

## Council/Staff Planning Session Council Chambers, City Hall

1. Meeting Date And Time

1.1. July 13, 2016 7:00 P.m.

2. Call To Order

3. Mayor's Comments

4. Fire Hydrant Painting Project

5. Memorandum Of Understanding For RCPP Grant

Documents:

[MOU2.PDF](#)

6. Library Funding Discussion

Documents:

[LIBRARY.PDF](#)

7. City Administrator Report

8. Adjourn

MEETING DATE: 7/13/16

ITEM: 5

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## AGENDA ITEM SUMMARY

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**Subject: Memorandum of Understanding (MOU) – City and USDA-NRCS**

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### **Background Summary:**

The MOU between the City and the USDA-NRCS office is in regard to our Regional Conservation Partnership Program (RCPP) Grant that was awarded to the City in the spring of 2016. This is the agreement that lays out the conditions of the grant and establishes responsibilities for both entities. City attorney has reviewed the document and generally finds it in order, but did bring up awareness about the various requirements of the City. I have been working with our team partners to verify and establish who will be responsible for each of the provisions in this agreement. The DNR and local NRCS offices and others have been very helpful in addressing the various responsibilities and so I feel confident that the agreement provisions can be met. The City will be acting as the ultimate reporting authority, however all reporting documents on the project will be provided to the city timely from the various entities as needed. Our partners will provide they "boots on the ground" personnel to work directly with the landowners to ensure aspects of the grant are met as required. City will also assist with field days and general oversight of the program.

Ultimately there will be individual agreements with the landowners and the City to perform work and implement conservation practices. Through discussion of this MOU agreement with the City Attorney, we have a better understanding of what provisions will need to be those agreements when that time comes to protect the city from liability as best we can.

I recommend approval of this MOU with the USDA.

CITY OF CHARLES CITY

**MEMORANDUM OF UNDERSTANDING**  
**for partnership between the**  
**USDA Natural Resources Conservation Service (NRCS)**  
**And the**  
**City of Charles City**

**Introduction:**

This Memorandum of Understanding is entered into between the U.S. Department of Agriculture (USDA), Natural Resources Conservation Service, henceforth named "NRCS", and the City of Charles City, henceforth named Charles City. NRCS and Charles City are engaged in complementary and compatible activities related to providing financial and technical assistance to agricultural and forest producers through provisions of the Regional Conservation Partnership Program (RCPP). Partnership activities include efforts to encourage conservation of natural resources through technical and financial assistance which may be provided by both parties to the agreement.

**I. Authority**

This Agreement is entered into in accordance with:

Subtitle I of Title XII of the Food Security Act of 1985 as amended by section 2401 of the Agricultural Act of 2014.

**II. Background**

RCPP is a voluntary conservation program that establishes specific parameters for working with eligible partner entities to provide financial and technical assistance to producers and landowners of eligible land. The assistance provided through this Memorandum of Understanding enables producers and landowners to install and maintain conservation activities to address priority natural resource concerns. The Secretary of Agriculture has delegated the authority for administration of RCPP to the Chief of NRCS who is Vice President of the Commodity Credit Corporation (CCC). Charles City has submitted a request for NRCS program assistance to address priority natural resource concerns in the Upper Cedar River watershed. Charles City is an eligible partner entity and meets statutory requirements of RCPP to carry out activities specified in this agreement and work with eligible program participants to help implement conservation activities on eligible lands as defined in this agreement.

NRCS is the lead Federal agency for conservation on private land. In carrying out this role, NRCS provides voluntary conservation planning, technical and financial assistance to farmers,

ranchers, and other landowners to address the natural resource concerns on the Nation's private and nonfederal land.

NRCS delivers RCPP assistance through the authorities and rules of the following programs, referred to throughout this agreement as "covered programs": the Environmental Quality Incentives Program (EQIP), Conservation Stewardship Program (CSP), Agricultural Conservation Easement Program (ACEP), and Healthy Forest Reserve Program (HFRP) to eligible program participants within a defined project area.

### **III. Purpose**

The purpose of this agreement is to establish a partnership framework for cooperation between NRCS and Charles City on activities that involve implementation of conservation activities through covered programs on eligible lands within the approved project area.

