CITY</u>	Mandatory retirement at 65; annual extension by City Manager.
<u>LEMARS</u>	Mandatory retirement at 65.
<u>KEOKUK</u>	Mandatory retirement at 67; employee may be retained as a consultant.
<u>KNOXVILLE</u>	Mandatory retirement at 65; employee may be retained if health is good.
<u>MARION</u>	Mandatory retirement at 65; employee may be retained with approval of Council.
<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.
<u>NEWTON</u>	Mandatory retirement at 65; employee may be retained with approval of department head.
<u>OSKALOOSA</u>	Mandatory retirement at 65 for Firemen.
<u>OTTUMWA</u>	Mandatory retirement at 65; may be extended on a yearly basis.

<u>SIOUX CITY</u>	Mandatory retirement at 65; employee may be retained with approval of City Manager.
<u>SPENCER</u>	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.
<u>STORM LAKE</u>	Mandatory retirement at 65; employee may be retained by City Council.
<u>URBANDALE</u>	Mandatory retirement at 65.
<u>WEBSTER CITY</u>	Mandatory retirement at 65.
<u>WEST DES MOINES</u>	Mandatory retirement at 65.

GROUP INSURANCE PROGRAMS
(Cities Over 7,500)

<u>AMES</u>	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 \$5,000 life insurance policy for each full-time employee, and pays for a \$2,500 life insurance policy for each regular part-time employee.
<u>ANKENY</u>	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.
<u>BETTENDORF</u>	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.
<u>BOONE</u>	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.

<u>BURLINGTON</u>	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 which includes \$1,000 accidental death and dismemberment insurance.
CARROLL	City pays the full cost of hospitalization, surgical, and medical insurance for each employee. Employee pays for family coverage.
<u>CEDAR FALLS</u>	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.
<u>CEDAR RAPIDS</u>	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.
<u>CHARLES CITY</u>	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.
<u>CLINTON</u>	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.
<u>COUNCIL BLUFFS</u>	City pays the full cost of hospitalization, surgical, and medical coverage. City pays \$5.00 per month of the family premiums. City pays the full cost of a \$2,000 life insurance policy for each employee.

<u>CRESTON</u>	City pays the full cost of Blue Cross-Blue Shield insurance and a \$2,000 life insurance policy for each employee.
<u>DAVENPORT</u>	City pays 80% of the cost of hospitalization, surgical and major medical coverage on each employee.
<u>DES MOINES</u>	City pays the full cost of hospitalization, surgical, and medical coverage for each employee and his family. The city also pays the full cost of a \$2,000 life insurance policy for each employee.
<u>DUBUQUE</u>	City pays the full cost of hospitalization, surgical and medical coverage for each employee. City also pays two-thirds the cost of family coverage.
<u>ESTHERVILLE</u>	City pays the full cost of major medical insurance for each employee. Employee pays for family coverage.
<u>FAIRFIELD</u>	City pays the full cost of hospitalization, surgical, sickness, and accident insurance. Employee pays for family coverage.
<u>FORT DODGE</u>	Employee pays full cost of Blue Cross-Blue Shield coverage and life insurance coverage. Both plans are on a voluntary basis.
<u>FORT MADISON</u>	Employee pays full cost of Blue Cross-Blue Shield, disability, and life insurance coverage.
<u>GRINNELL</u>	City pays one-half the cost of Blue Cross-Blue Shield including major medical for each employee. Employee pays for family coverage. City also pays one-half the cost of life insurance.
<u>INDIANOLA</u>	City pays the full cost of hospitalization, surgical, and major medical insurance for each employee. Under the family plan, the city pays \$15.24 per month and employee pays \$35.45 per month. City also pays 75 per cent of the cost of a Bankers Life group insurance policy. The employee pays the remaining 25 per cent.
<u>IOWA CITY</u>	City pays the full cost for hospitalization, surgical, and major medical coverage for each employee. Employee pays for family coverage. The city also pays the cost of a life insurance policy for the next highest \$1,000 of the employee's annual salary.

KEOKUK City pays \$9.65 per month premium for medical coverage for each salaried employee. Employee pays for family coverage. City pays \$6.95 per month premium for medical coverage for each hourly employee.

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

LEMARS City pays the full cost of hospitalization, surgical, and medical coverage for each employee. Employee pays for family coverage. City also pays the full cost of a \$2,000 life insurance policy on each employee.

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

<u>OSKALOOSA</u>	City pays the full cost of Blue Cross-Blue Shield insurance for each employee.
<u>OTTUMWA</u>	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.
<u>SIOUX CITY</u>	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 \$3,000 life insurance policy for each full-time regular employee. Employee has the option to purchase an additional \$3,000 of coverage.
<u>SPENCER</u>	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.
<u>STORM LAKE</u>	City pays the full cost of sickness, accident, hospitalization, surgical, and medical insurance for each employee. Employee pays the cost of family coverage.
<u>URBANDALE</u>	City pays the full cost of hospitalization and medical insurance for each employee. Employee pays for family coverage.
<u>WEBSTER CITY</u>	City pays the full cost of hospitalization, surgical, and medical insurance for each employee. Employee pays for family coverage.
<u>WEST DES MOINES</u>	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 of the cost of a \$7,500 life insurance policy.

INCENTIVE PROGRAMS
(Cities Over 7,500)

<u>AMES</u>	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.
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<u>ANKENY</u>	Policemen 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.
<u>BETTENDORF</u>	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.
<u>BURLINGTON</u>	Employees are paid for time in attendance at classes related to job.
<u>COUNCIL BLUFFS</u>	City allows employees time off to attend approved classes. Completed courses are used as a promotional consideration. Policemen and Firemen receive \$1 per month additional for each credit hour completed of grade C and above in excess of 12 semester hours.
<u>DUBUQUE</u>	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.
<u>FORT MADISON</u>	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.
<u>IOWA CITY</u>	Policemen receive an additional \$1 per month for each semester hour of credit earned in approved courses, maximum of \$60 per month additional.
<u>KEOKUK</u>	City pays tuition cost for Patrolmen to attend job related courses.
<u>LEMARS</u>	Employees are permitted time off to attend high school classes.
<u>MASON CITY</u>	Policemen receive an additional \$6 per month for each 12 hours of credit, maximum of \$30 per month additional.
<u>MUSCATINE</u>	Policemen who are working toward an Associate Degree at Muscatine Community College with a major in Law Enforcement receive an increase in base pay of \$8 per credit hour for courses completed in said major. Officers receiving an Associate Degree with a major in Law Enforcement are advanced to Step D (highest grade) of the Compensation Plan for employees.

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.

COLLECTIVE BARGAINING

(Cities Over 7,500)

AMES

City has been engaging in collective bargaining since 1970. Approximately 15 per cent of the city's employees are represented by the following bargaining agencies: Police Officers Association, Fire Fighters Association, Operating Engineers, and the Iowa Nurses Association (currently not active.) Agreements are signed by the city as requested by the union or association.

BURLINGTON

City has been engaging in collective bargaining since 1967. Approximately 30 per cent of the city's employees are represented by the following collective bargaining agencies: Association of Professional Firefighters; American Federation of State, County, and Municipal Employees, Non-Administrative personnel.

COUNCIL BLUFFS

City has been engaging in collective bargaining since 1967. Approximately 75 per cent of the city's employees are represented by the following bargaining agencies: Policemen's Benevolent Association, all Policemen below Assistant Police Chief; Association of Professional Fire Fighters, all Firemen except Fire Chief; Association of Municipal Employees, Public Works employees below superintendent. City and the Association of Professional Fire Fighters sign a memorandum of understanding.

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 Fire Fighters, 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 60 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. 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 the Oil, Chemical, and Atomic Workers Local #6-502, and Fire Fighters; agreements with Police are verbal.

KEOKUK

City has been engaging in collective bargaining since the early 1960's. Approximately 35 per cent of the city's employees are represented by the following collective bargaining agencies: General Drivers, Warehousemen, and Helpers Local Union #218, Streets, Park, Cemetery, and Sanitation employees. Articles of Agreement are signed by both parties.

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.

NEWTON

City has been engaging in collective bargaining since 1965. Approximately 60 per cent of the city's employees are represented by the following collective bargaining agencies: Association of Professional Fire Fighters; American Federation of State, County, and Municipal Employees, all hourly employees.

OSKALOOSA

City has been engaging in collective bargaining since 1968. Policemen, Firemen, and Street employees are represented.

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 50 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. A formal contract is signed with the Firemen's Association; a contract of agreement with the Amalgamated Transit Union AFL-CIO; a joint memorandum with the Civil Service Association and the American Federation of State, County, and Municipal Employees AFL-CIO; and a memorandum of agreement with the Policemen's Association.

ADMINISTRATIVE

CITIES OVER 7,500	MAYOR	CITY MANAGER	ADMINISTRATIVE ASSISTANTS (ALL DEPARTMENTS)		CITY CLERK	DEPUTY OR ASSISTANT CLERK
			SALARY	NO. EMPL.		
DES MOINES	\$500*	\$2638 (a)	\$970-1171	11	\$1060	\$731-880
CEDAR RAPIDS #	1625	---	---	---	914-1057	695-804
DAVENPORT #	1250	---	1583	1	916	766
SIOUX CITY #	100*	2135 (a)	643-936	8	1132-1372	---
DUBUQUE #	100*	1725 (a)	762-952	1	1048-1347	715-861
COUNCIL BLUFFS	300/yr.*	2083 (a)	1000	1	1165	618-760
IOWA CITY #	100*	2375	906-1150	3	822	480-614
AMES	200*	2100 (a)	910-1155	1	---	460-590
CLINTON	350* (a)	---	---	---	1042 (b)	---
BURLINGTON	100*	1750	858-1016	1	741-879	456-590
FORT DODGE #	885	---	---	---	993 (b)	---
MASON CITY #	1050 (a)	---	---	---	873	455
OTTUMWA #	1052 (a)	---	778	1	946 (b)	---
CEDAR FALLS	600* (a)	---	694	1	1400	577-882
MARSHALLTOWN	1000 (a)	---	---	---	1346	---
MUSCATINE	150*	1500 (c)	---	---	---	1062
BETTENDORF	625	---	---	---	917	531-676
MARION	200*	1751	---	---	987	553
WEST DES MOINES	150*	1545 (a) (d)	783	1	1060	693
NEWTON	600*	---	---	---	1213	---
KEOKUK	1000 (a)	---	---	---	1027	583
URBANDALE	800*	1358-1815	791-1082	1	791-1082	457-610
FORT MADISON #	800 (a)	---	---	---	600	784 (e)
BOONE #	400* (a)	---	---	---	963	---
OSKALOOSA	600*	---	---	---	746	426
SPENCER	625	---	---	---	758	---
CHARLES CITY	175* (a)	---	---	---	965	581
ANKENY	150*	---	945	1	1031	559-838 (f)
INDIANOLA	200*	---	---	---	942	---
CARROLL	200*	---	---	---	1042	587
FAIRFIELD	100*	---	---	---	832	---
STORM LAKE	225*	---	---	---	1006	---
WEBSTER CITY	30*	1307 (a)	---	---	1002	557
GRINNELL	200*	1150 (a) (g)	---	---	600	---
CRESTON	350	---	---	---	505	2.00/hr.
LEMARS	150*	---	---	---	970	---
ESTHERVILLE	250*	---	---	---	893	548
KNOXVILLE	125*	---	---	---	750	2.50/hr.*
OELWEIN	200*	---	---	---	883	497

Additional employees in these categories listed on page 60

* Part-time employees

(a) Transportation: Des Moines, transportation furnished; Sioux City, transportation allowance; Dubuque, transportation furnished; Council Bluffs, transportation allowance; Ames, transportation provided; Clinton, transportation allowance; Mason City, transportation allowance; Ottumwa, transportation furnished; Cedar Falls, transportation allowance; Marshalltown, transportation furnished; West Des Moines, transportation furnished; Keokuk, transportation allowance; Fort Madison, transportation allowance; Boone, transportation allowance; Charles City, transportation allowance; Webster City, transportation furnished; Grinnell, transportation furnished.

(b) Also Auditor

(c) City Administrator

(d) Also Purchasing Agent and Personnel Officer

(e) Also Cemetery Superintendent

(f) Two employees in this position

(g) Also City Engineer

ADMINISTRATIVE (continued)					
CITIES OVER 7,500	CITY TREASURER	CITY AUDITOR	PERSONNEL OFFICER	PURCHASING AGENT	CITY ATTORNEY
DES MOINES	\$992-1201	---	\$1201-1536	\$1090-1329	\$1893
CEDAR RAPIDS #	1166-1348	\$1166-1348	1007-1166	---	1150
DAVENPORT #	916	903	---	1118	775*
SIOUX CITY #	771-936	---	1028-1246 (a)	890-1079	1042*
DUBOQUE #	978-1241	1018-1295	1018-1295	662-792	1458
COUNCIL BLUFFS	797-1005	---	760-960	701-873	1667
IOWA CITY #	---	---	1150-1450 (b)	---	(c)
AMES	865-1100	---	1047-1334	865-1100	---
CLINTON	840	---	---	---	701*
BURLINGTON	1206-1430 (d)	818-968	---	741-879	1034
FORT DODGE #	596	---	---	---	834
MASON CITY #	450/yr.*	---	---	---	604
OTTUMWA #	707	(e)	---	707	998*
CEDAR FALLS	75*	(e)	---	(e)	1015*
MARSHALLTOWN	223	(e)	(f)	(e)	1119
MUSCATINE	171*	---	---	---	890*
BETTENDORF	100*	---	(e)	(e)	900
MARION	75*	---	---	---	945*
WEST DES MOINES	150*	---	---	---	200* (g)
NEWTON	500/yr.*	(e)	---	(e)	100* (g)
KEOKUK	25*	---	---	685 (a)	460*
URBANDALE	117*	---	---	---	1167*
FORT MADISON #	131*	---	---	---	370* (g)
BOONE #	816	---	---	---	(c)
OSKALOOSA	150*	---	---	---	369*
SPENCER	125*	---	---	---	188* (g)
CHARLES CITY	100*	(e)	---	---	25* (g)
ANKENY	62*	---	---	---	33* (g)
INDIANOLA	50*	---	---	---	233*
CARROLL	100/yr.*	---	---	---	125*
FAIRFIELD	100*	---	---	---	100*
STORM LAKE	80*	---	---	---	50*
WEBSTER CITY	---	---	---	827	292*
GRINNELL	50*	---	---	---	(c)
CRESTON	250	---	---	---	400
LEMARS	45*	---	---	---	150*
ESTHERVILLE	75*	---	---	---	25* (g)
KNOXVILLE	125*	---	---	---	135*
OELWEIN	---	---	---	---	---

Additional employees in these categories listed on page 60

* Part-time employees

- (a) Transportation: Sioux City, transportation allowance; Keokuk, transportation allowance
 (b) Director of Employee Relations
 (c) Fee basis
 (d) Finance Director
 (e) Duties performed by City Clerk
 (f) Duties performed by Mayor
 (g) Plus fees

