

Table 1 - Compensation Plan

Job Title	Grade	65th Percentile Salary Survey Data		Current Range		Current Salary	Proposed Salary Range 65th Percentile	
City Administrator								
City Administrator	9	105,779	161,779	104,000	150,800	137,904	111,500	161,675
Directors and Senior Managers								
Police Chief	8	83,511	111,348	77,146	108,004	101,795	82,790	115,907
Public Works Director		78,574	104,766	77,146	108,004	104,042		
Assistant Police Chief	7	76,392	101,856	68,880	96,432	89,398	73,920	103,488
City Clerk/Treasurer	6	70,025	93,367	61,500	86,100	79,830	66,000	92,400
Library Director		61,875	82,500	61,500	86,100	79,830		
Police Captain		72,470	96,627	61,500	86,100	77,438		
Supervisory and Advanced Technical								
Police Officer	5A	59,676	71,944	53,550	69,615	65,499	58,433	75,962
Assistant Library Director	5	41,757	55,676	53,550	69,615	60,299	55,650	72,345
Parks and Recreation Manager		63,758	85,011	53,550	69,615	56,826		
Wastewater Operator		56,277	75,036	53,550	69,615	60,320		
Water Plant Operator		55,009	73,345	53,550	69,615	60,320		
Street Foreman		59,119	78,826	53,550	69,615	61,506		
		55,184	73,579					
Public Works Crew Member - Water/Sewer	4	51,603	68,804	46,225	60,093	52,104	53,000	68,900
Administrative and Technical								
Young and Emerging Adult Services Librarian	3	45,724	60,965			52,062	47,958	62,346
Parks/Streets Laborer								
Deputy Clerk		50,401	67,202	46,225	60,093	53,102		
Administrative Assistant	2	42,941	57,255	43,000	55,900	46,550	44,613	57,996
No Positions in Grade	1						41,500	53,950

City of Dyersville, IA
Proposed Pay Ranges

65th Percentile

Administrative and Technical

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Open	Maximum
1	41,500.00	42,330.00	43,176.60	44,040.13	44,920.93	45,819.35	46,735.74	47,670.46	48,623.86	49,596.34		53,950.00
2	44,612.50	45,504.75	46,414.85	47,343.14	48,290.00	49,255.80	50,240.92	51,245.74	52,270.65	53,316.07		57,996.25
3	47,958.44	48,917.61	49,895.96	50,893.88	51,911.76	52,949.99	54,008.99	55,089.17	56,190.95	57,314.77		62,345.97

Supervisors and Advanced Technical

	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Open	Maximum
4	53,000.00	54,060.00	55,141.20	56,244.02	57,368.90	58,516.28	59,686.61	60,880.34	62,097.95	63,339.91		68,900.00
5	55,650.00	56,763.00	57,898.26	59,056.23	60,237.35	61,442.10	62,670.94	63,924.36	65,202.84	66,506.90		72,345.00
5A	58,432.50	59,601.15	60,793.17	62,009.04	63,249.22	64,514.20	65,804.49	67,120.58	68,462.99	69,832.25		75,962.25

Directors and Senior Managers

12% Between Grades and 40% Range Spread Open Range

	Minimum	Maximum
6	66,000.00	92,400.00
7	73,920.00	103,488.00
8	82,790.40	115,906.56

City Administrator

45% Range Spread Open Range

	Minimum		Maximum
9	111,500.00		161,675.00

City of Dyersville, IA
Detailed Salary Data

City Administrator					
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary	Years in Position
Asbury	City Administrator			116,978	19
Cresco	n/a				
DeWitt	City Administrator			119,656	21
Eldridge	City Administrator	105,000	119,000	108,148	1
Independence	City Manager			126,000	1
LeClaire	City Administrator			115,576	2
Manchester	City Manager			114,294	18
Maquoketa	City Manager			131,962	1
Monticello	n/a Retired CA				
Mount Vernon	City Administrator			125,291	7
New Hampton	n/a				
Oelwein	City Administrator			126,000	7
Vinton	City Administrator			108,952	26
Waukon	n/a Retired CM				
Williamsburg	n/a - Mayor				
Huxley					
Dyersville	City Administrator	104,000	150,800	137,904	20
Actual Data					
65th Percentile		105,779	161,779	124,446	16