### **IV. Responsibilities of Parties**

#### **A. NRCS will:**

1. Provide on an annual basis, technical and financial assistance through the covered programs as requested by Charles City, and as available, to eligible producers and landowners located within the approved project area. Note: NRCS reserves the right and authority to reduce or discontinue program benefits to support this partner agreement based upon funds availability, changes in agency priorities, or inability of Charles City to deliver resources or provisions of this agreement. ACEP, EQIP, and HFRP program contracts and agreements obligated with producers and landowners as a result of this agreement are assured of funding for the entire length of the approved contract or agreement and not subject to provisions of this agreement regarding fund availability. On CSP program contracts, NRCS agrees to provide payment annually, subject to the availability of funds.
3. Implement and administer the covered programs to the extent possible to address identified RCPP project natural resource concerns. Such assistance includes use, as NRCS determines appropriate, of recommendations from Charles City for evaluation and ranking of program applications and expeditious obligation of approved contracts and agreements for eligible producers and landowners to facilitate timely implementation of activities within the project area.
3. Provide annual review and recommendations to Charles City regarding the project to ensure success and implementation of conservation activities related to program contracts and agreements.

**B. Charles City will:**

1. Complete items in Attachment A - Plan of Work.
2. Comply with the project "Budget" which identifies other funding sources which support technical or financial resources identified in Attachment A - Plan of Work.
3. Provide NRCS with updated estimates of the annual amount of program funding specifically needed to address identified priority natural resource concerns within the project area.
4. Provide NRCS with a list of suggested "ranking criteria" that could be used by the agency for evaluation and ranking of eligible producer program applications. The suggested criteria shall relate to the RCPP project area objectives to address priority natural resource concerns.
5. Provide the NRCS agency representative with semi-annual reports during the project period and a final project report that documents project accomplishments and goals achieved. Such reports shall include activities and services that are provided by Charles City to program participants to help achieve objectives of the agreement. Reports shall also address partner efforts to monitor and evaluate implementation of conservation activities included in NRCS program contracts and activities within the approved project area. Additional report requirements, if appropriate and included in the RCPP proposal, shall include:
  - a. Numbers of NRCS program participants assisted and/or cooperating in the project effort.
  - b. Acres of project area addressed in NRCS program contracts and/or extents of conservation activities implemented in the project area each year and for the final project report.
  - c. Contributions from other agencies or organizations which help implement provisions of the agreement and further project objectives
  - d. Assistance provided to program participants to help meet local, State, and/or Federal regulatory requirements.
  - e. Information related to efforts to address water quality, water conservation, and other natural resource related concerns.
  - f. Efforts to provide innovation in applying conservation methods and delivery of NRCS programs, including new outcome-based performance measures and methods.
  - g. Efforts related to renewable energy production, energy conservation, mitigating effects of climate change, adaptation, or fostering carbon sequestration.

h. Efforts for outreach to, and participation of, beginning farmers or ranchers, socially disadvantaged farmers or ranchers, limited resource farmers or ranchers, Indian Tribes, and veteran farmers and ranchers within the project area.

6. Provide NRCS an assessment of the project's effects and at the conclusion of the project, report to NRCS on the results of the project and the funds leveraged. Such report will also include a summary for the entire project period of the information provided in the annual reports.

7. Privacy Act (Authority: 5 U.S.C. 301 and 552a; 31 U.S.C. 9701) Employee(s) shall not disclose any private or sensitive data which is contained in a system of records NRCS maintains, by any means of communication to any person, or to another agency outside USDA, unless the disclosure is authorized in writing by NRCS. Employees whose duties require handling records in these systems must, at all times, protect the integrity, security, and confidentiality of private and/or sensitive data. Employees must exercise care so that information contained in these files is not inadvertently disclosed to families, friends, or others who have no need to know. Keep all private information in secure areas when not in use during office hours.

Examples of Private Data: Social Security number (SSN); tax identification (ID) number; employee National Finance Center ID; account numbers; and farm, tract, or common land unit numbers.

Examples of Sensitive Data: Name, address, or other geographic indicators; e-mail address; phone number; race; gender; ethnicity; disability; birth date.

**C. It is mutually agreed upon by both parties:**

1. To cooperate in developing and implementing conservation plans that address priority natural resource concerns in the defined project area.

2. That the designated representative of Charles City and the designated representative of NRCS will cooperate to develop procedures to ensure good communication and coordination at the various levels of each organization.