STATE LIBRARY COMMISSION OF IOWA
 Historical Building
 DES MOINES, IOWA 50319

CITIES OVER 7,500	ADMINISTRATIVE (continued)			PROFESSIONAL AND TECHNICAL		
	ASSISTANT CITY ATTORNEY		AIRPORT MANAGER	TRAFFIC ENGINEERS		DIRECTOR OF DATA SYSTEMS
	SALARY	NO. EMPL.		SALARY	NO. EMPL.	
DES MOINES #	\$1645	1	\$1501-1888	\$1641-2070	1	\$1090-1329
CEDAR RAPIDS #	550-1057	4*;2	1223-1415	1486-1720	1	1415-1638
DAVENPORT #	1100	2*;1	808	1016	1	841
SIOUX CITY #	1028-1246	3*;1	1132-1372 (a)	1132-1372 (a)	1	1132-1372
DUBUQUE #	516	1*	858-1073	---	---	---
COUNCIL BLUFFS	1041	1	---	---	---	---
IOWA CITY #	906-1150	1	---	---	---	---
AMES	1047-1334	1	(b)	---	---	952-1213
CLINTON #	---	---	250	---	---	655
BURLINGTON	750	1*	(c)	---	---	---
FORT DODGE #	---	---	1000	---	---	---
MASON CITY #	---	---	1291	---	---	---
OTTUMWA #	---	---	975	792	1	---
CEDAR FALLS	---	---	---	---	---	---
MARSHALLTOWN	744	1	612	---	---	900
MUSCATINE	426*	1	---	---	---	---
BETTENDORF	500	1	---	---	---	---
MARION	263	1*	---	---	---	---
WEST DES MOINES	---	---	---	---	---	---
NEWTON	---	---	165*	---	---	---
KEOKUK	---	---	---	---	---	---
URBANDALE	---	---	---	---	---	---
FORT MADISON #	---	---	---	---	---	---
BOONE #	---	---	---	---	---	---
OSKALOOSA	---	---	---	---	---	---
SPENCER	---	---	---	---	---	---
CHARLES CITY	---	---	---	---	---	---
ANKENY	---	---	---	---	---	---
INDIANOLA	---	---	---	---	---	---
CARROLL	---	---	---	---	---	---
FAIRFIELD	---	---	---	---	---	---
STORM LAKE	---	---	---	---	---	---
WEBSTER CITY	---	---	850 (d)	---	---	---
GRINNELL	---	---	---	---	---	---
CRESTON	---	---	350	---	---	---
LEMARS	---	---	600	---	---	---
ESTHERVILLE	---	---	---	---	---	---
KNOXVILLE	---	---	397	---	---	---
OELWEIN	---	---	---	---	---	---

Additional employees in these categories listed on page 60
* Part-time employees

- (a) Transportation: Sioux City, transportation allowance
(b) Duties performed by Administrative Assistant
(c) Duties performed by Parks Director
(d) Contract basis

PROFESSIONAL AND TECHNICAL (continued)				
CITIES OVER 7,500	COMPUTER PROGRAMMERS		KEY-PUNCH OPERATORS	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES #	\$731-880	9	\$462-557	15
CEDAR RAPIDS	695-845	1	407-496	1
DAVENPORT #	---	---	494	3
SIOUX CITY	567-848	2	389-470	2
IOWA CITY	---	---	436-556	1
AMES	650-825	1	460-650	5
FORT DODGE	---	---	368-466	2
MASON CITY	---	---	365-400	2

Additional employees in these categories listed on page 60

PLANNING AND COMMUNITY DEVELOPMENT					
CITIES OVER 7,500	PLANNING DIRECTOR	PLANNERS		ASSISTANT PLANNERS	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	
DES MOINES #	\$1888-2441	\$1144-1364	2	\$766-924	17
CEDAR RAPIDS	1415-1638 (a)	830-959	(b)	790-914	1
DAVENPORT	---	---	---	803	---
SIOUX CITY #	1372-1662	1079-1309	2	---	---
DUBUQUE	1048-1347	---	---	858-1073	1
COUNCIL BLUFFS	1083	---	---	760-960	1
IOWA CITY #	---	950-1200 (c)	2	862-1100 (d)	1
AMES #	1213-1523	825-1027	1	---	---
CLINTON	979	---	---	---	---
BURLINGTON #	---	---	---	705-837	1
FORT DODGE	1188 (e)	---	---	---	---
MASON CITY #	---	---	---	---	---
OTTUMWA	1082 (f)	915	1	672	1
CEDAR FALLS	---	1055	1	---	---
MARSHALSTOWN #	---	---	---	---	---
BETTENDORF	1250	786-998	1	---	---
MARION #	---	---	---	---	---
WEST DES MOINES	1181	---	---	---	---
URBANDALE #	---	---	---	---	---
FORT MADISON #	---	---	---	---	---

Additional employees in these categories listed on page 61

- (a) Also Urban Renewal Director
- (b) Position vacant
- (c) Senior Planners
- (d) Associate Planner
- (e) Transportation allowance
- (f) Transportation provided

HOUSING AND URBAN RENEWAL							
CITIES OVER 7,500	URBAN RENEWAL DIRECTOR	REAL ESTATE ADMINISTRATOR		RELOCATION ADMINISTRATOR		REHABILITATION ADMINISTRATORS	
		SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES #	\$1570-1972	\$970-1171	2	\$970-1171	1	\$970-1171	1
CEDAR RAPIDS #	(a)	790-914	2	790-914	1	790-914	(b)
DAVENPORT	1173	---	---	636	1	636	1
SIOUX CITY #	1189-1438 (c)	---	---	979-1189 (c)	1	---	---
DUBUQUE	1295-1589	---	---	---	---	---	---
COUNCIL BLUFFS	1625 (d)	1155	1	---	---	840	1
IOWA CITY #	1450	862-1100	1	710-906	3	---	---
BURLINGTON #	---	---	---	741-879	1	741-879	1
FORT DODGE #	(e)	938 (d)	1	813 (d)	1	---	---
MASON CITY #	---	---	---	700	1	---	---
OTTUMWA #	1226 (c)	835 (c) (f)	1	915 (c)	1	---	---
MUSCATINE #	---	917-1060	1	---	---	---	---
KEOKUK #	---	---	---	---	---	---	---
CHARLES CITY #	1521 (g)	---	---	---	---	---	---
CARROLL #	1155 (d)	---	---	---	---	---	---

Additional employees in these categories listed on pages 61-62

- (a) Duties performed by Planning Director
- (b) Position Vacant
- (c) Transportation furnished
- (d) Transportation allowance
- (e) Duties performed by City Engineer
- (f) Land Agent
- (g) Also Housing Officer

CITIES OVER 7,500	CLERICAL						
	CHIEF CLERK OR OFFICE MANAGER	SECRETARY		SENIOR CLERK STENOGRAPHER		JUNIOR CLERK STENOGRAPHER	
		SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES	---	\$581-698	6	\$557-668	14	\$405-484	14
CEDAR RAPIDS	\$830-959	496-662	26	428-496	11;2*	---	---
DAVENPORT #	---	438-682	6	481-593	2	438-540	12
SIOUX CITY #	---	450-618	21	428-592	15	353-428	11
DUBUQUE #	742-914	562-658	1	519-597	8	---	---
COUNCIL BLUFFS	---	517-701	1	482-571	(a)	393-482	(a)
IOWA CITY #	---	504-644	8	---	---	---	---
AMES #	---	420-620	11;2*	---	---	---	---
CLINTON #	---	487	7	---	---	---	---
BURLINGTON	---	553-656	1	434-514	3	---	---
FORT DODGE	495-605 (b)	451-656	6	---	---	---	---
MASON CITY #	---	400-516	4	---	---	---	---
OTUMWA #	---	---	---	---	---	---	---
CEDAR FALLS #	528-739	429-645	7	---	---	397-478	1
MARSHALLTOWN #	---	418	1	---	---	---	---
MUSCATINE	---	511-591	2	463-536	4	---	---
BETTENDORF	---	416-583	3	---	---	---	---
MARION	---	392-610	7	---	---	---	---
WEST DES MOINES	---	497-597	4	---	---	---	---
NEWTON	---	497-531	2	---	---	---	---
KEOKUK	---	343-466	3	---	---	---	---
URBANDALE	---	457-671	3	---	---	---	---
FORT MADISON #	---	2.99/hr.	1	---	---	---	---
BOONE	---	553-630	4	---	---	---	---
OSKALOOSA	---	---	---	---	---	---	---
SPENCER	---	430	1	425	1	1.70/hr.	1*
CHARLES CITY	---	541;581	1;1	---	---	---	---
ANKENY	---	---	---	---	---	---	---
INDIANOLA	---	546	1	---	---	---	---
CARROLL	---	---	---	---	---	---	---
FAIRFIELD	---	479	2	---	---	---	---
STORM LAKE	---	446	---	---	---	---	---
WEBSTER CITY	---	458-557	2	---	---	---	---
GRINNELL	---	2.25/hr.; 375	1*;1	---	---	---	---
CRESTON	---	---	---	---	---	---	---
LEMARS	---	---	---	435	1	---	---
ESTHERVILLE	---	460	1	---	---	---	---
KNOXVILLE	595	---	---	---	---	---	---
OELWEIN	---	368	1	---	---	---	---

Additional employees in these categories listed on pages 62-63

* Part-time employees

(a) Position vacant

(b) Two employees this position

CLERICAL (continued)

CITIES 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	\$389-462	23	\$533-636	6	\$389-462	12	\$443-533	2
CEDAR RAPIDS	407-495	21;2*	---	---	336-389	9;1*	389-449	1
DAVENPORT #	---	---	459-565	6	398-493	16	---	---
SIoux CITY #	---	---	470-567	5	337-408	20	389-470	10
DUBUQUE #	443-527	6	4.01-4.28/hr.	1	---	---	443-527	1
COUNCIL BLUFFS	368-446	8	464-553	(a)	368-446	(a)	428-517	1
IOWA CITY #	396-614	9	480-614	1	416-530	7	416-530	1
AMES #	345-485	7	460-590	3	345-440	1*	363-460	1
CLINTON #	487	1	---	---	---	---	---	---
BURLINGTON	413-490	1	393-466	7	---	---	393-466	1
FORT DODGE	---	---	---	---	---	---	---	---
MASON CITY #	375	1	---	---	375	1	340	1
OTTUMWA #	---	---	643	2	513	6	---	---
CEDAR FALLS #	353-457	3;2*	---	---	---	---	397-478	1
MARSHALLTOWN #	397	1	511	1	---	---	---	---
MUSCATINE	463-536	1	---	---	---	---	---	---
BETTENDORF	---	---	---	---	---	---	---	---
MARION	455	1	---	---	---	---	---	---
WEST DES MOINES	357-484	4	---	---	---	---	---	---
NEWTON	---	---	---	---	---	---	---	---
KEOKUK	---	---	---	---	---	---	441	1 (b)
URBANDALE	391-507	1	---	---	---	---	---	---
FORT MADISON #	2.00/hr.	1	2.00-2.43/hr.	1*	---	---	---	---
BOONE	---	---	---	---	---	---	---	---
OSKALOOSA	---	---	---	---	---	---	---	---
SPENCER	1.60/hr.	1*	---	---	---	---	---	---
CHARLES CITY	290	1*	581	1	525	1	---	---
ANKENY	405-418	2;1*	---	---	---	---	---	---
INDIANOLA	350-361	3	---	---	---	---	---	---
CARROLL	429	1	---	---	---	---	---	---
FAIRFIELD	---	---	---	---	---	---	---	---
STORM LAKE	---	---	---	---	---	---	---	---
WEBSTER CITY	---	---	---	---	---	---	---	---
GRINNELL	---	---	---	---	---	---	---	---
CRESTON	---	---	---	---	---	---	---	---
LEMARS	---	---	---	---	---	---	---	---
ESTHERVILLE #	356-422	4 (c)	---	---	---	---	---	---
KNOXVILLE	---	---	535	1	---	---	---	---
OELWEIN	---	---	---	---	1.65/hr.	1*	---	---

Additional employees in these categories listed on pages 62-63

* Part-time employees

- (a) Position vacant
 (b) Also Account Clerk
 (c) One employee also Cashier

CLERICAL (continued)								
CITIES OVER 7,500	BOOKKEEPER		ACCOUNTANT		BILLING OR ACCOUNT CLERK		CASHIER	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES	---	---	\$698-842	2	\$462-557	13	\$462-557	(a)
CEDAR RAPIDS	---	---	---	---	428-695	12	428-519	10;7*
DAVENPORT #	\$459-565	2	---	---	---	---	---	---
SIOUX CITY #	---	---	675-809	2	517-618	2	---	---
DUBUQUE #	---	---	---	---	510-597	2;1*	443-544	5
COUNCIL BLUFFS	---	---	671-834	1	517-618	1	446-536	2
IOWA CITY #	---	---	782-998	1	436-556	6	436-556	1
AMES #	---	---	865-1100	1	460-590	3	420-535	4
CLINTON #	487	2	---	---	487	1	487	1
BURLINGTON	---	---	---	---	456-540	3	---	---
FORT DODGE	475-534	3	---	---	389-501	2	---	---
MASON CITY #	516	1	675	1	---	---	396-516	2
OTTUMWA #	598	1	---	---	---	---	---	---
CEDAR FALLS #	416-498	1	---	---	---	---	---	---
MARSHALLTOWN #	---	---	---	---	---	---	---	---
MUSCATINE	536-621	1	---	---	---	---	---	---
BETTENDORF	---	---	---	---	437-583	3	459-583	1
MARION	---	---	---	---	---	---	---	---
WEST DES MOINES	---	---	---	---	---	---	---	---
NEWTON	497	1	741	1	497	1	497	1
KEOKUK	---	---	---	---	---	---	---	---
URBANDALE	457-610	1	---	---	---	---	---	---
FORT MADISON #	---	---	---	---	---	---	---	---
BOONE	---	---	---	---	---	---	---	---
OSKALOOSA	---	---	---	---	---	---	---	---
SPENCER	---	---	400	1	---	---	---	---
CHARLES CITY	---	---	---	---	---	---	---	---
ANKENY	---	---	---	---	405-592	2	---	---
INDIANOLA	417	1	---	---	488	1	---	---
CARROLL	---	---	---	---	470	1	---	---
FAIRFIELD	---	---	---	---	---	---	---	---
STORM LAKE	---	---	---	---	446	1*	---	---
WEBSTER CITY	408-515	4	---	---	---	---	---	---
GRINNELL	---	---	---	---	---	---	---	---
CRESTON	---	---	---	---	---	---	---	---
LEMARS	2.25/hr.	1*	---	---	---	---	---	---
ESTHERVILLE #	460	1	---	---	---	---	---	---
KNOXVILLE	---	---	---	---	---	---	---	---
OELWEIN	315-370	1	---	---	389	1	---	---

Additional employees in these categories listed on pages 62-63

* Part-time employees

(a) Position vacant

PUBLIC WORKS AND ENGINEERING							
CITIES OVER 7,500	PUBLIC SERVICES OR PUBLIC WORKS DIRECTOR	CITY ENGINEER	ASSISTANT CITY ENGINEER		STREETS COMMISSIONER	ENGINEER (HIGHEST)	
			SALARY	NO. EMPL.		SALARY	NO. EMPL.
DES MOINES	\$1930-2441 (a)	\$1682-2118	---	---	---	\$1262-1606	3
CEDAR RAPIDS	1638-1896	1386-1720	---	---	\$1110-1284	1223-1415	1
DAVENPORT	1801	1498	\$1016	1	1569	766-973	4
SIOUX CITY	1372-1662 (a)	1509-1918 (a)	1246-1509 (a)	1	936-1132 (a)	1132-1372 (a)	1
DUBUQUE	---	1347-1641	978-1295	2	1018-1295	858-1073	2
COUNCIL BLUFFS	1666 (b) (c)	---	915-1152	1	873-1101	915-1152	(d)
IOWA CITY #	1740	---	998-1260	1	906-1150	862-1100	3
AMES #	1334-1660 (a)	1155-1458	---	---	785-1000	952-1213	3
CLINTON #	---	1410	1125	1	960	918	1
BURLINGTON	---	---	---	---	---	---	---
FORT DODGE	---	1318 (a)	---	---	781 (a)	---	---
MASON CITY	---	1458 (a) (e)	1425 (a)	1	916 (a)	---	---
OTTUMWA #	948 (a)	1082 (a)	---	---	---	---	---
CEDAR FALLS #	1667 (a) †	1458 (a)	---	---	1107 (a)	1215	1
MARSHALLTOWN	1560	1400	1013	1	1119	---	---
MUSCATINE	---	1433	1060-1227	1	1062	---	---
BETTENDORF #	1564	1169-1478	910-1155	1	1005-1270	---	---
MARION	1199	1457	1036	1	735	---	---
WEST DES MOINES	---	1293 (a)	904 (f)	1	1005	776	1
NEWTON	---	150*	1116	1	998	---	---
KEOKUK	---	1345 (a)	847 (a)	1	990 (a)	---	---
URBANDALE	---	1143-1540	---	---	655-892	---	---
FORT MADISON #	1208 (c)	---	---	---	850	---	---
BOONE	1030	---	---	---	---	---	---
OSKALOOSA	---	---	---	---	772	---	---
SPENCER	1366	---	---	---	707	---	---
CHARLES CITY	1272	---	833-879	1	805	---	---
ANKENY	---	1241	945	1	---	---	---
INDIANOLA	1333	---	---	---	738	---	---
CARROLL #	1321	---	---	---	---	---	---
FAIRFIELD	1075 (a)	---	---	---	---	---	---
STORM LAKE	1094	---	---	---	---	---	---
WEBSTER CITY #	967 (a)	---	---	---	764 (a)	---	---
GRIANNELL	860 (a) (g)	(h)	800-875	1	605-705	---	---
CRESTON #	---	1500	3.55/hr.	1	620	---	---
LEMARS	1417 (a) (c)	---	---	---	735 (a)	---	---
ESTHERVILLE #	1000	---	---	---	---	---	---
KNOXVILLE	---	---	---	---	700	---	---
OELWEIN	1200 (c)	---	---	---	689	---	---

