



NON-UNION WAGE SCHEDULES
JULY 1, 2025 – JUNE 30, 2026

EMPLOYEE CLASSIFICATION LISTING
FULL-TIME AND PERMANENT PART-TIME POSITION CLASSIFICATIONS

Civil Service Status	Position Title	Pay Range	FLSA Status Exempt/ Non-Exempt
Non CS	Library Custodian	C	NE
Non CS	Office Assistant	C	NE
Non CS	Library Assistant ^(A)	D	NE
Non CS	Fire Prevention Technician ^(A)	D	NE
CS	Administrative Technician	E	NE
CS	Recreation Specialist	E	NE
CS	Community Service Officer	E	NE
CS	Facilities Maintenance Laborer	F	NE
CS	Administrative Specialist	G	NE
Non CS	Deputy Clerk	G	NE
CS	Evidence Technician	G	NE
CS	Mental Health Co-Responder	H	NE
CS	Accountant I ^(A)	H	NE
Non CS	Executive Assistant	H	NE
CS	Facility Maintenance Technician	H	NE
CS	GIS Technician – Engineering	H	NE
CS	GIS Specialist	H	NE
CS	Recreation Coordinator	H	E
CS	Right of Way Technician/Utility Locator	H	NE
CS	Building Inspector I	I	NE
CS	Payroll Specialist	I	NE
CS	Code Enforcement Officer	I	NE
CS	Economic Development Specialist I	I	E
CS	Engineering and Storm Water Technician	I	NE
CS	Engineering Technician	I	NE
CS	Facilities Maintenance Specialist	I	NE
CS	IT Specialist	I	E
Non CS	Library Specialist	I	E
CS	Planner I	I	E
CS	Marketing & Communications Specialist I	I	E
CS	Fire Prevention Specialist I	I	NE
CS	Fire Prevention Specialist II	J	NE
CS	Staff Engineer	J	E
CS	Accountant II	J	E
CS	Building Inspector II	J	NE
CS	Economic Development Specialist II	J	E
CS	IT Administrator	J	E
CS	Marketing & Communications Specialist II	J	E
CS	Civilian Records Supervisor/Accreditation Manager	K	E
CS	Human Resources Analyst	K	E
CS	GIS Coordinator	K	NE
Non CS	Library Manager	K	E



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CS	Planner II	K	E
CS	Senior Center Site Supervisor	K	E
CS	Senior Engineering Technician	K	NE
CS	Associate Building Official/Plans Examiner	L	E
Non CS	Sr. Human Resources Analyst	L	E
Non CS	City Clerk	L	E
CS	Facilities Maintenance Supervisor	L	E
CS	Fleet Supervisor	L	E
CS	Parks Supervisor	L	E
CS	Public Works Supervisor	L	E
Non CS	Assistant Human Resources Director	M	E
Non CS	Assistant Finance Director	M	E
CS	Fire/EMS Lieutenant ^(B)	M	NE
CS	Police Sergeant	M	NE
Non CS	Recreation Superintendent	M	E
Non CS	Senior Engineer – PE	M	E
Non CS	Assistant Director of Economic Development	N	E
Non CS	Building Official	N	E
Non CS	Assistant Director Community Development	N	E
CS	Fire Battalion Chief ^(B)	N	NE
CS	Fire Marshal	N	E
Non CS	Assistant Director of Parks and Recreation	O	E
Non CS	Assistant Director of Public Works	O	E
Non CS	Assistant Library Director	O	E
Non CS	Director of Marketing & Communications	O	E
Non CS	Director of Risk Management and Support Services	O	E
CS	Assistant Fire Chief	P	E
CS	Police Captain	P	E
Non CS	Economic Development Director	P	E
Non CS	Assistant Director of Engineering	Q	E
Non CS	Director of Technology	Q	E
Non CS	Library Director	R	E
Non CS	Community Development Director	S	E
Non CS	Director of Human Resources	S	E
Non CS	Director of Parks and Recreation	S	E
Non CS	Chief of Police	T	E
Non CS	Director of Engineering and Public Works	T	E
Non CS	Finance Director	T	E
Non CS	Fire Chief/Emergency Preparedness Director	T	E
Non CS	Assistant City Manager	T	E

(A) Permanent part-time positions are excluded from civil service

(B) Annualized salary in table A based on 2,904 hours per year rather than 2,080



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TABLE A
FULL-TIME EMPLOYEE WAGE SCHEDULE