Hiawatha	City Manager	107,900	161,900	149,531	1
North Liberty	City Administrator			200,429	16

City of Dyersville, IA
Detailed Salary Data

City Clerk/Treasurer					
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary	Years in Position
Asbury	City Clerk			78,790	23
Cresco	City Clerk/Treasurer			78,807	16
DeWitt	City Clerk			69,805	24
Eldridge	City Clerk	65,000	74,000	71,585	0
Independence	City Clerk/Treasurer			61,023	2
LeClaire	City Clerk/Treasurer	65,892	76,296	67,626	3
Manchester	City Clerk/Treasurer			70,782	21
Maquoketa	n/a				
Monticello	City Clerk/Treasurer			77,000	40
Mount Vernon	Finance Director/City Clerk			88,281	25
New Hampton	City Clerk			76,016	5
Oelwein	Clerk/Treasurer			88,212	17
Vinton	City Clerk/Treasurer			84,000	9
Waukon	City Clerk (writes grants)	46,072	53,310	50,773	3
Williamsburg	City Clerk/Treasurer			67,840	6
Huxley	City Clerk/Finance Officer	90,000	100,000		
Dyersville	City Clerk/Treasurer	61,500	86,100	79,830	20
Actual Data					
65th Percentile		70,025	93,367	77,806	20

Hiawatha	City Clerk	64,600	96,900	85,010	5
North Liberty	City Clerk/Asst City Admin	109,449	154,917	135,304	18

City of Dyersville, IA
Detailed Salary Data

Deputy City Clerk				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary
Asbury	Deputy City Clerk			58,760
Cresco	Deputy City Clerk			55,702
DeWitt	Deputy City Clerk			51,459
Eldridge	n/a			
Independence	Deputy City Clerk			48,506
LeClaire	Deputy City Clerk	45,698	53,768	
Manchester	Deputy City Clerk			57,200
Maquoketa	Deputy Clerk	49,545		60,274
Monticello	Payroll/Utility Billing Clerk	45,448	52,312	52,312
Mount Vernon	n/a			
New Hampton	Deputy City Clerk			52,936
Oelwein	n/a			
Vinton	n/a			
Waukon	n/a			
Williamsburg	Deputy City Clerk			46,072
Huxley				
Dyersville	Deputy Clerk	46,225	60,093	53,102
Actual Data				
65th Percentile		50,401	67,202	56,002

Hiawatha	Deputy City Clerk/Admin. Asst.	47,500	66,600	57,387
North Liberty	Deputy City Clerk	53,706	78,582	68,806

City of Dyersville, IA
Detailed Salary Data

Administrative Assistant				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary
Asbury	Clerical Assistant			58,760
Cresco	Administrative Assistant			38,500
DeWitt	n/a			
Eldridge	Billing Clerk			48,868
Independence	Associate Clerk			43,139
LeClaire	Admin. Support Svcs. Coordinator	39,000	45,864	42,973
Manchester	n/a			
Maquoketa	Confidential Secretary	43,961	53,482	
Monticello	Account Clerk	39,437	46,301	46,301
Mount Vernon	Administrative Assistant			65,770
New Hampton	n/a			
Oelwein	Administrative Assistant	41,933	45,386	44,470
Vinton	n/a			
Waukon	Administrative Assistant (mult. In role)	37,343	43,193	
Williamsburg	n/a			
Huxley				
Dyersville	Administrative Assistant	43,000	55,900	46,550
Actual Data				
65th Percentile		42,941	57,255	47,713

Hiawatha	n/a			
North Liberty	n/a			

City of Dyersville, IA
Detailed Salary Data

Parks and Recreation Manager				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary
Asbury	n/a			
Cresco	Parks and Recreation Manager			56,722
DeWitt	n/a			
Eldridge	n/a			
Independence	Parks and Recreation Manager			78,587
LeClaire	n/a			
Manchester	n/a			
Maquoketa	n/a			
Monticello	Parks and Recreation Manager			62,745
Mount Vernon	n/a			
New Hampton	Parks and Recreation Manager			57,679
Oelwein	Parks Superintendent			71,742
Vinton	Parks and Recreation Manager			84,000
Waukon	n/a			
Williamsburg	Parks and Recreation Manager			53,560
Huxley				
Dyersville	Parks and Recreation Director	53,550	69,615	56,826
Actual Data				
65th Percentile		63,758	85,011	70,842