Additional employees listed in these categories listed on page 63

* Part-time employees

- (a) Transportation furnished
- (b) Plus \$200 per year deferred compensation
- (c) Also City Engineer
- (d) Position vacant
- (e) Also Water and Sanitation Superintendent
- (f) Also Cemetery Administrator and Sexton
- (g) Plus housing furnished
- (h) Duties performed by City Manager

PUBLIC WORKS AND ENGINEERING (continued)								
CITIES OVER 7,500	ENGINEER (INTERMEDIATE)		ENGINEER (LOWEST)		ENGINEERING ASSISTANT		DRAFTSMEN	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES	\$1062-1293	3	\$924-1144	4	---	---	\$581-698	10
CEDAR RAPIDS	870-1007	(a)	830-959	6	\$767-887	2	601-695	(a)
DAVENPORT	---	---	---	---	636-784	3	697-861	3
SIOUX CITY	979-1189 (b)	2	890-1079 (b)	2	517-809	20	567-809	7
DUBUQUE	4.37-5.49/hr.	3	3.96-4.75/hr.	2	3.83-4.58/hr.	7	3.56-4.23/hr.	1
COUNCIL BLUFFS	797-1003	1	536-641	1	---	---	---	---
IOWA CITY #	---	---	---	---	504-862	5	---	---
AMES #	---	---	---	---	485-910	8*;9	---	---
CLINTON #	---	---	---	---	---	---	593	2
BURLINGTON	---	---	---	---	---	---	---	---
FORT DODGE	---	---	---	---	787-991	2	---	---
MASON CITY	---	---	---	---	696-791 (b)	3	---	---
OTTUMWA #	---	---	---	---	612-685	4	---	---
CEDAR FALLS #	1113	1	1000	1	3.30-3.76/hr; 890	4;1	---	---
MARSHALLTOWN	---	---	---	---	593;941	1;1	2.50/hr.	2*
MUSCATINE	---	---	---	---	835-1010	2	---	---
BETTENDORF #	---	---	---	---	---	---	3.08-4.29/hr.	2
MARION	---	---	---	---	581-610	4	---	---
WEST DES MOINES	---	---	---	---	---	---	---	---
NEWTON	---	---	---	---	---	---	4.39/hr.	1*
KEOKUK	---	---	---	---	---	---	---	---
URBANDALE	---	---	---	---	---	---	655-892	2
FORT MADISON #	---	---	---	---	3.00-3.49	2	---	---
BOONE	---	---	---	---	---	---	---	---
OSKALOOSA	---	---	---	---	752	1	---	---
SPENCER	---	---	---	---	---	---	---	---
CHARLES CITY	---	---	---	---	---	---	675-700	1
ANKENY	---	---	---	---	---	---	---	---
INDIANOLA	---	---	---	---	---	---	---	---
CARROLL #	---	---	---	---	---	---	---	---
FAIRFIELD	---	---	---	---	---	---	---	---
STORM LAKE	---	---	---	---	---	---	---	---
WEBSTER CITY #	---	---	---	---	345-515	2	424	1
GRINNELL	---	---	---	---	---	---	---	---
CRESTON #	---	---	---	---	---	---	---	---
LEMARS	---	---	---	---	---	---	---	---
ESTHERVILLE #	---	---	---	---	---	---	---	---
KNOXVILLE	---	---	---	---	---	---	---	---
OELWEIN	---	---	---	---	---	---	---	---

Additional employees listed in these categories listed on page 63
 * Part-time employees

(a) Position vacant
 (b) Transportation furnished

CITIES OVER 7,500	ENGINEERING (continued)		SKILLED TRADES AND LABOR				
	ROD MEN		REPAIR SHOP FOREMAN	UTILITY MECHANIC OR GENERAL REPAIRMAN		AUTO SHOP OR GARAGE FOREMAN	
	SALARY	NO. EMPL.		SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES	\$557-668	11	\$731-880	\$4.40-4.62/hr.	2	\$804-970	1
CEDAR RAPIDS	496-573	2	---	695-730	5	730-845	1
DAVENPORT	527-651	2	837-952	769-858	3	837-952	2
SIoux CITY #	---	---	---	---	---	771-936	2
DUBUQUE	3.56-4.23/hr.	1	---	---	---	825-1034	1
COUNCIL BLUFFS	---	---	---	---	---	701-873	1
IOWA CITY #	---	---	906-1150	---	---	---	---
AMES #	---	---	---	---	---	715-910	1
CLINTON #	---	---	---	---	---	---	---
BURLINGTON	---	---	672-797	---	---	---	---
FORT DODGE	---	---	---	---	---	---	---
MASON CITY	553-628	2	---	---	---	---	---
OTTUMWA #	---	---	789	761	1	---	---
CEDAR FALLS #	---	---	---	746-818	2	4.23-5.01/hr.	1
MARSHALLTOWN	---	---	394	---	---	---	---
MUSCATINE	---	---	---	---	---	---	---
BETTENDORF #	---	---	---	---	---	---	---
MARION	---	---	---	---	---	672	1
WEST DES MOINES	660-755	1	---	---	---	---	---
NEWTON	3.54/hr.	1*	---	---	---	---	---
KEOKUK	---	---	906	3.37;3.67/hr.	1;1	---	---
URBANDALE	---	---	---	---	---	---	---
FORT MADISON #	---	---	---	---	---	---	---
BOONE	---	---	---	---	---	---	---
OSKALOOSA	---	---	---	3.21/hr.	1	---	---
SPENCER	---	---	---	---	---	---	---
CHARLES CITY	---	---	---	3.91-4.10/hr.	1	---	---
ANKENY	---	---	---	---	---	772	2
INDIANOLA	---	---	---	---	---	---	---
CARROLL #	---	---	---	---	---	---	---
FAIRFIELD	---	---	---	---	---	---	---
STORM LAKE	---	---	---	---	---	---	---
WEBSTER CITY #	---	---	---	---	---	---	---
GRINNELL	---	---	---	550-615	1	---	---
CRESTON #	---	---	---	---	---	---	---
LEMARS	---	---	---	---	---	---	---
ESTHERVILLE #	---	---	---	---	---	722	1
KNOXVILLE	---	---	---	---	---	---	---
OELWEIN	---	---	---	---	---	---	---

Additional employees in these categories listed on page 64

* Part-time employees

SKILLED TRADES AND LABOR (continued)								
CITIES OVER 7,500	AUTOMOTIVE MECHANIC		MAINTENANCE OR SERVICE MEN		HEAVY SPECIAL EQUIPMENT OPERATORS		LIGHT SPECIAL EQUIPMENT OPERATORS	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES	\$4.40-4.62/hr.	23	\$3.34-3.50/hr.	8	\$4.62-4.84/hr.	27	\$4.01-4.20/hr.	8
CEDAR RAPIDS	730-767	6	546-573	3	695-730	25	631-663	37
DAVENPORT	769-858	6	635-818	6	786-904	3	736-818	13
SIOUX CITY	592-809	16	517-618	49	592-701	8	567-675	18
DUBUQUE	4.15-4.48/hr.	8	3.64-4.14/hr.	5	4.01-4.28/hr.	10	3.88-4.14/hr.	7
COUNCIL BLUFFS	671-834	3	---	---	553-671	12	536-641	10
IOWA CITY	614-906	6	480-614	4	614-782	2	---	---
AMES	3.58-4.76/hr.	6	2.80-3.58/hr.	1;1*	3.41-4.33/hr.	5	---	---
CLINTON	4.45/hr.	1	---	---	3.83/hr.	1	3.86/hr.	7
BURLINGTON	611-723	4	581-689	3	581-689	6	527-626	12
FORT DODGE	---	---	---	---	655-669	2	670	2
MASON CITY	652	1	637	1	652	8	---	---
OTTUMWA	675	3	646;664	16;2	672	11	---	---
CEDAR FALLS	3.72-4.37/hr.	2	3.40-3.86/hr.	1	3.64/hr.-807	9	3.57-3.86/hr.	6
MARSHALLTOWN	3.25/hr.	2	---	---	3.57/hr.	3	3.40-3.57/hr.	4
MUSCATINE	685-792	3	651-685	1	591-719	12	3.76/hr.	1
BETTENDORF	3.74-4.74/hr.	2	---	---	3.55-4.52/hr.	13	---	---
MARION	641	1	554-582	2	641	2	528-554	2
WEST DES MOINES	713-855	1	597-660	2	691-816	2	628-723	1
NEWTON	772	1	---	---	3.88/hr.	2	3.55/hr.	10
KEOKUK	---	---	3.37;3.70/hr.	1;1	3.58/hr.	1	3.52/hr.	5
URBANDALE	---	---	---	---	596-812	4	538-732	6
FORT MADISON	778	1	3.00-3.40/hr.	1	---	---	3.00-3.40/hr.	8
BOONE	771	1	---	---	---	---	---	---
OSKALOOSA	---	---	---	---	3.21/hr.	3	3.19/hr.	4
SPENCER	---	---	---	---	642-652	2	593-598	2
CHARLES CITY	---	---	---	---	3.47-3.69/hr.	1	3.24-3.69/hr.	3
ANKENY	570	1	---	---	---	---	511-752	5
INDIANOLA	---	---	---	---	---	---	---	---
CARROLL	587	1	526	1	553	3	526-553	3
FAIRFIELD	---	---	---	---	---	---	600;605	1;1
STORM LAKE	---	---	---	---	---	---	---	---
WEBSTER CITY	603	2	---	---	603-652	2	536-579	6
GRINNELL	---	---	---	---	530-575	2	530-555	2
CRESTON	---	---	---	---	2.95/hr.	10	---	---
LEMARS	---	---	---	---	---	---	585	4
ESTHERVILLE	---	---	578	1	670	1	604	1
KNOXVILLE	---	---	---	---	---	---	521;555	1;1
OELWEIN	508	1	---	---	508	2	---	---

SKILLED TRADES AND LABOR (continued)								
CITIES OVER 7,500	TRUCK DRIVERS		GARBAGE COLLECTION SUPERINTENDENT	DUMP OR INCINERATOR SUPERINTENDENT	LABOR FOREMAN (HIGHEST)		LABOR FOREMAN (INTERMEDIATE)	
	SALARY	NO. EMPL.			SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES	\$3.84-4.01/hr.	63	---	---	\$842-1013	3	\$766-924	9
CEDAR RAPIDS	573-601	6	\$959-1110	\$730-767	790-914	7	730-845	(a)
DAVENPORT	635-715	15	1016-1294	1016-1294	837-952	2	769-858	6
SIOUX CITY	517-618	20	771-936 (b)	---	675-979	7	643-771	16
DUBUQUE	3.76-4.14/hr.	14	---	---	---	---	4.32-4.67/hr.	14
COUNCIL BLUFFS	517-618	24	873-1101 (c)	---	701-873	1	---	---
IOWA CITY	556-710	6	862-1100	---	746-950	1	676-862	5
AMES	2.80-3.58/hr.	7	---	3.58-4.53/hr.	3.58-4.53/hr.	2	3.51-4.33/hr.	1
CLINTON	3.48/hr.	11	---	---	---	---	---	---
BURLINGTON	479-626	14	705-837	---	705-837	3	---	---
FORT DODGE	655-670	17	737	---	---	---	737-852	3
MASON CITY	617;642	9;5	770	---	780 (b)	1	---	---
OTTUMWA	---	---	---	---	789	4	---	---
CEDAR FALLS	---	---	---	---	4.06-4.52/hr.	3	---	---
MARSHALLTOWN	2.95-3.25/hr.	10	---	3.00/hr.-566 (d)	827	1	---	---
MUSCATINE	563-651	6	886	---	719-835	2	651-754	2
BETTENDORF	---	---	---	---	865-1103	2	---	---
MARION	582-641	4	707	---	---	---	---	---
WEST DES MOINES	597-660	12	---	---	---	---	723-816	3
NEWTON	---	---	733	---	---	---	---	---
KEOKUK	3.47/hr.	11	---	---	4.04/hr.	1	---	---
URBANDALE	596-812	2	655-892	---	655-892	2	---	---
FORT MADISON	2.82-3.17/hr.	5	---	---	---	---	3.13-3.56/hr.	1
BOONE	---	---	---	---	---	---	---	---
OSKALOOSA	---	---	---	3.09/hr.	3.20/hr.	1	---	---
SPENCER	---	---	---	\$15	---	---	---	---
CHARLES CITY	---	---	(e)	(e)	---	---	3.69-3.91/hr.	1
ANKENY	511-570	3	---	---	---	---	---	---
INDIANOLA	---	---	---	---	---	---	---	---
CARROLL	475-526	2	---	---	---	---	664	2
FAIRFIELD	---	---	---	---	---	---	666	1
STORM LAKE	---	---	---	---	---	---	---	---
WEBSTER CITY	---	---	---	---	---	---	---	---
GRINNELL	530-550	3	605-715	2.20/hr.	550-615	1	---	---
CRESTON	2.75/hr.	---	---	---	---	---	---	---
LEMARS	560	1	---	---	---	---	---	---
ESTHERVILLE	467-605	7	635	605-635 (f)	---	---	---	---
KNOXVILLE	509	2	---	---	609	1	---	---
OELWEIN	476	5	689	---	---	---	---	---

- (a) Position vacant
(b) Transportation furnished
(c) Also Dump Superintendent
(d) One full-time; one part-time
(e) Duties performed by Streets Superintendent
(f) Two employees in this position