3. NRCS and Charles City and their respective agencies and offices will manage their own activities and utilize their own resources, including the expenditure of their own funds, in pursuing the objectives of this agreement. Each party will carry out its own separate activities in a coordinated and mutually beneficial manner. Each party therefore agrees that it will assume all risk and liability to itself, its agents or employees, for any injury to person or property resulting in any manner from the conduct of its own operations, and the operations of its agency or employees under this agreement, and for any loss, cost, damage or expense resulting at any time from failure to exercise proper precautions, of itself, its own agency or its own employees, while occupying or visiting the projects under and pursuant to this agreement. The Government's liability shall be governed by the provisions of the Federal Tort Claims Act (28 U.S.C. 2671-80).

4. That nothing in this agreement shall commit either NRCS or Charles City to obligate or transfer any funds or financial assistance that NRCS may provide to eligible program participants. Specific work projects or activities that may involve the transfer of funds, services, or property among Charles City and offices of NRCS will require execution of separate agreements and be contingent upon the availability of appropriated funds or technical services. Such activities must be independently authorized by appropriate statutory authority. This agreement does not provide such authority. Negotiation, execution, and administration of each such agreement must comply with all applicable statutes and regulations.

5. That Charles City is responsible, without recourse to NRCS or USDA, for the settlement and satisfaction of all contractual and legal issues arising out of arrangements entered into between Charles City and third parties to carry out project activities.

6. This agreement does not restrict either party from participating in similar activities with other public or private agencies, or organizations, and individuals.

#### **V. Expected Accomplishments and Deliverables**

1. Every 6 months the partner will submit a written performance report. Each report will cover:

- a. A comparison of actual accomplishments with the goals and objectives established for the reporting period and, where project output can be quantified, a computation of the costs per unit of output.
- b. The reasons why goals and objectives were not met, if appropriate.
- c. The recipient will submit a final performance report within 90 days after completion of the project.

#### **VI. Technical and Administrative Contacts**

##### **A. NRCS Technical and Administrative Contacts:**

Technical: Matt Drechsel, ASTC-FO  
NRCS  
120 North Industrial Parkway, Suite 4  
West Union, IA 52175-1612  
Phone 563-422-6201 Extension 6  
Email matt.drechsel@ia.usda.gov

Administrative: Jaia Fischer, Business Services Specialist  
NRCS  
Neal Smith Federal Building  
210 Walnut Street, Suite 693  
Des Moines, IA 50309-2180

Phone 515-284-4525  
Email jaia.fischer@ia.usda.gov

B. Charles City Contact:

Steven T. Diers, ICMA-CM  
City Administrator  
City of Charles City, Iowa  
105 Milwaukee Mall  
Charles City, IA 50616  
Phone 641-257-6300  
Email steven.diers@cityofcharlescity.org

**VII. Duration**

This agreement takes effect upon the signature of NRCS and Charles City and shall remain in effect for 5 years from the date of execution. This agreement may be extended or amended upon request of either NRCS or Charles City as long as the extension or amendment does not extend this agreement beyond 5 years from date of execution, with a single 12-month extension available in the discretion of NRCS. Either NRCS or Charles City may terminate this agreement with a 60 day written notice to the other party. Note: Although this RCPP agreement is limited to a maximum of 5 years, NRCS program contracts and agreements with producers and landowners may extend beyond this period of time.

**VIII. List of Documents**

Attachment A – Plan of Work

Attachment B – Budget Sheet

**IX. Signature**

**IN WITNESS THEREOF, the parties hereto have executed this Memorandum of Understanding as of the last written date below.**

U. S Department of Agriculture, Natural Resources Conservation Service

\_\_\_\_\_  
State Conservationist

\_\_\_\_\_  
Date



Item #6

To: Charles City Council Members

From: Heidi Worrall, former Library Board President

Per your request, I have done more research and attempted to present you with additional information that will help you come to a decision as you consider our request for more funding to aid the Library in hiring a new director.

I have prepared 2 worksheets. The first shows the 40, size E, libraries in the State of Iowa and the salary information available for the 22 that reported on a Public Unit Survey. Based on what we were paying our most recent director who resigned in March to take a job in a larger city in Iowa you can see that wage is significantly lower than the peer average. Our most recent director took a non-director position for approximately \$20,000 more in annual pay and much less responsibility than she had as the CC Director. Note that for 2015/2016 the average annual wage was \$51,398.50, which is well above what we were paying or have in our current budget for a new director.