Hiawatha	n/a			
North Liberty	n/a			

City of Dyersville, IA
Detailed Salary Data

Public Works Director/City Engineer					
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary	Years in Position
Asbury	Public Works Director			98,810	4
Cresco	Public Works Director/City Engineer			72,098	\$3
DeWitt	Director of Public Works			88,313	15
Eldridge	Public Works Director			89,938	
Independence	Street Superintendent			70,356	1
LeClaire	Public Works Director	74,129	85,833	79,981	2
Manchester	n/a				
Maquoketa	Public Works Director			83,570	
Monticello	PW Director			62,853	
Mount Vernon	Public Works Director			87,127	2
New Hampton	Public Works Director/City Engineer			81,556	3
Oelwein	Public Works Director			89,500	1
Vinton	Water/Sewer Supervisor			84,000	18
Waukon	n/a				
Williamsburg	n/a				
Huxley					
Dyersville	Public Works Director	77,146	108,004	104,042	5
Actual Data					
65th Percentile		78,574	104,766	87,305	3

Hiawatha	Public Works Superintendent	70,200	105,200	98,821	30
North Liberty	Street Superintendent	101,061	142,607	123,802	

City of Dyersville, IA
Detailed Salary Data

Public Works Street Foreman				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary
Asbury	n/a			
Cresco	Public Works Street Foreman			60,715
DeWitt	Street Maintenance Lead Person			63,648
Eldridge	n/a			
Independence	n/a			
LeClaire	Public Works Supervisor	52,749	62,067	
Manchester	n/a			
Maquoketa	n/a			
Monticello	n/a			
Mount Vernon	Public Works Lead Operator			71,178
New Hampton	Public Works Street Foreman			62,122
Oelwein	Water/Street Lead		65,915	65,915
Vinton	Street Supervisor			84,000
Waukon	n/a			
Williamsburg	Public Works Street Foreman			57,117
Huxley				
Dyersville	Public Works Street Foreman	53,550	69,615	61,506
Actual Data				
65th Percentile		59,119	78,826	65,688

Hiawatha	Public Works Foreman	54,300	76,000	66,165
North Liberty	n/a			

City of Dyersville, IA
Detailed Salary Data

Public Works Crew Member				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary
Asbury	Certified Operator			57,262
Cresco	Public Works Crew Member			50,627
DeWitt	Public Works Street Laborer			56,805
Eldridge	Public Works Crew Leader			59,738
Independence	Streets Laborer	50,773	54,517	54,517
LeClaire	Public Works Technician	32,822	55,973	
Manchester	Heavy Equipment Operator			57,637
Maquoketa	Public Works Lead Person	46,301	56,326	
Monticello	Public Works Crew Member	43,243	50,107	
Mount Vernon	Public Works Crew Member	46,966	65,770	
New Hampton	Public Works Crew Member			49,858
Oelwein	Operator			66,144
Vinton	Public Works Crew Member	55,120	60,008	
Waukon	Laborer	36,733	48,381	
Williamsburg	Public Works Crew Member			41,600
Huxley				
Dyersville	Public Works Crew Member	46,225	60,093	52,104
Actual Data				
65th Percentile		51,603	68,804	57,337

Hiawatha	Public Works Technician I	37,700	50,100	54,454
North Liberty	Streets Laborer(act. is avg. of 5 ees)	42,994	76,461	57,346