SKILLED TRADES AND LABOR (continued)								
CITIES OVER 7,500	SUB-FOREMAN (LOWEST)		LABORERS		ELECTRICIAN		PAINTER OR CARPENTER	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES	\$698-842	16	\$3.58-3.75/hr.	110	\$5.06-5.31/hr.	4	\$4.40-4.62/hr. (a) 4.62-4.84/hr. (b)	8 5
CEDAR RAPIDS	695-804	(c)	546-601	107	804-845	2	---	---
DAVENPORT	736-818	5	607-750	47	837-1294	7	702-786 (a) 769-858 (b)	4 1
SIoux CITY	592-701	5	450-543	56	701-848	2	618-737 (b)	1
DUBUQUE #	---	---	3.64-3.88/hr.	26	4.40-4.95/hr.	2	3.64-4.62/hr. (a)	2
COUNCIL BLUFFS	---	---	517-618	24	---	---	---	---
IOWA CITY #	---	---	480-614	8	676-862	1	---	---
AMES	3.25-4.13/hr.	1	2.20-3.10/hr.	5;11*	---	---	3.10-3.94/hr. (b)	1
CLINTON	---	---	3.30/hr.	6	3.95/hr.; 886	2;1	---	---
BURLINGTON	641-759	6	479-567	14	672-797	1	581-689 (b)	1
FORT DODGE	737-837	3	3.91-4.15/hr.	21	677-687	2	---	---
MASON CITY	---	---	617	1	---	---	672 (b)	1
OTTUMWA	668-720	3	---	---	---	---	646 (b)	1
CEDAR FALLS	---	---	3.26-3.76/hr.	25	3.90/hr.-5.90/hr.; 925	1;1	---	---
MARSHALLTOWN	---	---	2.68-3.10/hr.	10	---	---	---	---
MUSCATINE	---	---	3.25-3.76/hr.	4	---	---	---	---
BETTENDORF	---	---	3.22-4.10/hr.	4	---	---	---	---
MARION	---	---	---	---	---	---	---	---
WEST DES MOINES	---	---	570-634	6	---	---	---	---
NEWTON	---	---	2.72-3.29/hr.	2	---	---	---	---
KEOKUK #	3.78/hr.	3	3.37/hr.	3	---	---	---	---
URBANDALE	---	---	457-610	(c)	---	---	---	---
FORT MADISON	---	---	2.75-3.09/hr.	7	---	---	---	---
BOONE	771	2	591-674	12	---	---	---	---
OSKALOOSA	---	---	2.63-2.19/hr.	4	---	---	---	---
SPENCER	---	---	2.20;2.25/hr.	1;1	---	---	---	---
CHARLES CITY #	---	---	3.24-3.47/hr.	2	---	---	---	---
ANKENY	---	---	---	---	---	---	---	---
INDIANOLA	---	---	---	---	---	---	---	---
CARROLL	598	1	450-475	2	---	---	---	---
FAIRFIELD	666	1	492-529	4	---	---	---	---
STORM LAKE	---	---	---	---	---	---	---	---
WEBSTER CITY #	---	---	---	---	---	---	---	---
GRINNELL	---	---	---	---	---	---	---	---
CRESTON	---	---	2.60/hr.	1	---	---	---	---
LEMARS	---	---	435;510	1;1	---	---	---	---
ESTHERVILLE	740-765	2	415;285*	---	---	---	---	---
KNOXVILLE	---	---	---	---	---	---	---	---
OELWEIN	---	---	---	---	---	---	---	---

Additional employees in these categories listed on page 64

* Part-time employees

- (a) Painter
(b) Carpenter
(c) Position vacant

SKILLED TRADES AND LABOR (continued)							
CITIES OVER 7,500	BUILDING SUPERINTENDENT	BUILDING CUSTODIAN		SEWER MAINTENANCE WORKER		GARBAGE OR REFUSE COLLECTOR	
		SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES #	\$731-880	\$533-581	31	\$3.84-4.01/hr.	13	---	---
CEDAR RAPIDS #	830-959	520-601	11	546-573	6	\$573-601	31
DAVENPORT #	731-925	459-565	2	666-786	12	666-750	10
SIoux CITY	---	450-618	15	---	---	---	---
DUBUQUE	---	3.64-3.88/hr.	6	---	---	3.64-3.88/hr.	10
COUNCIL BLUFFS #	536-641	482-571	---	---	---	482-571	---
IOWA CITY	614-782 (a)	530-676	2	---	---	480-614	10
AMES	---	2.10-3.25/hr.	2*; 2	---	---	---	---
CLINTON	593	---	---	---	---	3.40/hr.	7
BURLINGTON	---	375-445	4	---	---	---	---
FORT DODGE	---	572	2	---	---	655	12
MASON CITY	---	645	1	632-667	6	567-627	5
OTTUMWA	---	578	2	---	---	---	---
CEDAR FALLS	---	2.95/hr.-478	2*; 3	---	---	---	---
MARSHALLTOWN	---	372	1	3.40-3.75/hr.	4	---	---
MUSCATINE	---	463-536	1	3.86/hr.	2	486-621	8
BETTENDORF	---	416-529	1	---	---	3.28-4.15/hr.	7
MARION	---	---	---	582	2	581-610	6
WEST DES MOINES	---	545-628	2	---	---	---	---
NEWTON	---	632	1	3.44/hr.	3	3.55/hr.	4
KEOKUK	---	522	1	3.47/hr.	3	3.42/hr.	3
URBANDALE	---	---	---	---	---	---	---
FORT MADISON	---	1.60-1.75/hr.	2*	---	---	2.75-3.09/hr.	4
BOONE	---	630	1	---	---	---	---
OSKALOOSA	---	486	1	3.19/hr.	1	---	---
SPENCER	---	1.70/hr.	1*	---	---	---	---
CHARLES CITY	---	1.88; 2.11/hr.	1*; 1	3.24-3.34/hr.	2*	2.91-3.24/hr.	4
ANKENY	---	---	---	---	---	---	---
INDIANOLA	---	2.85/hr.	1	---	---	---	---
CARROLL	---	58	1*	---	---	---	---
STORM LAKE	575*	---	---	---	---	---	---
WEBSTER CITY	---	216	1*	---	---	---	---
GRINNELL	---	300	1*	---	---	530-605	2
CRESTON	---	---	---	---	---	---	---
LEMARS	---	75	1*	---	---	---	---
ESTHERVILLE	---	---	---	415-595	2	432-604	3
KNOXVILLE	---	125 (b)	1	---	---	---	---
OELWEIN	---	1.50/hr.	1*	506-529	2	430-531	2

Additional employees in these categories listed on page 64

* Part-time employees

(a) Two employees in this position

(b) Plus living quarters and utilities

CITIES OVER 7,500	INSPECTION (except Health)								
	GENERAL BUILDING INSPECTOR		ASSISTANT BUILDING INSPECTOR		ELECTRICAL INSPECTOR		PLUMBING INSPECTOR		HEATING INSPECTOR
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	
DES MOINES	\$880-1062 (a)	\$804-970	3	\$804-970	4	\$804-970	3	\$804-970 (b)	
CEDAR RAPIDS	730-845	---	---	730-845	3	730-845	2	730-845 (b)	
DAVENPORT #	766-971	667-822	6	731-925	2	731-925	2	697-861 (b)	
SIoux CITY #	809-979 (a)	---	---	701-848 (a)	2	701-848 (a)	1	675-809 (a)	
DUBUQUE #	825-1034	742-914	4	742-1034	2	825-1034	1	742-914	
COUNCIL BLUFFS	671-834	---	---	641-797	1	---	---	---	
IOWA CITY #	746-950 (b)	---	---	746-950	1	746-950	1	---	
AMES #	785-1000	---	---	683-865	1	683-865	1	---	
CLINTON	---	---	---	---	---	---	---	---	
BURLINGTON #	779-920 (a)	---	---	705-837 (a)	1	705-837 (a)	1	---	
FORT DODGE #	807 (a)	---	---	973 (a)	1 (c)	822 (a)	1	---	
MASON CITY #	788	---	---	892	1	842	1	---	
OTTUMWA	773 (a)	---	---	773 (a)	1	773 (a)	1 (d)	---	
CEDAR FALLS #	974 (a)	660-780 (a)	1	803 (a)	1	779 (a)	1	---	
MARSHALLTOWN	(e)	686-965	2	917	1	---	---	---	
MUSCATINE #	851	---	---	754-873	1 (f)	---	---	---	
BETTENDORF	792 (d)	---	---	750	1	208	1*	---	
MARION	---	---	---	---	---	---	---	---	
WEST DES MOINES	946	723-816	1	(g)	---	(g)	---	(g)	
NEWTON	845	675	1	(g)	---	(g)	---	---	
KEOKUK	858 (a)	---	---	(g)	---	(g)	---	(g)	
URBANDALE	655-892	596-812	1	---	---	---	---	---	
FORT MADISON	---	---	---	---	---	70 (a) (h)	1*	---	
BOONE	787	---	---	---	---	---	---	---	
OSKALOOSA	---	---	---	---	---	---	---	---	
SPENCER	---	625	1	250 (h)	1	753	1	---	
CHARLES CITY	805 (a)	---	---	(g)	---	(g)	---	(g)	
ANKENY	1076	818	1	---	---	---	---	---	
INDIANOLA	---	---	---	---	---	---	---	---	
CARROLL	---	---	---	(i)	1*	---	---	---	
FAIRFIELD	---	---	---	---	---	---	---	---	
STORM LAKE	633	---	---	(g)	---	(g)	---	---	
WEBSTER CITY	(j)	---	---	652	1	705 (a)	1	---	
GRINNELL	---	---	---	---	---	---	---	---	
CRESTON	---	---	---	---	---	---	---	---	
LEMARS	---	---	---	---	---	---	---	---	
ESTHERVILLE	---	---	---	---	---	---	---	---	
KNOXVILLE	---	---	---	---	---	---	---	---	
OELWEIN	630 (a)	---	---	(g)	---	(g)	---	---	

Additional employees in these categories listed on pages 64-65

* Part-time employees

- (a) Plus transportation furnished
- (b) Two employees in this position
- (c) Also Housing Inspector
- (d) Also Heating Inspector
- (e) Duties performed by City Engineer
- (f) Also Plumbing Inspector
- (g) Duties performed by Building Inspectors
- (h) Plus fee
- (i) Fee basis
- (j) Duties performed by Deputy Public Work Director

CITIES OVER 7,500	HEALTH						
	HEALTH PHYSICIAN	PUBLIC HEALTH DIRECTOR	CITY SANITARIAN	MILK INSPECTORS OR SANITARIANS		LABORATORY TECHNICIANS	
				SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES #	---	\$1930-2441	\$668-804 (a)	\$731-880	3	\$557-668	3
CEDAR RAPIDS	---	---	---	---	---	---	---
DAVENPORT	---	---	---	---	---	---	---
SIoux CITY #	\$200*	1132-1372 (b)	---	737-890 (b)	4	337-408	1
DUBUQUE #	---	833*	---	662-828	3	2.40-2.94/hr.	1
COUNCIL BLUFFS	---	1166 (b)	---	641-1003	2	---	---
IOWA CITY	---	---	---	---	---	---	---
AMES #	---	---	1047-1334	---	---	---	---
CLINTON	264* (c)	---	---	897	1	---	---
BURLINGTON	---	---	---	---	---	---	---
FORT DODGE	---	---	735 (b)	---	---	735 (b)	1
MASON CITY #	---	183*	755	---	---	---	---
OTTUMWA #	---	817 (b)	695 (b)	---	---	---	---
CEDAR FALLS	---	---	---	---	---	---	---
MARSHALLTOWN #	---	---	---	665;1119	1;1	397-475	2
MUSCATINE	---	---	---	---	---	---	---
BETTENDORF #	---	---	---	---	---	---	---
MARION	---	---	---	---	---	---	---
WEST DES MOINES	---	---	---	---	---	---	---
NEWTON	25/yr.*	---	---	150	1*	---	---
KEOKUK	---	---	---	---	---	---	---
URBANDALE	---	---	---	---	---	---	---
FORT MADISON	---	---	---	---	---	---	---
BOONE	---	---	---	---	---	---	---
OSKALOOSA	73*	---	204*	---	---	---	---
SPENCER	---	---	---	---	---	---	---
CHARLES CITY	---	---	---	---	---	---	---
ANKENY	---	---	---	---	---	---	---
INDIANOLA	---	---	---	---	---	---	---
CARROLL #	---	---	---	263	1	---	---
FAIRFIELD	100/yr.*	---	---	---	---	---	---
STORM LAKE	---	---	---	---	---	---	---
WEBSTER CITY	---	---	---	---	---	---	---
GRINNELL	---	---	---	---	---	---	---
CRESTON	---	---	---	---	---	---	---
LEMARS	---	---	---	---	---	---	---
ESTHERVILLE	---	---	---	180	1*	---	---
KNOXVILLE	---	---	---	---	---	---	---
OELWEIN	100/yr.*	---	---	---	---	---	---

Additional employees in these categories listed on page 65

* Part-time employees

(a) Eight employees in this position

(b) Transportation furnished

(c) Two employees in this position

RECREATION							
CITIES OVER 7,500	RECREATION SUPERINTENDENT OR DIRECTOR	RECREATION SPECIALIST		RECREATION LEADER		RECREATION MAINTENANCE MAN	
		SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES	\$1038-1262	\$668-804	2	\$519-622	1	\$1.86-2.03/hr.	---
CEDAR RAPIDS	1007-1166	830-959	1	695-804	4	601-695	5
DAVENPORT	1016-1294	---	---	697-861	12	---	---
SIoux CITY #	1132-1372 (a)	2.70/hr.	25 (b)	---	---	---	---
DUBUQUE #	978-1241	597-792	3	2.15-2.35/hr.	(b)	3.88-4.14/hr.	1
COUNCIL BLUFFS #	---	---	---	---	---	---	---
IOWA CITY	950-1200	644-822	3	2.00/hr.	40*	---	---
AMES	1213-1523 (c)	---	---	---	---	3.10-3.94/hr.	---
CLINTON #	1331	1047	1	812	1	---	---
BURLINGTON #	---	---	---	---	---	---	---
FORT DODGE	945	---	---	---	---	---	---
MASON CITY	---	---	---	616	1	---	---
OTTUMWA	948 (a)	---	---	---	---	646;675	14 (b); 2
CEDAR FALLS #	1042 (a)	---	---	1.75-5.00/hr.	275 (b)	---	---
MARSHALLTOWN	1200	---	---	744	1	827	1
MUSCATINE	---	---	---	---	---	---	---
BETTENDORF	1357	1000/yr.	10 (b)	1000/yr.	11 (b)	---	---
MARION	---	550	1 (b)	---	---	---	---
WEST DES MOINES #	340*	400	6 (b)	10 (d)	16 (b)	---	---
NEWTON	---	---	---	---	---	---	---
KEOKUK	880 (a)	---	---	---	---	3.37/hr.	2
URBANDALE	800	---	---	---	---	---	---
FORT MADISON	175	---	---	400-500	6 (b)	---	---
BOONE	---	---	---	---	---	---	---
OSKALOOSA	---	---	---	---	---	---	---
SPENCER	610	---	---	---	---	---	---
CHARLES CITY #	---	---	---	---	---	---	---
ANKENY	320 (b)	---	---	---	---	---	---
INDIANOLA	---	---	---	---	---	---	---
CARROLL	---	---	---	---	---	---	---
FAIRFIELD	---	---	---	525	1	---	---
STORM LAKE	---	---	---	---	---	---	---
WEBSTER CITY #	859 (a)	---	---	---	---	515	1
GRINNELL #	916-970 (a) (c)	2.40-5.00/hr.	3*	600-700	2 (b)	---	---
CRESTON	667	---	---	---	---	---	---
LEMARS	610	---	---	---	---	---	---
ESTHERVILLE	---	---	---	780	1	---	---
KNOXVILLE	791	---	---	300	1 (b)	---	---
OELWEIN	---	---	---	---	---	---	---