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
A	38,483	40,022	41,624	43,288	45,020	46,821	48,694	50,642
B	41,841	43,515	45,256	47,065	48,949	50,906	52,942	55,060
C	45,203	47,010	48,890	50,847	52,880	54,995	57,195	59,483
D	48,561	50,502	52,523	54,624	56,809	59,081	61,444	63,902
E	51,919	53,996	56,156	58,401	60,738	63,168	65,694	68,322
F	55,280	57,491	59,791	62,183	64,669	67,257	69,946	72,745
G	60,293	62,705	65,212	67,822	70,534	73,355	76,289	79,342
H	67,011	69,691	72,480	75,378	78,393	81,530	84,790	88,182
I	73,729	76,677	79,744	82,935	86,251	89,702	93,290	97,022
J	80,448	83,666	87,013	90,492	94,113	97,878	101,792	105,864
K	87,142	90,628	94,252	98,022	101,943	106,021	110,262	114,672
L	93,860	97,614	101,519	105,580	109,803	114,195	118,763	123,514
M	100,578	104,601	108,786	113,137	117,662	122,370	127,264	132,355
N	107,298	111,589	116,053	120,695	125,523	130,544	135,766	141,197
O	113,991	118,551	123,293	128,225	133,353	138,687	144,236	150,004
P	120,709	125,536	130,558	135,780	141,211	146,860	152,734	158,843
Q	127,428	132,525	137,826	143,339	149,073	155,036	161,237	167,686
R	134,145	139,512	145,092	150,896	156,932	163,209	169,737	176,526
S	142,517	148,218	154,147	160,313	166,726	173,394	180,330	187,543
T	152,597	158,701	165,048	171,651	178,516	185,657	193,083	200,806
U	162,650	169,156	175,922	182,959	190,277	197,889	205,805	214,036
V	172,727	179,636	186,821	194,295	202,067	210,149	218,555	227,297
W	182,805	190,117	197,722	205,631	213,855	222,410	231,306	240,558
X	192,858	200,572	208,595	216,939	225,617	234,641	244,027	253,787
Y	202,935	211,052	219,495	228,275	237,406	246,902	256,778	267,049



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TABLE B
PERMANENT PART-TIME EMPLOYEE HOURLY WAGE SCHEDULE

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
A	18.50	19.24	20.01	20.81	21.64	22.51	23.41	24.35
B	20.12	20.92	21.76	22.63	23.53	24.47	25.45	26.47
C	21.74	22.60	23.50	24.45	25.43	26.44	27.50	28.60
D	23.35	24.28	25.25	26.26	27.31	28.40	29.54	30.72
E	24.96	25.96	27.00	28.08	29.20	30.37	31.58	32.84
F	26.57	27.64	28.75	29.90	31.10	32.33	33.62	34.98
G	28.98	30.15	31.36	32.60	33.91	35.27	36.68	38.15
H	32.22	33.51	34.85	36.24	37.69	39.20	40.77	42.39
I	35.44	36.87	38.33	39.87	41.46	43.13	44.86	46.64
J	38.68	40.23	41.83	43.50	45.25	47.06	48.94	50.90
K	41.89	43.58	45.31	47.12	49.02	50.97	53.01	55.13



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TABLE C
PART-TIME EMPLOYEE HOURLY WAGE SCHEDULE

Position Title	Hourly Rate
Library	
Library Page	11.21
Library Assistant	18.49
Fire Department	
Pathway Program:	
Intern Non-Certified	18.17
Firefighter only	18.17
EMT only	18.62
Paramedic only	21.34
Firefighter-EMT	19.56
Firefighter-Paramedic	22.75



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TABLE D
SEASONAL EMPLOYEE HOURLY WAGE SCHEDULE

Position Title	Minimum Hourly Rate	Maximum Hourly Rate
Recreation		
MAC Camp Supervisor	20.00	26.00
MAC Camp Counselor	11.00	13.00
Youth in the Parks Supervisor	15.00	17.00
Recreation Leader I	15.50	16.50
Recreation Leader II	17.50	18.50
Interns		
Civil Engineering Intern	18.50	19.50
All Other Interns	16.50	18.50
Maintenance/Labor		
Summer Laborer – Parks or Public Works	17.50	20.50
Seasonal Athletic Field Maintenance	17.50	20.50

New employees are hired at the minimum hourly rate in Table D and may receive an additional \$1.00/hour for each season returning in the same capacity, up to the maximum hourly rate.



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LONGEVITY PROGRAM

Regular full-time non-union employees covered under Table A in the wage schedule may be eligible for a discretionary longevity payment as approved by the Urbandale City Council annually. This payment is not dependent on hours worked, production, or efficiency but is a gift of recognition for years of service. As such, it is not included in over-time calculations pursuant to § 29 CFR 778.212.

Employees are eligible for a longevity payment that is a percentage of their base salary in accordance with the following schedule.

<u>Years of Service</u>	<u>Longevity Payment</u>
0 - 4 years	0.00%
5 - 9 years	0.50%
10 - 14 years	0.75%
15 - 19 years	1.00%
20 - 24 years	1.25%
25+ years	1.50%

Years of service is defined as the number of consecutive years of active full-time service completed as of September 30th of the calendar year in which the longevity is paid. Employees on authorized leave of absence for FMLA or Military Leave will be considered as having had continuous service. No credit or proration shall be given for partial years of service or service as a part-time employee. Credit for consecutive years of active full-time service while covered by a union will be given to employees that transition to a full-time non-union position with no break in service.

Base salary is defined as the employee's base annual salary, in accordance with the rates outline in Table A, as of September 30th of the calendar year in which the longevity is paid. For example, an employee in their sixth year of eligible employment classified under pay range H step 3 may receive an annual longevity payment of \$362.40 ($\$72,480 \times 0.005$).

Longevity payments are payable in a lump sum annually on the date of the last paycheck in November, although they will be paid on a separate check. An employee must be actively employed within the pay period in which the payment is made, or be on authorized leave of absence for FMLA or Military Leave, otherwise the longevity payment shall be forfeited. The city has the exclusive right to interpret this policy for administration purposes.