City of Dyersville, IA
Detailed Salary Data

Water Plant Operator				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary
Asbury	Water Manager/Wastewater Mgr.			71,136
Cresco	Water Plant Operator			50,627
DeWitt	Water Plant Operator			63,752
Eldridge	Water Plant Operator (union)			57,096
Independence	n/a			
LeClaire	n/a			
Manchester	n/a			
Maquoketa	Skilled Operator	60,174	65,645	
Monticello	n/a			
Mount Vernon	Wastewater/Water Operator			61,568
New Hampton	Water Plant Operator			56,992
Oelwein	Operator	44,533	67,038	
Vinton	Water Plant Operator	55,162	60,008	
Waukon	n/a			
Williamsburg	Water Plant Operator			50,960
Huxley				
Dyersville	Water Plant Operator	53,550	69,615	60,320
Actual Data				
65th Percentile		55,009	73,345	61,121

Hiawatha	n/a			
North Liberty	Water Operator II	50,835	76,461	70,179

City of Dyersville, IA
Detailed Salary Data

Wastewater Operator				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary
Asbury	Water Manager/Wastewater Mgr.			71,136
Cresco	Wastewater Operator			50,627
DeWitt	Wastewater Operator			65,416
Eldridge	Wastewater Operator	60,758	67,978	
Independence	Wastewater Operator	50,773	54,517	54,517
LeClaire	Wastewater Utility Operator	50,170	59,030	
Manchester	n/a			
Maquoketa	Skilled Operator	60,174	65,645	
Monticello	n/a			
Mount Vernon	Wastewater/Water Operator			61,568
New Hampton	Wastewater Operator			49,858
Oelwein	Operator	44,533	67,038	
Vinton	Wastewater Operator	55,162	60,008	
Waukon	n/a			
Williamsburg	n/a-contracted out			
Huxley				
Dyersville	Wastewater Operator	53,550	69,615	60,320
Actual Data				
65th Percentile		56,277	75,036	62,530

Hiawatha	n/a			
North Liberty	Wastewater Operator I&II	49,816	76,461	62,442

City of Dyersville, IA
Detailed Salary Data

Police Chief					
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary	Years in Position
Asbury	Police Chief			101,248	9
Cresco	Police Chief			82,134	12
DeWitt	Chief of Police			96,021	12
Eldridge	Police Chief			90,195	3
Independence	Police Chief			92,571	2
LeClaire	Police Chief	82,365	95,370	91,034	10
Manchester	Police Chief			90,732	9
Maquoketa	Chief of Police			92,700	
Monticello	Police Chief			93,600	7
Mount Vernon	Police Chief			105,201	8
New Hampton	Police Chief			75,888	1
Oelwein	Police Chief			118,938	29
Vinton	Police Chief			86,652	23
Waukon	Police Chief	68,058	78,769	78,769	4
Williamsburg	Police Chief			87,707	-
Huxley					
Dyersville	Police Chief	77,146	108,004	101,795	21
Actual Data					
65th Percentile		83,511	111,348	92,790	10

Hiawatha	Police Chief	85,100	127,700	118,560	1
North Liberty	Police Chief	120,349	169,834	147,430	10

City of Dyersville, IA
Detailed Salary Data

Assistant Police Chief				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary
Asbury	Assistant Police Chief			84,865
Cresco	Assistant Police Chief			64,418
DeWitt	n/a			
Eldridge	Deputy Police Chief			84,882
Independence	n/a			
LeClaire	n/a			
Manchester	n/a			
Maquoketa	Assistant Chief			87,728
Monticello	n/a			
Mount Vernon	n/a			
New Hampton	n/a			
Oelwein	Police Captain			96,563
Vinton	n/a			
Waukon	Assistant Police Chief	68,058	75,026	75,026
Williamsburg	Assistant Police Chief			74,566
Huxley				
Dyersville	Assistant Police Chief	68,880	96,432	89,398
Actual Data				
65th Percentile		76,392	101,856	84,880

Hiawatha	Police Captain	69,400	104,100	99,507
North Liberty	Police Lieutenant (Dept. has 2 Lts.)	101,061	142,607	105,000

City of Dyersville, IA
Detailed Salary Data

Police Captain				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary
Asbury	n/a			
Cresco	n/a			
DeWitt	Police Captain			84,197
Eldridge	Police Corporal			71,552
Independence	Police Captain			82,295
LeClaire	Police Sergeant	73,736	73,736	
Manchester	Police Captain			74,966
Maquoketa	Sergeant			80,417
Monticello	Sergeant			75,483
Mount Vernon	Police Sergeant			81,411
New Hampton	Sergeant			63,731
Oelwein	2nd Lieutenant			80,628
Vinton	Police Captain			75,696
Waukon	n/a			
Williamsburg	Police Captain			72,376
Huxley				
Dyersville	Police Captain	61,500	86,100	77,438
Actual Data				
65th Percentile		72,470	96,627	80,523