Additional employees in these categories listed on page 66

* Part-time employees

(a) Transportation furnished

(b) Seasonal employee

(c) Also Parks Director

(d) Per session

RECREATION (continued)								
CITIES OVER 7,500	SWIMMING POOL SUPERVISOR		ASSISTANT SWIMMING POOL SUPERVISOR		LIFE GUARDS		GOLF CLUB MANAGER	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES	\$3.65-3.84/hr.	---	---	---	\$2.03-2.23/hr.	(a)	\$581-598	1 (b)
CEDAR RAPIDS	125-130/wk.	4 (a)	---	---	1.45-1.60/hr.	41 (a)	---	---
DAVENPORT	---	---	---	---	---	---	---	---
SIoux CITY	2.35-2.84/hr.	6 (a)	---	---	1.86-2.44/hr.	21 (a)	517-618	1;1*
DUBUQUE	500	(a)	\$1.85/hr.	(a)	1.75/hr.	(a)	---	---
COUNCIL BLUFFS	---	---	---	---	---	---	---	---
IOWA CITY	480-614	3 (a)	2.25/hr.	3 (a)	3.00/hr.	16 (a); 10	---	---
AMES	560-715	1	---	---	---	---	825-1047	1
CLINTON	650	1	---	---	1.45-1.60/hr.	15 (a)	---	---
BURLINGTON	460	1 (a)	288	2 (a)	1.30-2.00/hr.	14 (a)	---	---
FORT DODGE	400	1 (a)	---	---	2.00-2.35/hr.	10 (a)	---	---
MASON CITY	500	1 (a)	334	1 (a)	2.25/hr.	8 (a)	955	1 (a) (c)
OTTUMWA	731 (d) (e)	1	---	---	---	---	918 (e)	1
CEDAR FALLS	875	1 (a)	587	1 (a)	1.50-2.15/hr.	12 (a)	---	---
MARSHALLTOWN	---	---	---	---	---	---	---	---
MUSCATINE	---	---	---	---	---	---	---	---
BETTENDORF	2400/yr.	1 (a)	---	---	1031/yr.	18 (a)	---	---
MARION	650	1 (a)	350	1 (a)	275	4 (a)	---	---
WEST DES MOINES	533	1 (a)	184	1 (a)	246	6 (a)	---	---
NEWTON	---	---	---	---	---	---	---	---
KEOKUK	1752/yr.	1 (a)	1072/yr.	1 (a)	1.00-2.00/hr.	27 (a)	---	---
URBANDALE	---	---	---	---	---	---	---	---
FORT MADISON	---	---	---	---	---	---	---	---
BOONE	400	1 (a)	1.90/hr.	1 (a)	1.25-1.65/hr.	10 (a)	---	---
OSKALOOSA	---	---	---	---	---	---	444 (e)	1
SPENCER	500	1 (a)	2.00/hr.	1 (a)	1.35-1.60/hr.	17 (a)	---	---
CHARLES CITY	22/day	2 (a)	---	---	1.90/hr.	5 (a)	175	1 (a)
ANKENY	504	1 (a)	---	---	380	4 (a)	---	---
INDIANOLA	520	1 (a)	420	1 (a)	---	---	---	---
CARROLL	1525/yr.	1 (a)	2.15/hr.	1 (a)	1.65-2.00/hr.	9 (a)	---	---
FAIRFIELD	125/wk.	1 (a)	15/day	1 (a)	1.75-2.25/hr.	(a)	---	---
STORM LAKE	400	1 (a)	300	1 (a)	1.75/hr.	9 (a)	4200/yr.	1 (a)
WEBSTER CITY	2.60/hr.	1 (a)	---	---	1.50-2.10/hr.	8 (a)	---	---
GRINNELL	1350/yr.	1 (a)	1000/yr.	1 (a)	2.00/hr.	4 (a)	---	---
CRESTON	---	---	---	---	---	---	---	---
LEMARS	500	1 (a)	350	1 (a)	260-275	6 (a)	750	1 (a)
ESTHERVILLE	500	1 (a)	360	1 (a)	256-288	14 (a)	---	---
KNOXVILLE	433	1 (a)	300	2 (a)	1.50-2.00/hr.	18 (a)	---	---
OELWEIN	600	1 (a)	435	1 (a)	1.65/hr.	7 (a)	---	---

Additional employees in these categories listed on page 66

* Part-time employees

- (a) Seasonal employee
- (b) Plus quarters and percentage of sales
- (c) From March to November
- (d) Also Parks Custodian
- (e) Plus house and utilities

PARKS							
CITIES OVER 7,500	PARKS SUPERINTENDENT OR DIRECTOR	PARKS CUSTODIAN		CEMETERY SUPERINTENDENT OR SEXTON		CITY FORESTER	
		SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
		DES MOINES	\$1329-1682 (a)	\$698-842 (b)	5	\$698-842 (b)	3
CEDAR RAPIDS	1007-1166	695-804	2	546-573	1	959-1110	1
DAVENPORT #	1368	1257	1	---	---	---	---
SIOUX CITY	809-979 (a)	643-771	2	592-701 (a)	3	---	---
DUBUQUE #	978-1241	---	---	---	---	---	---
COUNCIL BLUFFS #	800 (b)	---	---	---	---	---	---
IOWA CITY	1520 (c)	614-782	3	676-862	1	710-906	1
AMES	(d)	---	---	750-952	1	---	---
CLINTON #	---	---	---	---	---	672	1
BURLINGTON	1094-1267 (e)	641-759	1	---	---	705-837	1
FORT DODGE	982 (a)	665-682	2	---	---	(f)	---
MASON CITY #	842 (a)	---	---	780	1	770	1
OTTUMWA	---	---	---	---	---	---	---
CEDAR FALLS #	1168 (a) (b)	---	---	893 (b)	1	(f)	---
MARSHALLTOWN	(d)	(d)	---	---	---	4.00/hr.	2
MUSCATINE	---	---	---	---	---	---	---
BETTENDORF	732	925	1	---	---	---	---
MARION	987	735	1	276	1*	---	---
WEST DES MOINES	874	689	1	---	---	---	---
NEWTON	---	---	---	---	---	---	---
KEOKUK #	(d)	---	---	3.78/hr.	1 (g)	---	---
URBANDALE	---	667-675	2	---	---	---	---
FORT MADISON	---	---	---	---	---	---	---
BOONE	692	---	---	725	1	560	1
OSKALOOSA	585	---	---	---	---	---	---
SPENCER	610	---	---	546	1	---	---
CHARLES CITY	600 (h)	---	---	---	---	112	1*
ANKENY	950	840	1	---	---	---	---
INDIANOLA	3.25/hr.	---	---	---	---	---	---
CARROLL	683	---	---	526	1	---	---
FAIRFIELD	---	654	1 (a)	1.90/hr.	1 (h)	---	---
STORM LAKE	750	---	---	450	1	175	1*
WEBSTER CITY	(d)	---	---	678 (a)	1	---	---
GRINNELL	(d)	---	---	580-665	1	---	---
CRESTON	---	---	---	620	1	---	---
LEMARS	735 (a)	---	---	(f)	---	---	---
ESTHERVILLE	---	---	---	---	---	---	---
KNOXVILLE	---	567	1	700	1	---	---
OELWEIN	---	---	---	689 (a)	1	---	---

Additional employees in these categories listed on pages 66-67

* Part-time employees

- (a) Transportation furnished
- (b) Plus quarters provided
- (c) Also Director of Recreation
- (d) Duties performed by Recreation Director
- (e) Also Airport Manager
- (f) Duties performed by Parks Superintendent
- (g) Cemetery Foreman
- (h) Seasonal employee

PARKS (continued)								
CITIES OVER 7,500	SENIOR TREE TRIMMER		GARDENER		PARKS LABORERS		CEMETERY LABORERS	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
	DES MOINES	\$4.01-4.20/hr.	10	\$3.84-4.01/hr.	1	---	---	---
CEDAR RAPIDS	631-730	5	---	---	\$546-573	5	---	---
DAVENPORT	607-790	2	607-855	7	607-820	13	---	---
SIOUX CITY	592-771	6	517-618 (a)	1	450-543	15;30*	450-543	7;10*
DUBUQUE	---	---	3.76-4.01/hr.	1	3.64-3.88/hr.	3	---	---
COUNCIL BLUFFS	---	---	571-760 (b)	1	536-701	4	---	---
IOWA CITY	---	---	---	---	480-614	2	480-614	2
AMES	---	---	---	---	---	---	---	---
CLINTON	---	---	693	1	3.12-4.80/hr.	12	---	---
BURLINGTON	---	---	---	---	2.76/hr.	1	---	---
FORT DODGE	670-692	3	---	---	2.50/hr.	1	---	---
MASON CITY #	653	1	---	---	2.25/hr.; 618	2*; 2	---	---
OTTUMWA	---	---	---	---	---	---	646	1
CEDAR FALLS	---	---	---	---	2.13/hr.; 827	4*; 4	1.70-3.76/hr.	1*; 3
MARSHALSTOWN	3.57/hr.	2	---	---	---	---	---	---
MUSCATINE	---	---	---	---	740	4	---	---
BETTENDORF	---	---	---	---	414-500	2	---	---
MARION	---	---	---	---	---	---	---	---
WEST DES MOINES	---	---	---	---	628	2	---	---
NEWTON	---	---	---	---	---	---	---	---
KEOKUK	---	---	---	---	---	---	---	---
URBANDALE	---	---	---	---	---	---	---	---
FORT MADISON	---	---	---	---	2.75-3.09/hr.	1; 1 (b)	---	---
BOONE	---	---	---	---	446-545	2	518-557	---
OSKALOOSA	---	---	---	---	---	---	---	---
SPENCER	---	---	---	---	---	---	1.90/hr.	4*
CHARLES CITY	---	---	---	---	1.75-2.10/hr.	10*	---	---
ANKENY	---	---	---	---	511-625	3	---	---
INDIANOLA	---	---	---	---	---	---	---	---
CARROLL	---	---	---	---	583	2	2.25/hr.	1*
FAIRFIELD	---	---	---	---	---	---	---	---
STORM LAKE	---	---	---	---	---	---	---	---
WEBSTER CITY	---	---	---	---	---	---	1.86/hr.; 495-515	6*; 2
GRINNELL	---	---	---	---	3.05-3.30/hr.	2	530-550	1
CRESTON	---	---	---	---	400	1	2.00-2.75/hr.	2
LEMARS	---	---	---	---	560-585	4	---	---
ESTHERVILLE	---	---	---	---	---	---	---	---
KNOXVILLE	---	---	---	---	2.00/hr.	2*	1.50; 200/hr.	10* (c); 2*
OELWEIN	---	---	---	---	---	---	1.70/hr.	4*

Additional employees in these categories listed on pages 66-67

* Part-time employees

- (a) Travel allowance
 (b) Plus housing
 (c) Seasonal employee

POLICE							
CITIES OVER 7,500	CHIEF OF POLICE	ASSISTANT CHIEF OF POLICE		POLICE CAPTAIN		POLICE LIEUTENANT	
		SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES	\$1570-1972 (a)	\$1262-1606	3	\$992-1201	5	\$880-1062	21
CEDAR RAPIDS #	1486	1166	3	959	3	872	7
DAVENPORT #	1515	1261	1	942-1033	4	899-988	9
SIOUX CITY #	1189-1438	1079	1	936	6	890	11
DUBUQUE #	1096-1400	---	---	973-1053	7	---	---
COUNCIL BLUFFS #	1101-1421	918-983	1	840-906	3	808-874	4
IOWA CITY #	1048-1320	---	---	862-1100	4	---	---
AMES #	1000-1273	---	---	865-1000	3	---	---
CLINTON #	1000	---	---	834	5	---	---
BURLINGTON #	1094-1267	901-1067	1	779-922	4	705-837	4
FORT DODGE #	859	---	---	729	5	709	7
MASON CITY #	937	883	1	726	5	701	3
OTTUMWA	895	805	1	750	7	---	---
CEDAR FALLS #	1113 (a)	968	1	890	6	857	3
MARSHALLTOWN #	1119	1013	1	917	3	---	---
MUSCATINE	1017	835-967	1	754-873	2	685-792	2
BETTENDORF	1109	---	---	---	---	---	---
MARION	1088	987	1	852	1	---	---
WEST DES MOINES #	1267	---	---	---	---	---	---
NEWTON	1053	934	1	---	---	---	---
KEOKUK #	879 (a)	790	1	750	3	---	---
URBANDALE	1133	---	---	---	---	---	---
FORT MADISON #	925	850	1	775-800	3	---	---
BOONE	1058	942	1	---	---	---	---
OSKALOOSA	783	---	---	644	2	---	---
SPENCER #	829	---	---	769	3	---	---
CHARLES CITY #	900	---	---	797	1	705-733	2
ANKENY	1222	1109	1	---	---	---	---
INDIANOLA	908	775	1	---	---	---	---
CARROLL	780 (b)	699	1	---	---	---	---
FAIRFIELD	766	---	---	---	---	---	---
STORM LAKE #	826	---	---	---	---	662	3
WEBSTER CITY	893	---	---	705-734	2	---	---
GRINNELL	890	---	---	---	---	---	---
CRESTON	620	570	---	---	---	---	---
LEMARS	735	---	---	700	1	670	2
ESTHERVILLE	846	756	1	704-740	2	---	---
KNOXVILLE #	750	---	---	666	1	---	---
OELWEIN	761	---	---	---	---	---	---

Additional employees in these categories listed on pages 67-68

* Part-time employees

(a) Transportation provided

(b) Also Parking Meter Supervisor

POLICE (continued)								
CITIES OVER 7,500	POLICE SERGEANT		PATROLMEN (HIGHEST)		PATROLMEN (INTERMEDIATE)		PATROLMEN (LOWEST)	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES	\$804-970	56	\$731-842	175	---	---	---	---
CEDAR RAPIDS #	845	6	697-765	96	---	---	---	---
DAVENPORT #	820-878	13	783-839	24	---	---	\$668-801	47
SIOUX CITY #	809	23	675-737	70	---	---	---	---
DUBUQUE #	816-898	6	720-809	4	---	---	691-779	32
COUNCIL BLUFFS #	743-808	12	712-775	6	---	---	582-723	46
IOWA CITY #	782-998	4	676-862	24	---	---	---	---
AMES #	650-825	25	---	---	---	---	---	---
CLINTON #	792	7	730	18	\$703	2	672	1
BURLINGTON #	---	---	641-759	28	---	---	---	---
FORT DODGE #	---	---	689	13	674	1	664	11
MASON CITY #	686	1	646	15	621	4	596	6
OTTUMWA	699	1	655	24	---	---	---	---
CEDAR FALLS #	824	4	768	11	679-724	5	634	4
MARSHALLTOWN #	845	3	790	9	719-754	12	653	1
MUSCATINE	685-792	2	651-754	18	---	---	---	---
BETTENDORF	867-1100	4	647-821	11	---	---	---	---
MARION	735	2	641-735	12	---	---	---	---
WEST DES MOINES #	909	4	705-845	14	---	---	---	---
NEWTON	875	4	763	12	688-737	1	663	2
KEOKUK #	---	---	717	13	699	1	671	1
URBANDALE	797-936	4	693-832	13	---	---	---	---
FORT MADISON #	730-750	4	605-700	16	---	---	---	---
BOONE	719-830	4	668-786	10	---	---	---	---
OSKALOOSA	595	2	582	4	---	---	557	3
SPENCER #	---	---	598-681	9	---	---	---	---
CHARLES CITY #	---	---	680	6	664	1	640	2
ANKENY	935-995	3	811-857	7	---	---	655-696	3
INDIANOLA	750	2	733	2	708	1	667	1
CARROLL	674	1	575-636 (a)	7	---	---	---	---
FAIRFIELD	683	3	625	6	---	---	---	---
STORM LAKE #	643	1	625	3	---	---	600	1
WEBSTER CITY	678	3	652	4	603	1	557-579	2
GRINNELL	655-695	3	620-660	6	---	---	---	---
CRESTON	535	2	520	4	---	---	500	---
LEMARS	670	1	610	2	585	1	535-560	3
ESTHERVILLE	---	---	620-691	8	---	---	2.50/hr.	1*
KNOXVILLE #	645; 650	1;1	603	1	560; 571	1;1	551	3
OELWEIN	643-655	2	613	2	584	2	558	2