The second sheet has data that I was able to obtain from the 2014 Annual Library Director Survey. It shows that the E size library average Director's salary was \$50,964. We were paying \$45,448 to our director in 2014.

Another interesting piece of information I uncovered was that 28 of our peer libraries have an Assistant Director that made an average of \$17.80/hour. We do not have an assistant, nor does any of our staff come even close to this wage. Also discovered was that the average pay for a children's librarian for our peers was \$15.40/hour, while the CC Children's Librarian earned \$12.92. This is about a \$5100 annual difference for this position.

My point in mentioning the assistant director and the children's library position, is I believe it shows the total wages we are paying may be less than other libraries with similar size staff, community size and service hours. I am not asking that those issues be addressed at this time. However in order to secure a library director that can continue to move our library forward, we need to be able to offer a competitive wage. That is what we are asking for. This is not a raise for a current library director; this is necessary to hire someone qualified for the job with extensive experience and education. I believe we might all agree that a strong library director is a benefit to the entire CC community.

We are at historically low unemployment rates and a limited pool of applicants. These 2 things are the perfect formula for supply and demand issues, which in the employment world results in wages moving upward to attract and keep people in their positions.

We can continue to look for a candidate that fits in our current budget, but my concern is that if other communities wages are higher we may lose an employee that hasn't been with us very long to another community that pays more. I know that you are all informed people and may well know this, but the cost of turnover is estimated to be 25-30% of a person's wages. Now for a public entity that may be less, due to the position not generating sales or revenue, but even if you use 15-20% you are looking at a turnover cost of \$7,200 - \$9,600, based on a \$48,000 salary.

I hope you will look at where we are at in relation to other peer libraries in the state, consider the value that a strong leader will bring to the library and reconsider our request for an additional \$10,000 to our

annual budget and a one- time amount of \$2500 to assist our experienced (20 years) candidate and his family move to Charles City.

The individual that is the Library Director wears many hats:

Building manager for a 15,000+ sq. foot building

Personnel manager for a staff of 13

Technology Manager for all computers used by staff and patron

Purchasing manager for all the collection items in the library

Ambassador for the library and the city to the citizens of CC and Floyd County

Thank you for your consideration on this matter

2015 data from city survey

E size libraries in Iowa	2010	2015-2016 Yrs or Avg	
	Population	Salary	Yrs of Serv
Decorah	8127	\$63,379	25
Orange City	6004	\$62,982	1
Nevada	6498	\$61,630	NA
Independence	5966	\$60,278	12
Manchester	5179	\$60,070	12
Clear Lake	7777	\$59,010	1
Grinnell	9218	\$59,009	3
Oelwein	6415	\$54,500	8
Knoxville	7313	\$53,248	NA
Estherville	6360	\$52,989	4
Sioux Center	5257	\$51,625	3
Maquoketa	6141	\$51,172	3
Cherokee	5253	\$48,784	31
Washington	9874	\$47,508	3
DeWitt	5322	\$47,336	31
Charles City	7652	\$46,800	5
Denison	8298	\$45,174	3
Perry	7702	\$44,095	NA
Clarinda	5572	\$43,733	7
Creston	7834	\$43,000	0.083333
Vinton	7266	\$42,603	27
Mount Pleasant	8668	\$41,184	3
Algona	5560	NA	NA
Anamosa	5533	NA	NA
Atlantic	7112	NA	NA
Centerville	5528	NA	NA
Fairfield	9464	NA	NA
Glenwood	5269	NA	NA
Grimes	8246	NA	NA
Harlan	5106	NA	NA
Hiawatha	7024	NA	NA
Iowa Falls	5238	NA	NA
LeMars	9826	NA	NA
Norwalk	8945	NA	NA
Pleasant Hill	8785	NA	NA
Red Oak	5742	NA	NA
Sheldon	5188	NA	NA
Shenandoah	5150	NA	NA
Webster City	8070	NA	NA
Winterset	5190	NA	NA

1 month

AVERAGE	6986	\$51,823	9.6
RANK high to low	14/40	16/22	
Charles City	7652	\$46,800	4