Hiawatha	Police Sergeant	65,400	91,600	
North Liberty	Police Sergeant (4 Sgts.)	91,499	100,568	

City of Dyersville, IA
Detailed Salary Data

Police Officer				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary
Asbury	Police Officer	71,436	75,007	
Cresco	Police Officer		62,400	
DeWitt	Police Sergeants	70,221	81,411	
Eldridge	Police Officer			59,473
Independence	Police Officer	58,157	68,432	
LeClaire	Police Officer	54,746	65,000	
Manchester	Police Officer	61,942	67,954	
Maquoketa	Police Officer	60,093	73,107	
Monticello	Police Officer	59,259	70,283	
Mount Vernon	Police Officer	55,016	81,411	
New Hampton	Police Officer			59,571
Oelwein	Police Officer	56,264	71,739	
Vinton	Police Officer			61,984
Waukon	Police Officer	51,210	61,526	
Williamsburg	Police Officer	50,806	64,186	
Huxley				
Dyersville	Police Officer	53,550	69,615	65,499
Actual Data				
65th Percentile		59,676	71,944	60,295

Hiawatha	Police Officer	55,900	83,900	
North Liberty	Police Officer	58,157	82,430	

City of Dyersville, IA
Detailed Salary Data

Library Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary
Asbury	n/a			
Cresco	Library Director			54,579
DeWitt	Library Director			72,420
Eldridge	n/a			
Independence	Library Director			77,522
LeClaire	Library Director	57,656	66,759	60,690
Manchester	Library Director			65,080
Maquoketa	Library Director	60,000	62,100	
Monticello	Library Director			43,680
Mount Vernon	n/a			
New Hampton	Library Director			50,045
Oelwein	Library Director			78,380
Vinton	Library Director			79,494
Waukon	Library Director	48,381	55,973	55,973
Williamsburg	Library Director			53,000
Huxley				
Dyersville	Library Director	61,500	86,100	79,830
Actual Data				
65th Percentile		61,875	82,500	68,750

Hiawatha	Library Director	65,000	97,600	98,238
North Liberty	Library Director	101,061	142,606	118,414

City of Dyersville, IA
Detailed Salary Data

Assistant Library Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary
Asbury	n/a			
Cresco	n/a			
DeWitt	n/a			
Eldridge	n/a			
Independence	Assistant Library Director			59,717
LeClaire	Circulation Manager	37,565	44,200	44,200
Manchester	Assistant Library Director			47,070
Maquoketa	n/a			
Monticello	n/a			
Mount Vernon	n/a			
New Hampton	n/a			
Oelwein	Assistant Library Director			45,386
Vinton	Assistant Library Director			41,600
Waukon	n/a			
Williamsburg	n/a			
Huxley				
Dyersville	Assistant Library Director	53,550	69,615	60,299
Actual Data				
65th Percentile		41,757	55,676	46,397

Hiawatha	Operations Manager	52,200	73,100	
North Liberty	Assistant Library Director	74,908	106,612	94,848

City of Dyersville, IA
Detailed Salary Data

Librarian				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary
Asbury	n/a			
Cresco	Librarian			54,579
DeWitt	Children's Librarian			35,360
Eldridge	n/a			
Independence	n/a			
LeClaire	n/a			
Manchester	n/a			
Maquoketa	Children's Librarian			53,082
Monticello	n/a			
Mount Vernon	n/a			
New Hampton	Librarian			50,045
Oelwein	Outreach Librarian			40,248
Vinton	Librarian	32,136	41,600	
Waukon	n/a			
Williamsburg	Children's Librarian			31,262
Huxley				
Dyersville	Librarian			52,062
Actual Data				
65th Percentile		45,724	60,965	50,804

Hiawatha	n/a			
North Liberty	Youth and Teen Services Librarian	53,706	76,461	53,706