Additional employees in these categories listed on pages 67-68

* Part-time employees

(a) Also Parking Meter Collectors and Repairmen

POLICE (continued)								
CITIES OVER 7,500	POLICEMAN OR MATRON		DETECTIVES		IDENTIFICATION OFFICER		RADIO OPERATORS	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES	\$731-842	5	\$747-902	45	\$698-842	7	\$668-804	13
CEDAR RAPIDS #	697-765	3	845	18	845	3	631-730	2
DAVENPORT #	668-801	1	820-878	10	899-988	1	668-839	6
SIOUX CITY #	675-737	1	---	---	---	---	389-470	8
DUBUQUE #	691	3;1*	786-846	5	816-898	1	---	---
COUNCIL BLUFFS #	582-723	1	712-775	10	---	---	411-499	3
IOWA CITY #	---	---	710-906	3	---	---	530-676	4
AMES #	---	---	683-865	4	---	---	381-485	4
CLINTON #	---	---	792	3	---	---	---	---
BURLINGTON #	641-759 (a)	1	---	---	---	---	479-567	4
FORT DODGE #	---	---	689-709	2	779	1	---	---
MASON CITY #	---	---	691	3	701	1	---	---
OTTUMWA	---	---	---	---	---	---	---	---
CEDAR FALLS #	---	---	780-857	2	---	---	---	---
MARSHALLTOWN #	---	---	---	---	---	---	360-397	3
MUSCATINE	---	---	---	---	---	---	463-536	1
BETTENDORF	---	---	---	---	531-676	1	482-612	5
MARION	---	---	735-772	2	---	---	392-433	2
WEST DES MOINES #	---	---	1024	1	---	---	604-682	3
NEWTON	763	1	---	---	---	---	---	---
KEOKUK #	509	1	750	2	---	---	303-342	3
URBANDALE	4.00/hr. (b)	1*	---	---	---	---	500-600	3
FORT MADISON #	---	---	---	---	---	---	---	---
BOONE	---	---	---	---	---	---	---	---
OSKALOOSA	---	---	---	---	---	---	---	---
SPENCER #	520	1	---	---	---	---	---	---
CHARLES CITY #	---	---	---	---	---	---	476	2
ANKENY	757	1	---	---	---	---	430-445	3
INDIANOLA	---	---	---	---	---	---	2.10/hr. -525	6
CARROLL	---	---	---	---	---	---	475-537	4
FAIRFIELD	---	---	---	---	---	---	2.00/hr.; 416	3;1
STORM LAKE #	---	---	---	---	---	---	2.32/hr.	2
WEBSTER CITY	---	---	---	---	---	---	495	4
GRINNELL	---	---	---	---	---	---	---	---
CRESTON	---	---	---	---	---	---	480	4
LEMARS	---	---	---	---	---	---	490	1
ESTHERVILLE	---	---	---	---	---	---	386	1
KNOXVILLE #	---	---	---	---	---	---	---	---
OELWEIN	---	---	---	---	---	---	1.50-1.72/hr.	3;2*

Additional employees in these categories listed on pages 67-68

* Part-time employees

(a) Transportation allowance

(b) Plus \$360 per year

CITIES OVER 7,500	PARKING METER							
	PARKING METER SUPERVISOR	PARKING METER COLLECTOR		PARKING METER REPAIRMAN		METER MAIDS		
		SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	
DES MOINES	\$804-992	\$484-581	2	\$609-731	3	\$462-557	10	
CEDAR RAPIDS	601-695	(a)	---	601-631	3	496-573	6	
DAVENPORT #	667-822	503-621	2	553-682	3	380-470	4	
SIoux CITY	567-675 (b)	---	---	493-592	1	337-408	5	
DUBUQUE #	---	612-716	2	651-797	1	417-510	3	
COUNCIL BLUFFS	---	553-671	1	618-760	1	381-464	3	
IOWA CITY #	782-998	---	---	530-676	1	416-530	7	
AMES	4.33-5.50/hr. (c)	---	---	3.75-4.76/hr.	1	345-440	3	
CLINTON	---	2.00/hr.	1	---	---	2.00/hr.-474	5	
BURLINGTON	818-968	---	---	553-656	2	375-445	3	
FORT DODGE	682	654	2	654	1	411-450	3	
MASON CITY	670	620	1	605	1	342-432	3	
OTTUMWA #	789	---	---	3.00/hr.	1*	---	---	
CEDAR FALLS	---	---	---	---	---	2.02-2.79/hr.	2*	
MARSHALLTOWN	---	---	---	---	---	397-462	2	
MUSCATINE	---	(a)	---	563-651	1	420-486	2	
BETTENDORF	---	---	---	---	---	---	---	
MARION	---	---	---	---	---	---	---	
WEST DES MOINES	---	---	---	---	---	---	---	
NEWTON	---	---	---	2.50/hr.	1*	316	3	
KEOKUK	---	458	1	---	---	420	1	
URBANDALE	---	---	---	---	---	---	---	
FORT MADISON	---	---	---	---	---	350-450	2	
BOONE	---	75	1*	---	---	326	2	
OSKALOOSA	---	---	---	---	---	497	1	
SPENCER	520	---	---	600	1	1.75/hr.	1	
CHARLES CITY	---	---	---	---	---	---	---	
ANKENY	---	---	---	---	---	---	---	
INDIANOLA	---	---	---	---	---	---	---	
CARROLL	---	---	---	---	---	448	1	
FAIRFIELD	---	---	---	---	---	346	1	
STORM LAKE	---	2.00/hr.	1*	1.75/hr.	1*	404	1	
WEBSTER CITY	---	---	---	---	---	---	---	
GRINNELL	---	---	---	---	---	343-373	1	
CRESTON #	585	---	---	---	---	---	---	
LEMARS	---	---	---	---	---	---	---	
ESTHERVILLE	---	---	---	---	---	420 (e)	1	
KNOXVILLE	645	(f)	---	(f)	---	(f)	---	
OELWEIN	---	2.05/hr.	1*	2.40/hr.	1*	1,50-1.65/hr.	1*	

Additional employees in these categories listed on page 68

* Part-time employees

- (a) Duties performed by Repairman
- (b) Repairman II
- (c) Also Water Meter Supervisor
- (d) Plus transportation
- (e) Also Repairman
- (f) Duties performed by Supervisor

CITIES OVER 7,500	FIRE							
	FIRE CHIEF		ASSISTANT FIRE CHIEF		FIRE CAPTAIN		FIRE LIEUTENANT	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES #	\$1570-1972 (a)		\$1201-1467	1	\$804-970	22	\$731-880	39
CEDAR RAPIDS #	1415		1110	2	845	9	818	30
DAVENPORT #	1515		1261	1	858-942	13	820-878	22
SIOUX CITY #	1189-1438		979	3	890	12	809	25
DUBUQUE #	1096-1400		934-1053	4	846-934	7	720-809	15
COUNCIL BLUFFS #	1101-1421		874-939	3	764-830	23	---	---
IOWA CITY #	1048-1320		---	---	782-998	3	710-906	6
AMES	1000-1273		825-1000	1	750-865	3	683-825	3
CLINTON #	1000		834	4	809	4	792	7
BURLINGTON	1094-1267		818-968	3	741-879	3	672-797	3
FORT DODGE #	859		779	3	729	3	709	3
MASON CITY	938 (a)		883 (a)	1	726	4	686	6
OTTUMWA #	895		805	3	750	8	---	---
CEDAR FALLS #	1113 (a)		968	2	890	3	824	3
MARSHALLTOWN #	1119		965	1	917	3	828	3
MUSCATINE	1017		835-967	3	---	---	---	---
BETTENDORF	---		---	---	---	---	---	---
MARION	1036		895	1	772	1	735-772	2
WEST DES MOINES	---		---	---	---	---	---	---
NEWTON	1053		968	1	875	4	803	3
KEOKUK #	847 (a)		778	1	744	2	---	---
URBANDALE	---		---	---	---	---	---	---
FORT MADISON	925		754-770	3	732-742	4	605-700	15
BOONE	1058		942	1	830	3	---	---
OSKALOOSA	783		---	---	664	3	---	---
SPENCER #	---		---	---	---	---	---	---
CHARLES CITY	900		797	1	---	---	733	2
ANKENY	---		---	---	---	---	---	---
INDIANOLA #	140*		---	---	---	---	---	---
CARROLL	---		---	---	---	---	---	---
FAIRFIELD	---		---	---	---	---	---	---
STORM LAKE	826		---	---	---	---	---	---
WEBSTER CITY	794 (a)		705	1	---	---	652	2
GRINNELL #	---		---	---	---	---	---	---
CRESTON	620		570	1	---	---	535	2
LEMARS	---		---	---	---	---	---	---
ESTHERVILLE	---		---	---	---	---	---	---
KNOXVILLE	---		---	---	---	---	---	---
OELWEIN	---		---	---	635	1	---	---

Additional employees in these categories listed on page 69

* Part-time employees

(a) Transportation provided

FIRE (continued)								
CITIES OVER 7,500	FIREMEN (HIGHEST)		FIREMEN (INTERMEDIATE)		FIREMEN (LOWEST)		FIRE MARSHAL OR INSPECTOR	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES #	\$668-766	150	---	---	---	---	\$970-1171	1
CEDAR RAPIDS #	687-755	83	---	---	---	---	959	1
DAVENPORT #	783-839	33	---	---	\$668-801	16	988-1084	1
SIOUX CITY #	675-736	90	---	---	---	---	936	1
DUBUQUE #	691-779	39	---	---	---	---	---	---
COUNCIL BLUFFS #	582-723	26	---	---	---	---	874-936	1
IOWA CITY #	644-822	37	---	---	---	---	822-1048	1
AMES	590-750	32	---	---	---	---	---	---
CLINTON #	748	14	\$730	---	672	---	---	---
BURLINGTON	611-723	43 (a)	---	---	---	---	---	---
FORT DODGE #	689	24	674	1	664	1	---	---
MASON CITY	646	25	621	1	596	1	867	1
OTTUMWA #	655	26	---	---	---	---	793	1
CEDAR FALLS #	768	16	679-724	1	634	4	824-890	2
MARSHALLTOWN #	771	15	703-736	5	623-669	1	---	---
MUSCATINE	651-754	30	---	---	---	---	651-754	1
BETTENDORF	---	---	---	---	---	---	---	---
MARION	641-735	7	---	---	---	---	---	---
WEST DES MOINES	---	---	---	---	---	---	---	---
NEWTON	763	8	688-738	2	663	3	---	---
KEOKUK #	710	1	693	2	670	1	---	---
URBANDALE	---	---	---	---	---	---	---	---
FORT MADISON	---	---	---	---	---	---	---	---
BOONE	668-786	12	---	---	---	---	---	---
OSKALOOSA	582	9	---	---	557	1	---	---
SPENCER #	---	---	---	---	---	---	---	---
CHARLES CITY	680	5	---	---	664	1	---	---
ANKENY	---	---	---	---	---	---	---	---
INDIANOLA #	---	---	---	---	---	---	---	---
CARROLL	---	---	---	---	---	---	---	---
FAIRFIELD	---	---	---	---	---	---	---	---
STORM LAKE	---	---	---	---	---	---	---	---
WEBSTER CITY	627	2	603	1	579	1	---	---
GRINNELL #	---	---	---	---	---	---	---	---
CRESTON	520	3	---	---	---	---	---	---
LEMARS	---	---	---	---	---	---	---	---
ESTHERVILLE	---	---	---	---	---	---	---	---
KNOXVILLE	---	---	---	---	---	---	---	---
OELWEIN	608	3	---	---	---	---	---	---

Additional employees in these categories listed on page 69

* Part-time employees

(a) Six Firemen are assigned to ambulance duty

ELECTRIC PLANT							
CITIES OVER 7500	SUPERINTENDENT	ELECTRIC PLANT OPERATOR		LINE FOREMAN		LINE MEN	
		SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
		AMES #	\$952-1213	\$785-1000	7	\$5.25-6.66/hr.	1
SPENCER	1030	796-916	6	1052	1	827-956	5
INDIANOLA	1000	992	1	---	---	717-775	4
WEBSTER CITY #	1005 (a)	579-678	4	929 (a)	1	603-794	8
ESTHERVILLE #	946	598-835	11	895	1	605-782	5

Additional employees in these categories listed on page 69

(a) Transportation furnished

ELECTRIC PLANT (continued)							
CITIES OVER 7,500	METER READER		ELECTRIC PLANT FIREMEN		ELECTRIC MECHANIC		
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	
	AMES #	(a)	---	\$750-952	8	---	---
SPENCER #	\$738	2	---	---	---	---	
INDIANOLA	413-640	2	---	---	---	---	
WEBSTER CITY #	515-579	2	536-603	2	\$652	1	
ESTHERVILLE #	623	1	---	---	750-780	2	

Additional employees in these categories listed on page 69

(a) Duties performed by Water Meter Readers

SEWAGE DISPOSAL PLANT								
CITIES OVER 7,500	SUPERINTENDENT	SEWAGE PLANT OPERATOR		LABORER OR MAINTENANCE MAN		MECHANIC		CHEMIST
		SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.	
		DES MOINES	\$1144-1467	\$668-804	5	\$3.65-3.84/hr.	17	\$4.40-4.62/hr.
CEDAR RAPIDS	1486-1720	631-730	13	546-573	2	631-730	1	914-1057
DAVENPORT #	1016-1294	479-714	2	438-621	3	636-784	---	766-971
SIOUX CITY	809-979 (a)	517-737	6	---	---	567-848	4	701-848
DUBUQUE #	858-1073	3.88-4.38/hr.	13	3.64-3.88/hr.	3	4.04-4.84/hr.	4	---
COUNCIL BLUFFS #	873-1101	701-873	6	517-618	2	571-701	2	---
IOWA CITY #	950-1200	556-782	6	530-782	4	---	---	---
AMES #	---	715-910	3	715-910	4	---	---	---
CLINTON #	1032	672; 811	5;1	---	---	---	---	---
BURLINGTON	741-879	581-689	4	---	---	611;723	1	---
FORT DODGE #	807 (a)	677	17	---	---	---	---	---
MASON CITY	770	632-667	6	---	---	---	---	---
OTTUMWA #	792 (a)	646	6	675	1	---	---	---
CEDAR FALLS	960	3.23-4.22/hr. (b)	1	3.37-3.76/hr. (b)	---	---	---	---
MARSHALLTOWN #	1119	622-790	10	2.68-3.75/hr.	2;1*	3.75/hr.	1	2.68/hr.*; 1038 (c)
MUSCATINE #	1402	591-685	5	486-563	6	---	---	---
BETTENDORF	---	---	---	---	---	---	---	---
MARION	---	---	---	---	---	---	---	---
WEST DES MOINES	---	---	---	---	---	---	---	---
NEWTON	1009	3.74/hr.	2	3.33-3.62/hr.	3	---	---	---
KEOKUK #	818 (a)	3.75/hr.	5	---	---	---	---	---
URBANDALE	655-892	538-732	1	497-671	1	---	---	---
FORT MADISON	700-772	650-694	1	2.82-3.17/hr.	1	---	---	---
BOONE	811	722-737	2	---	---	---	---	---
OSKALOOSA	681	500; 548 (d)	1;1	2.78/hr.	1	---	---	---
SPENCER	755	---	---	200-318	4	---	---	---
CHARLES CITY	805	671; 763	1;1	---	---	---	---	---
ANKENY	1056	655-860	3	---	---	---	---	---
INDIANOLA	933	650-741	4	---	---	---	---	---
CARROLL	---	592	1	526	1	---	---	---
FAIRFIELD	758	433-466	2	433-600	2	---	---	---
STORM LAKE	3.65/hr.	3.21/hr.	1	2.92/hr.	2	---	---	---
WEBSTER CITY	705	579	1	---	---	---	---	---
GRINNELL	---	630	2	---	---	---	---	---
CRESTON	585	535	1	---	---	---	---	---
LEMARS	770 (a)	585	1	450	1	---	---	---
ESTHERVILLE	744	706	1	578-660	3	604	1	---
KNOXVILLE	---	550	1	509	1	---	---	---
OELWEIN	689	508	1	486	1	---	---	---