2014 Data from Annual State Library Survey

E size libraries in Iowa	2010 Population	2014-2015 Salary	Yrs or Avg		# of Employees	Total FTE	Total FTE w/MLS	Staff Expense	Total Exp	Staff as a % of Total Expense	Hours Open/wk
			Y/N	Director							
Pleasant Hill	8785	\$73,174	NA	Y	10	6.5	1	\$405,946	\$536,053	76%	56
Hawatha	7024	\$68,494	NA	Y	8	7.3	2	\$430,916	\$598,952	72%	57
Grimes	8246	\$62,171	NA	Y	8	6.36	2	\$269,509	\$441,375	61%	66
Norwalk	8945	\$61,526	NA	Y	18	7.4	3	\$268,080	\$420,548	64%	57
Orange City	6004	\$61,000	1	Y	14	7.3	0	\$288,748	\$370,949	78%	69
Decorah	8127	\$60,881	24	N	17	11.9	0	\$493,981	\$731,733	68%	57
Nevada	6498	\$60,144	NA	Y	10	5.88	2	\$292,292	\$415,204	70%	54
Manchester	5179	\$59,035	11	Y	10	5.83	1	\$234,349	\$349,882	67%	56
Fairfield	9464	\$58,801	NA	N	12	9.98	2	\$338,298	\$457,118	74%	55
Independence	5966	\$58,448	NA	Y	10	5.65	1	\$251,065	\$405,742	62%	59
Grinnell	9218	\$56,742	2	N	17	8.68	2	\$320,387	\$499,932	64%	56
Clear Lake	7777	\$56,514	NA	Y	16	6.75	1	\$304,025	\$459,872	66%	54
Winterset	5190	\$56,472	NA	N	10	6.95	1	\$346,843	\$559,843	62%	54
Webster City	8070	\$54,017	NA	Y	20	10.81	3.6	\$422,461	\$643,596	66%	53
Shenandoah	5150	\$53,102	NA	N	15	6	3	\$241,748	\$466,717	52%	51
LeMars	9826	\$52,998	NA	Y	10	5.85	1	\$299,304	\$405,125	74%	54
Osweh	6415	\$52,913	7	Y	10	5.88	0	\$219,245	\$316,262	69%	57
Harlan	5106	\$51,521	NA	Y	7	4.7	1	\$261,047	\$338,751	77%	46
Knoxville	7313	\$51,210	NA	Y	12	5.2	1	\$207,928	\$329,136	63%	54
Red Oak	5742	\$51,064	20	N	5	3.99	0	\$209,406	\$280,878	75%	48
Estherville	6360	\$50,950	3	Y	6	5.75	0	\$296,195	\$452,688	65%	44
Maquoketa	6141	\$49,440	2	N	8	4.08	1	\$191,380	\$279,329	69%	53
Sioux Center	5257	\$47,840	NA	N	20	8.71	0.5	\$307,008	\$523,998	59%	64
Washington	9874	\$47,507	3	N	12	7.11	1	\$263,360	\$358,669	73%	57
Cherokee	5253	\$46,654	NA	Y	8	4.78	0	\$189,307	\$267,925	71%	45
Atlantic	7112	\$46,488	NA	Y	8	5.5	1	\$212,545	\$321,667	66%	48
Sheldon	5188	\$45,760	NA	Y	8	3.68	0	\$126,052	\$172,798	73%	47
Dewitt	5322	\$45,516	30	Y	8	4.5	0	\$150,335	\$255,753	59%	50
Charles City	7652	\$45,448	4	N	14	6.78	1	\$230,927	\$343,469	67%	51
Algona	5560	\$45,000	NA	Y	11	7.04	1	\$222,913	\$361,973	62%	56
Vinton	7266	\$44,846	26	N	5	3.38	0	\$167,341	\$217,308	77%	50
Perry	7702	\$42,978	NA	Y	13	6.03	0	\$266,249	\$428,533	62%	57

2014 Data from Annual State Library Survey

E size libraries in Iowa	2010 Population	2014-2015		Yrs of Serv	Director Y/N	# of Employees	Total FTE	w/MLS	Staff Expense	Total Exp	Expense of Total	Staff as a %	Hours Open/wk
		Salary	Yrs of Serv										
Clarinda	5572	\$42,619	NA	Y		9	4.88	1	\$184,945	\$291,357	63%		48
Denison	8298	\$41,517	NA	Y		11	5.79	0	\$242,917	\$329,049	74%		60
Iowa Falls	5238	\$41,413	NA	Y		7	4.66	1	\$190,660	\$276,846	69%		60
Glenwood	5269	\$41,038	NA	N		8	6.25	1	\$164,477	\$245,072	67%		43
Creston	7834	\$40,833	11	N		7	4.51	0	\$171,360	\$224,766	76%		53
Mount Pleasant	8668	\$40,081	2	N		9	6.88	1	\$204,864	\$320,754	64%		57
Anamosa	5533	\$32,527	NA	N		6	4.05	1	\$116,429	\$179,282	65%		48
Centerville	5528	\$31,512	NA	N		6	3.25	1	\$111,059	\$185,992	60%		43