Additional employees in these categories listed on page 70

* Part-time employees

(a) Transportation furnished

(b) \$10 per month extra for Class I license; \$15 for Class II; \$20 for Class III; and \$25 for Class IV

(c) One full-time; one part-time

(d) Plus house and utilities

CITIES OVER 7,500	LIBRARY				
	DIRECTOR (HEAD LIBRARIAN)		ASSISTANT DIRECTOR		LIBRARIAN II
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	
DES MOINES	\$1682-2118	---	---	\$992-1201	8
CEDAR RAPIDS	1110-1284	\$914-1057	1	870-1007	2
DAVENPORT #	1118-1426	841-1067	3	697-861	5
SIOUX CITY	1309-1586	1079-1309	1	979-1189	1
DUBUQUE #	1058-1347	913-1114	1	---	---
COUNCIL BLUFFS	---	---	---	---	---
IOWA CITY #	1150	822-1048	4;1*	746-950	2
AMES	1047-1334	715-910	1	715-910	1*
CLINTON #	1108	750	1	750	1
BURLINGTON	779-922	---	---	641-759	---
FORT DODGE	985	---	---	556	1
MASON CITY #	1190	---	---	---	---
OTTUMWA #	625	442	2	500	1
CEDAR FALLS	958	---	---	615-708	1
MARSHALLTOWN #	875	656	1	420	1
MUSCATINE	---	---	---	---	---
BETTENDORF	917	791	1	---	---
MARION	553	355	1	---	---
WEST DES MOINES #	1083	526-589	2	---	---
NEWTON	---	---	---	---	---
KEOKUK	---	---	---	---	---
URBANDALE	675	417	1	---	---
FORT MADISON #	830 (a)	350-525	1*	350-515 (a)	1
BOONE	1019	---	---	641	1
OSKALOOSA	504	371	1	313	1
SPENCER	667	300	1	2.43/hr.	1
CHARLES CITY	709	2.95/hr.	1	2.52/hr.	1*
ANKENY	818	608	1	---	---
INDIANOLA	703	---	---	---	---
CARROLL #	963	427	1	---	---
FAIRFIELD	---	---	---	---	---
STORM LAKE	500	290	1	---	---
WEBSTER CITY	---	---	---	---	---
GRINNELL	---	---	---	---	---
CRESTON	---	---	---	---	---
LEMARS	700	---	---	---	---
ESTHERVILLE	---	---	---	---	---
KNOXVILLE #	395	---	---	---	---
OELWEIN #	677	390	1	---	---

Additional employees in these categories listed on pages 70-71

* Part time employees

(a) Plus professional expenses

LIBRARY (continued)						
CITIES OVER 7,500	LIBRARIAN II		LIBRARIAN I		LIBRARY TRAINEE	
	SALARY	NO. EMPL.	SALARY	NO. EMPL.	SALARY	NO. EMPL.
DES MOINES	---	---	\$731-880	13	\$609-731	11
CEDAR RAPIDS	\$790-914	4	730-845	2	631-730	---
Davenport #	527-651	3;1*	459-565	4;2*	398-493	6;7*
SIoux CITY	890-1079	2	809-979	2	---	---
DUBUQUE #	825-1034	1	662-792	3;3*	597-704	2
COUNCIL BLUFFS	---	---	---	---	---	---
IOWA CITY #	---	---	480-614	2	---	---
AMES	535-683	3	420-535	4;4*	---	---
CLINTON #	567	2	510	1	---	---
BURLINGTON	527-626	3	393-466	6;4*	2.27/hr.	6*
FORT DODGE	2.76/hr.	1*	275-367	5	---	---
MASON CITY #	237-715	10	---	---	---	---
OTTUMWA #	500	1	---	---	---	---
CEDAR FALLS	500-615	2	369-500	2	---	---
MARSHALLTOWN #	482	1	1.20-1.75/hr.	6	---	---
MUSCATINE	---	---	---	---	---	---
BETTENDORF	---	---	570	3	2.50/hr.	9*
MARION	265	3	252	1	---	---
WEST DES MOINES #	---	---	---	---	---	---
NEWTON	---	---	---	---	---	---
KEOKUK	---	---	---	---	---	---
URBANDALE	1.70-2.05/hr.	3*	---	---	1.35/hr.	1*
FORT MADISON #	350-525	3	---	---	1.60-3.00/hr.	4*
BOONE	2.30-2.60/hr.	6*	---	---	1.10-1.35/hr.	3*
OSKALOOSA	276	1*	392	1	1.50/hr.	1*
SPENCER	2.35/hr.	1	---	---	---	---
CHARLES CITY	2.50/hr.	1	2.58/hr.	1	1.60/hr.	1*
ANKENY	---	---	418	1	---	---
INDIANOLA	---	---	---	---	---	---
CARROLL #	---	---	---	---	---	---
FAIRFIELD	---	---	---	---	---	---
STORM LAKE	2.00/hr.	2*	---	---	1.50/hr.	3*
WEBSTER CITY	---	---	---	---	---	---
GRINNELL	---	---	---	---	---	---
CRESTON	---	---	---	---	---	---
LEMARS	---	---	331	1	---	---
ESTHERVILLE	---	---	---	---	---	---
KNOXVILLE #	---	---	---	---	---	---
OELWEIN #	2.84/hr.	2*	1.84/hr.	1*	---	---

Additional employees in these categories listed on pages 70-71

* Part-time employees

CITIES OVER 7,500	WATERWORKS						
	SUPERINTENDENT	CHIEF WATERWORKS OPERATOR	WATERWORKS OPERATOR	WATER METER READER	WATER METER REPAIRMAN	LABORER OR MAINTENANCE MAN	
						SALARY	NO. EMPL.
DES MOINES	---	---	---	---	---	---	---
CEDAR RAPIDS	\$790-914	---	\$632-730	12	\$546-573 (a)	\$631-663 (b)	\$546-631
DAVENPORT	---	---	---	---	---	---	---
SIOUX CITY	809-979 (c)	---	517-737	10	517-618 (d)	543-643 (d)	---
DUBUQUE #	1295-1589	\$858-1073	681-792	9	651-694 (b)	672-828 (b)	3.64-4.14/hr.
COUNCIL BLUFFS	---	---	---	---	---	---	---
IOWA CITY #	998-1260	710-906	556-782	5	504-644 (b)	530-676	530-782
AMES	---	865-1100	715-910	4	560-750 (e)(f)	650-825 (e)	715-910
CLINTON	---	---	---	---	---	---	---
BURLINGTON	---	---	---	---	---	---	---
FORT DODGE	737	---	677	10	692 (d)	692 (b)	---
MASON CITY	---	770 (c)	652-668	3	617 (b)(c)	---	---
OTTUMWA #	920	---	700	10	---	---	725
CEDAR FALLS	---	---	---	---	---	---	---
MARSHALLTOWN	1245	1010	645-665	8	1.75*; 635 (b)	---	510-825
MUSCATINE	---	---	---	---	---	---	---
BETTENDORF	---	---	---	---	---	---	---
MARION	1100	900	---	---	750-850 (b)	---	600-750
WEST DES MOINES	1138 (c)	774	3.57-4.29/hr.	4;1*	3.47/hr.	---	3.57-4.47/hr.
NEWTON	1240	835	3.32-3.68/hr.	3	3.42/hr.	3.05-3.68/hr. (b)	3.62-4.13/hr.
KEOKUK #	852	818	3.79/hr.	6	3.65/hr. (b)	---	3.45/hr.; 709
URBANDALE	1121	776	---	---	600	---	703
FORT MADISON #	840	775	685-700	1	3.16/hr.	600	2.40-3.85/hr.
BOONE	---	811	722-737	5	591-674 (e)	(g)	---
OSKALOOSA #	1099 (c)	640	589	3	549	654	588
SPENCER	889	837	596-670	3	---	---	---
CHARLES CITY	805	---	763	1	(h)	(h)	3.52-3.69/hr.
ANKENY	1008	883	570	1	200* (b)	---	---
INDIANOLA	908	---	600-633	4	---	---	---
CARROLL	---	---	553	2	553 (b)	---	---
FAIRFIELD	1071	667	415-477	3;2*	494-529* (b)	539-667 (b)	---
STORM LAKE	3.75/hr.	3.27/hr.	2.92/hr.	3	579	---	---
WEBSTER CITY	734	---	557-652	3	---	495	---
GRINNELL	---	605-725	530-575	4	530-565	---	---
CRESTON	1300	3.15/hr.	3.15/hr.	4	3.20/hr. (b)	3.20/hr.	3.55/hr.
LEMARS	---	---	---	---	---	---	---
ESTHERVILLE	717	---	618	1	---	1.65/hr.*	462
KNOXVILLE	840	680	595; 625	1;1	555	---	625
OELWEIN	689	---	508	1	168*	(j)	465-531

Additional employees in these categories listed on page 71

* Part-time employees

- (a) Six employees in this position
(b) Two employees in this position
(c) Transportation furnished
(d) Four employees in this position
(e) Three employees in this position
(f) Also read electric meters
(g) Duties performed by Meter Readers
(h) Duties performed by Maintenance Men
(i) Plant Foreman
(j) Duties performed by Operators

SALARIES OF ADDITIONAL EMPLOYEES
(Cities Over 7,500)

ADMINISTRATIVE

<u>BOONE</u>	City Assessor, \$839 per month
<u>CEDAR RAPIDS</u>	Water Pollution Control Engineer, \$1,486 to \$1,719 per month.
<u>DAVENPORT</u>	City Assessor, \$1,000 per month.
<u>DUBUQUE</u>	Assistant City Manager, \$1,096 to 1,400 per month; Budget Analyst, \$913 to 1,114 per month; Program Planner, \$913-1,114 per month; two part-time Human Rights Directors, \$4,200 per year.
<u>FORT DODGE</u>	City Assessor, \$958 per month; Utilities Manager, \$995 per month, plus auto furnished.
<u>FORT MADISON</u>	City Assessor, \$12,500 per year.
<u>IOWA CITY</u>	Director of Finance, \$1,590 per month; Assistant Finance Director, \$950 to 1,200 per month.
<u>MASON CITY</u>	Director of Finance and Accounting, \$1,125 per month; City Assessor, \$1,080 per month; Deputy City Assessor, \$895 per month.
<u>OTTUMWA</u>	City Assessor, \$1,000 per month; Deputy City Assessor, \$667 per month.
<u>SIOUX CITY</u>	Utilities Manager, \$1,372 to 1,662 per month, plus car furnished.

PROFESSIONAL AND TECHNICAL

<u>CLINTON</u>	Data Processing Assistant and Sewer Coordinator, \$821 per month.
<u>DAVENPORT</u>	Assistant Traffic Engineer, \$784 per month.
<u>DES MOINES</u>	Assistant Traffic Engineer, \$992 to 1,201 per month.
<u>DUBUQUE</u>	Two Data Input Clerks, \$443 to 544 per month.

PLANNING AND COMMUNITY DEVELOPMENT

AMES Part-time Draftsman, \$510 to 650 per month.

BURLINGTON Community Development Director, \$1,206 to 1,430 per month.

DAVENPORT Community Development Director, \$1,498 per month; part-time Draftsman, \$200 per month.

DES MOINES Community Development Director, \$1,536 to 1,930 per month; ten draftsmen, \$581 to 698 per month.

FORT MADISON Building and Zoning Administrator, \$805 per month.

IOWA CITY Planning Technician, \$644 to 822 per month; Draftsman, \$584 to 746 per month.

MARION Community Development Director, \$833 per month.

MARSHALLTOWN Community Development Service Contract at \$785 per month.

MASON CITY Community Development Director, \$1,300 per month; Assistant Community Development Director, \$1,000 per month; Community Information Specialist, \$450 per month; and Community Aide, \$55 per month.

SIOUX CITY Two Draftsmen, \$643 to 771 per month.

URBANDALE Community Development Director, \$985 to 1,357 per month; Draftsmen, \$713 to 972 per month.

HOUSING AND URBAN RENEWAL

BURLINGTON Urban Renewal Supervisor, \$901 to 1,067 per month.

CARROLL Assistant Urban Renewal Director, \$945 per month.

CEDAR RAPIDS Assistant Urban Renewal Director, \$1,007 to 1,166 per month.

CHARLES CITY Assistant Urban Renewal Director, \$1,308 per month.

DES MOINES Assistant Urban Renewal Director, \$1,201 to 1,536 per month.

IOWA CITY Housing Director, \$862 to 1,100 per month; Housing Specialist, \$710 to 906 per month; Property Manager, \$710 to 906 per month.

KEOKUK Housing Director, \$791 per month, plus car furnished.

MASON CITY Rehabilitation Finance Specialist, \$550 per month; Rehabilitation Construction Superintendent, \$700 per month; Fiscal Officer, \$625 per month.

MUSCATINE Housing Director, \$835 to 967 per month.

OTTUMWA Assistant Relocation Administrator, \$748 per month; Rehabilitation Inspector, \$793 per month, plus car furnished; Rehabilitation Finance Officer, \$748 per month.

SIOUX CITY Assistant Urban Renewal Director, \$979 to 1,189 plus car furnished; Rehabilitation Loan Officer, \$701 to 848 per month; Urban Renewal Project Director, \$936 to 1,132 per month, plus car furnished; two Property Officers, \$809 to 979 per month.

CLERICAL

AMES Two Intermediate Clerks (Clerk II), \$420 to 535 per month.

CEDAR FALLS Payroll Clerk, \$397 to 478; Off-Set Operator, \$2.25 per hour.

CLINTON Youth Coordinator, \$433 per month.

DAVENPORT Four Office Machine Operators, \$438-540 per month.

DUBUQUE Fiscal Clerk, \$527 to 620 per month; Pre-Audit Clerk, \$510 to 597 per month; Permit Clerk, \$638 to 758 per month.

ESTHERVILLE Office Machine Operator, \$525 per month.

FT. MADISON Part-time Office Machine Operator, \$2.85 per hour.

IOWA CITY Duplicating Machine Operator, \$436 to \$566 per month.

MASON CITY Assistant Cashier, \$396 per month.

<u>MARSHALLTOWN</u>	Office Machine Operator, \$418 per month.
<u>OTTUMWA</u>	Two Intermediate Clerks (Clerk II), \$573 per month.
<u>SIOUX CITY</u>	Ten Intermediate Clerks (Clerk II), \$389 to 470 per month.
<u>PUBLIC WORKS AND ENGINEERING</u>	
<u>AMES</u>	Public Works Superintendent, \$952 to 1,213 per month.
<u>BETTENDORF</u>	Two Surveyors I, \$3.08 to 3.89 per hour; and Surveyor II (currently vacant, \$3.38 to 4.29 per hour.
<u>CARROLL</u>	Assistant Public Works Director, \$650 per month.
<u>CEDAR FALLS</u>	Survey Party Chief, \$850 to 931 per month; Assistant Street Commissioner, \$818 to 902 per month; and Director of Sanitation, \$930 per month.
<u>CLINTON</u>	Assistant Street Commissioner, \$844 per month; and Survey Party Chief, \$730 per month.
<u>CRESTON</u>	Assistant Street Commissioner, \$3.15 per hour.
<u>ESTHERVILLE</u>	Code Enforcement Officer, \$863 per month.
<u>FORT MADISON</u>	Chief Public Works Inspector, \$765 per month.
<u>IOWA CITY</u>	Survey Party Chief, \$782 to 988 per month; Chief Construction Inspector, \$782 to 998 per month; and Traffic Control Superintendent, \$906 to 1,150.
<u>OTTUMWA</u>	Design Assistant, \$730 per month.
<u>WEBSTER CITY</u>	Deputy Public Works Director, \$859 per month.

SKILLED TRADES AND LABOR

<u>CEDAR FALLS</u>	Traffic signs Supervisor, \$833 per month; and part-time Summer Laborers, \$1.70 to 1.90 per hour.
<u>CEDAR RAPIDS</u>	Seven full-time and two part-time Watchmen, \$471 to 546 per month.
<u>CHARLES CITY</u>	Restroom Custodian, \$449 per month.
<u>CLINTON</u>	Diesel Mechanic, \$3.95 per hour.
<u>COUNCIL BLUFFS</u>	Watchman, \$482 to 571 per month.
<u>DAVENPORT</u>	Three Watchmen, \$503 to 621 per month.
<u>DES MOINES</u>	Three Watchmen, \$3.06 to 3.20 per month.
<u>DUBUQUE</u>	Assistant Street Superintendent, \$825 to 1,034 per month; and Stock Clerk, \$4.01 to 4.28 per month.
<u>IOWA CITY</u>	Twenty Streets, Utility, and Traffic Maintenance Men, \$530 to 676 per month; and ten Senior Streets, Traffic, and Utility Maintenance Men, \$614 to 782 per month.
<u>KEOKUK</u>	Landfill Tollkeeper, \$457 per month; Maintenance Department Desk Clerk, \$481 per month; and Dog Catcher, \$440 per month.
<u>OTTUMWA</u>	Auto Shop Office Manager, \$717 per month.
<u>WEBSTER CITY</u>	Two Landfill Equipment Operators, \$579 to 603 per month; and Street Department Clerk, \$495 per month.
	<u>INSPECTION</u>
<u>AMES</u>	Assistant to the Building Inspector, \$485 to 620 per month.
<u>BURLINGTON</u>	Housing Inspector, \$705 to 837 per month.
<u>CEDAR FALLS</u>	Housing Inspector, \$690 per month.
<u>DAVENPORT</u>	Sidewalk Inspector, \$667 to 822 per month; five Housing Inspectors, \$636 to 784 per month; and Assistant Housing Inspector, \$553 to 682 per month.

<u>DUBUQUE</u>	Building Commissioner, \$978 to 1,241 per month; Building Inspection Clerk, \$715 to 861 per month; and Sidewalk Inspector, \$662 to 792 per month.
<u>FORT DODGE</u>	Weights and Measures Inspector, \$618 per month.
<u>IOWA CITY</u>	Building Official, \$950 to 1,200 per month; and two Housing Inspectors, \$710 to 906 per month.
<u>MASON CTIY</u>	Housing Inspector, \$600 per month; and Assistant Housing Inspector, \$540 per month.
<u>MUSCATINE</u>	Housing Inspector, \$651 to 754 per month.
<u>SIOUX CITY</u>	Building Director, \$1,132 to 1,372 per month; and Housing Inspector, \$809 to 979 per month.
	<u>HEALTH</u>
<u>AMES</u>	Fifty-eight full-time and sixty-three part-time hospital staff Registered Nurses, \$620 to 785 per month.
<u>BETTENDORF</u>	Part-time Food Inspector, \$150 per month.
<u>CARROLL</u>	Public Health Nurse, \$531 per month.
<u>DES MOINES</u>	Three Supervisors of Inspectors or Sanitarians, \$731 to 880 per month; Bacteriologist, \$880 to 1,062 per month; and Air Pollution Control Administrator.
<u>DUBUQUE</u>	Health Administrator, \$913 to 1,114 per month; Nurse Supervisor, \$715 to 861 per month; four Public Health Nurses, \$615 to 731 per month; Health Aide, \$615 to 731 per month; and Animal Warden, \$3.69 to 3.94 per hour.
<u>MARSHALLTOWN</u>	Water Pollution Control Administrator, \$1,119 per month.
<u>MASON CITY</u>	Meat Inspector, \$700 per month.
<u>OTTUMWA</u>	Housing Code Inspector, \$695 per month; and two Public Health Nurses, \$818 to 859 per month.
<u>SIOUX CITY</u>	Public Health Nurse I, \$567 to 675 per month; Public Health Nurse II, \$737 to 890 per month; Bacteriologist I, \$737 to 890 per month; Bacteriologis II, \$809 to 979 per month; and Health Inspector, \$517 to 618 per month.

RECREATION

BURLINGTON Thirteen part-time basket helpers, \$.75 per hour.

CEDAR FALLS Crafts Instructor, \$2.00 to 3.00 per hour; Sports Supervisor, \$3.00 to 5.00 per hour; Assistant Recreation Director, \$667 per month; and two Assistant Golf Course Superintendents, \$643 to 827 per month.

CHARLES CITY Two part-time Ice Rink helpers, \$1.80 per hour; and eight part-time Basket Checkers, \$.60 to 1.30 per hour.

CLINTON Director of Recreation, \$804 per month; Director of Finance, \$482 per month; and Recording Secretary, \$482 per month.

COUNCIL BLUFFS Golf Professional, \$625 per month, plus housing; Greenskeeper, \$1,000 per year.

DUBUQUE Assistant Recreation Director, \$762 to 952 per month; and Greenskeeper, \$715-861 per month.

GRINNELL Secretary \$1.95 per hour; two part-time Program Attendants, \$2.00 per hour; and two part-time Gym Program Leaders, \$3.30 per hour.

SIOUX CITY Recreation Director, \$809 to 979 per month.

WEBSTER CITY Assistant Recreation Director, \$705 per month; and twelve part-time Playground Helpers, \$1.50 to 1.70 per hour.

WEST DES MOINES Twelve part-time Basket Helpers, \$1.65 to 1.75 per hour; and twenty-three part-time Recreation Helpers, \$1.75 per hour.

PARKS

CEDAR FALLS Parks Supervisor, \$902 per month; Arborist Supervisor, \$817 per month; and part-time Forester-Clerk, \$1.69 per hour.

CLINTON Part-time Horticulturists, \$1900 per year.

<u>COUNCIL BLUFFS</u>	Assistant Parks Director, \$700 per month; and three Parks Foremen, \$571 to 760 per month.
<u>DAVENPORT</u>	Park Patrolman, \$503 to 651 per month; nine Equipment Maintenance Men, \$607 to 825 per month; and Zoo Keeper, \$579 to 685 per month.
<u>DUBUQUE</u>	Two Park Patrolmen, \$3.76 to 4.01 per hour; and Assistant Park Superintendent, \$762 to 952 per month.
<u>IOWA CITY</u>	Park Superintendent, \$862 to 1,100 per month; and eight Parks Maintenance Men, \$530 to 676 per month.
<u>KEOKUK</u>	Equipment Operator, \$3.52 per hour; two Truck Drivers, \$3.47 per hour; and Maintenance Man, \$3.37 per hour.
<u>MASON CITY</u>	Cemetery Office Manager, \$440 per month; two part-time Equipment Operators, \$2.25 per hour; and two Truck Drivers, \$570 to 610 per month.
	<u>POLICE</u>
<u>AMES</u>	Detective Captain, \$865 to 1,000 per month; and civilian Clerk, \$381 to 485 per month.
<u>BURLINGTON</u>	Chief of Detectives, \$818 to 968 per month.
<u>CEDAR FALLS</u>	Cadet Officer, \$1.60 per hour; and three Auxiliary Policemen, \$3.25 per hour.
<u>CEDAR RAPIDS</u>	Five Detective Captains, \$959 per month; and two Records Clerks, \$520 to 601 per month.
<u>CHARLES CITY</u>	Police Investigator, \$733 per month; and four part-time Records Clerks, \$2.08 per hour.
<u>CLINTON</u>	Chief of Detectives, \$834 per month; and eight Police Corporals, \$748 per month.
<u>COUNCIL BLUFFS</u>	Six Motorcycle Officers, \$582 to 723 per month, plus \$30 per month; and four Clerks, \$393 to 536 per month.
<u>DAVENPORT</u>	Three Division Chiefs, \$998 to 1,084 per month; Detective Captain, \$942 to 1,033 per month; Records Clerk, \$820 to 878 per month; eight Clerks, \$417 to 682 per month; five Cadets, \$364 per month; and eight Motorcycle Officers, \$668-839 per month.

DUBUQUE Juvenile Officer, \$816 to 898 per month.

FORT DODGE Detective Captain, \$729 per month; and three civilian Clerks, \$337 to 527 per month.

FORT MADISON Chief Civilian Clerk, \$370 to 425 per month; and three Clerks, \$300 to 365 per month.

IOWA CITY Director of Public Safety, \$1,450 per month; three Detective Sergeants, \$782 to 998 per month; and three civilian Clerks, \$416 to 530 per month.

KEOKUK Janitor, \$251 per month.

KNOXVILLE Liaison Officer, \$650 per month.

MARSHALLTOWN Chief of Detectives, \$965 per month; civilian Clerk, \$462 per month; and part-time Merchant Policeman, \$226 per month.

MASON CITY Jailer and Janitor, \$615 per month; and eight civilian clerical employees, \$325 to 411 per month.

SIOUX CITY Four Clerk I's, \$337 to 408 per month; four Clerk II's, \$389 to 470 per month; and Clerk III, \$470 to 567 per month.

SPENCER Records Clerk, \$1.70 per hour.

STORM LAKE Civilian Clerk, \$416 per month.

WEST DES MOINES Civilian Clerk, \$497 to 597 per month; and Animal Control Officer, \$597 to 660 per month.

PARKING

CRESTON Assistant Meter Supervisor, \$555 per month.

DAVENPORT Four Parking Garage Attendants, \$527 to 651 per month.

DUBUQUE Pedestrianway Manager, \$825 to 1,034 per month; Ramp Custodian, \$3.64 to 3.88 per hour; and nine Ramp Cashiers, \$2.11 to 2.56 per hour.

IOWA CITY Two Parking Meter Maintenance Men, \$530 to 676 per month.

OTTUMWA Three part-time Meter Readers, \$2.00 per hour; and fourteen Parking Lot Attendants, \$2.00 per hour.

FIRE

<u>CEDAR FALLS</u>	Fire Drillmaster, \$890 per month; and Records Clerk, \$824 per month.
<u>CEDAR RAPIDS</u>	Fire Equipment Mechanic, \$804 to 845 per month.
<u>CLINTON</u>	Fifteen Fire Drivers, \$748 per month.
<u>COUNCIL BLUFFS</u>	Fire Drillmaster, \$874 to 936 per month; twenty-seven Fire Drivers, \$712 to 775 per month; and Fire Equipment Mechanic, \$671 to 834 per month.
<u>DAVENPORT</u>	Fire Drillmaster, \$988 to 1,084 per month; thirty-six Fire Drivers, \$783 to 839 per month; and two Fire Equipment Mechanics, \$942 to 1,033 per month.
<u>DES MOINES</u>	Ten District Chiefs, \$970 to 1,171 per month; seventy-eight Fire Drivers, \$668 to 804 per month; and four Fire Equipment Mechanics, \$731 to 880 per month.
<u>DUBUQUE</u>	Twenty-four Fire Drivers, \$720 to 809 per month; and two Ambulance Drivers, \$735 to 792 per month.
<u>FORT DODGE</u>	One Fire Equipment Mechanic, \$674 per month.
<u>GRINNELL</u>	Three Fire Drivers, \$620 to 660 per month.
<u>INDIANOLA</u>	Fire Equipment Mechanic, \$625 per month.
<u>IOWA CITY</u>	Fire Drillmaster, \$822 to 1,048 per month.
<u>KEOKUK</u>	Eleven Fire Drivers, \$716 per month.
<u>MARSHALLTOWN</u>	Fire Drillmaster, \$965 per month.
<u>OTTUMWA</u>	Fire Drillmaster, \$793 per month.
<u>SIOUX CITY</u>	Training Officer, \$809 to 979 per month.
<u>SPENCER</u>	Two Fire Drivers, \$450 per month.
	<u>ELECTRIC PLANT</u>
<u>AMES</u>	Four Auxiliary Operators, \$683 to 865 per month.
<u>ESTHERVILLE</u>	Two Groundmen, \$390 to 600 per month.
<u>WEBSTER CITY</u>	Assistant Plant Superintendent, \$827 per month; Plant Electrician, \$827 per month; Plant Chemist, \$579 per month; Meter Repairman \$557 per month; Meter Superintendent, \$705 per month; and Secretary, \$458 per month.

SEWAGE DISPOSAL PLANT

AMES Laboratory Technician, \$715 to 910 per month.

CLINTON Laboratory Technician, \$783 per month.

COUNCIL BLUFFS Laboratory Technician, \$618 to 760 per month.

DAVENPORT Three Foremen, \$667 to 861 per month; and two Assistant Operators, \$527 to 651 per month.

DUBUQUE Plant Supervisor, \$799 to 861 per month; Maintenance Electrician, \$4.40 to 4.75 per hour; Material Control Clerk, \$740 to 828 per month; and four Laboratory Technicians, \$3.88 to 4.38 per month.

FORT DODGE Assistant Superintendent, \$702 per month.

IOWA CITY Assistant Pollution Control Superintendent, \$746 to 950 per month; Chief Operator, \$710 to 906 per month; and Sewer Maintenance Supervisor, \$676 to 862 per month.

KEOKUK Manager of Waterworks and Pollution Control receives \$1,590 per month; half of which (\$795) is paid by each department.

OTTUMWA Laboratory Technician, \$597 per month.

LIBRARY

CARROLL Three part-time Library Assistants, \$2.57 per hour; and three student Aides, \$1.50 per hour.

CLINTON Circulation Assistant, \$475 per month; Circulation Assistant, \$317 per month; Children's Assistant, \$356 per month; and Custodian, \$506 per month.

DAVENPORT Bookmobile Driver, \$503 to 621 per month; Building Superintendent, \$731 to 925 per month; eight custodial workers \$438 to 540 per month; Administrative Secretary, \$481 to 593 per month; two part-time Watchmen, \$315 to 387 per month.

DUBUQUE Six student assistants, \$1.79 to 1.92 per hour; part-time Monitor, \$3.83 to 4.58 per month; eight clerical assistants, \$443 to 597 per month.

FORT MADISON Part-time Custodian, \$1.60 to 2.10 per hour.

IOWA CITY Senior Library Clerk, \$436 to 556 per month; and three Library Clerks, \$396 to 504 per month.

KNOXVILLE Senior Helper, \$243 per month; Junior Helper, \$175 per month; and three other part-time helpers \$1.50 to 1.95 per hour.

MARSHALLTOWN Five Library Assistants, \$2.00 to 2.40 per hour; two Secretaries and Assistant Librarians, \$333 to 482 per hour; and two Janitors, \$1.50 to 3.25 per hour.

MASON CITY Six part-time Library Pages, \$1.25 to 2.25 per hour; Bookkeeper, \$175 per month; and three Custodians, \$400 to 550 per month.

OELWEIN Three part-time Pages, \$1.00 to 1.25 per hour.

OTTUMWA Secretary, \$573 per month; Bookkeeper, \$457 per month; three Clerks, \$340, \$356, and \$414 per month; and two Janitors, \$406 and \$477 per month.

WEST DES MOINES Part-time Library Assistant, \$2.30 per hour; part-time Janitor, \$2.80 per hour; and seven part-time helpers, \$2.10 per hour.

WATERWORKS

DUBUQUE Distribution Supervisor, \$762 to 952 per month; Plant Mechanic, \$769 to 861 per month; two Meter Inspectors, \$672 to 716 per month; and Equipment Mechanic, \$4.15 to 4.48 per hour.

FORT MADISON Waterworks Manager, \$1,255 per month.

IOWA CITY Assistant Water Superintendent, \$746 to 950 per month; and Water Distribution Supervisor, \$676 to 862 per month.

KEOKUK Foreman, \$818 per month.

OSKALOOSA Maintenance Foreman, \$735 per month.

OTTUMWA Office Manager, \$900 per month; four Foremen, \$775 per month; three Assistant Foremen, \$675 per month; Project Supervisor, \$700 per month; Chemist, \$825 per month; twelve Utility Men, \$670 per month; Accountant, \$675 per month; and three Clerks, \$500 per month.