AVERAGE	6867	\$50,755	24	Y		10.6	6.16	12	don't	\$252,898	\$376,622	67%	53.675
RANK high to low	14/40	29/40	16	N		Jun-40	Dec-40	28	have	23/40	22/40	20/40	28/40
Charles City	7652	\$45,448	N			14	6.78	1		\$230,927	\$343,469	67%	51

MLS = Masters of Library Science

Other libraries in our area - different category/size  
 Waverly (E in '14) (F in '15)  
 New Hampton (D)  
 Osage (D)

2014-2015		2014-2015		# of	# of	# of	# of	Sal	Total Exp	Expense of Total	Staff as a %
Salary	Asst dir Y/N	Employees	FTE								
\$70,366	NA	19	10.33	2.63	\$546,049	\$787,852	69%				
\$41,808	NA	5	3.95	1	\$124,960	\$181,651	69%				
\$48,776	NA	12	3.81	0	\$132,737	\$213,608	62%				

Other data for E size libraries  
 Average wage of Assistant Director was 17.80 in 2014. We do not have an assistant library director.  
 Average wage of Children's Librarian was \$15.40 in 2014. Our children's librarian was paid \$12.92/hour.  
 On an annual basis this is about a \$5,100 difference.

LIBRARY DIRECTOR

PUBLIC WORKS UNIT  
 2015-16 CITY WAGE SUMMARY\*\*  
 (Cities 5,150 to 9,500 Population)\*\*\*

City	2010 Pop.	Yrs. or Avg. Yrs. of Svc.	No. of Emp. in Position	Max. Wage	# of Yrs. to Max.	Actual Hourly Wage	Average Annual Wage* (w/o overtime)	Rank by Wage
1. Fairfield	9,464							
2. Grinnell	9,218	3	1				59,009.60	7
3. Mount Pleasant	8,668	3	1				41,184.00	22
4. Denison	8,298	3	1				45,174.00	17
5. Decorah	8,127	25	1	69,218.00	13		63,379.00	1
6. Webster City	8,070							
7. Creston	7,834	1 mo.	1				43,000.00	20
8. Clear Lake	7,777	1	1				59,010.00	6
9. Perry	7,702		1				44,095.00	18
10. Charles City	7,652	5	1				46,800.00	16
11. Knoxville	7,313		1				53,248.00	9
12. Washington	7,266	3	1				47,508.76	14
13. Atlantic	7,112							
14. Sioux Center	7,048	3	1				51,625.00	11
15. Nevada	6,798		1	59,451.00			61,630.00	3
16. Oelwein	6,415	8	1	54,500.00			54,500.00	8
17. Estherville	6,360	4	1				52,989.00	10
18. Maquoketa	6,141	3	1				51,172.00	12
19. Orange City	6,004	1					62,982.00	2
20. Independence	5,966	12	1				60,278.00	4
21. Red Oak	5,742							
22. Clarinda	5,572	7	1				43,733.00	19
23. Algona	5,560							
24. Anamosa	5,533							
25. Centerville	5,528							
26. DeWitt	5,322	31	1				47,336.04	15
27. Glenwood	5,269							
28. Vinton	5,257	27	1				42,602.56	21
29. Cherokee	5,253	31	1				48,783.52	13
30. Iowa Falls	5,238							
31. Sheldon	5,188							
32. Manchester	5,179	12	1				60,070.40	5
33. Shenandoah	5,150							
MEDIAN	6,360						\$51,398.50	

COMMENTS:

22 total communities responding

Rank 16/22

FY 15 to FY16 Group OVERALL INCREASE: 2.4%

FY 15 to FY16 Charles City INCREASE: 2.98%

\*Based on 2080 hours/year

\*\*Prepared from a written survey conducted by the City of Estherville, July 2015.

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

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

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

COMMENTS:

20 Communities Responding

RAWK  
10/20

\*: Fr 15 Salary was actually: \$45,448; Rankings not effected \*

