Administrative Crown 7/1/2021												
City	Administrative Positions	Minimum	Maximum	Current Base Salary	Longevity Pay	Annual Car Allowance	IPERS System (9.44%)	Employer Contributions to deferred compensation annuity, 401K	Total Compensation	Yrs in public service	Yrs in current job	Notes
Dubuque	City Manager	235,245.14	N/A	$235,245.14	$9,409.81	$8,465.60	$23,095.54	$39,144.79	$315,360.28	45	28	
	Assistant City Manager	$104,873.60	$137,134.40	$137,134.40	$1,371.24	$0.00	$13,074.88	$0.00	$151,580.09	14	4	
	Dubuque TOTAL	$340,118.74		$372,379.54	$10,781.05	$8,465.60	$36,170.42	$39,144.79	$466,940.37			
Ames	City Manager	NA	NA	$226,633.00		$6,000.00	no	$38,392.00	$271,025.00	40+	40+	annual base includes longivity
	Assistant City Manager	$104,650.00	$162,430.00	$121,192.00					$121,192.00		2	
	Assistant City Manager	$104,650.00	$162,430.00	$124,077.00					$124,077.00		9	
	Assistant to the City Manager	$94,554.00	$145,057.00									
	Ames TOTAL	$303,854.00	$469,917.00	$471,902.00				$38,392.00	$516,294.00			
Ankeny	City Manager	$221,894.00	NA	$221,894.00	$500.00	$6,000.00	$20,946.79	$32,500.00	$260,894.00	22	7	4% 7/1/22; City Manager
	Assistant City Manager	$128,268.00	$165,425.00	$165,425.00	$1,500.00	$4,800.00	$15,626.12	$15,000.00	$202,341.12	16	16	
	Ankeny TOTAL	$345,162.00	$165,425.00	$387,319.00	$2,000.00	$10,800.00	$36,572.91	$47,500.00	$463,235.12			
West Des Moines	City Manager	NA	NA	$219,552.00	$350.00	$4,800.00	no	$58,071.00	$282,773.00	40+	7	City Manager
	Mayor	NA	NA	$14,000.00					$14,000.00			
	Assistant City Manager	$119,033.00	$189,859.00	$177,938.00	$350.00	$0.00	$11,133.35	$0.00	$189,421.35	13	5	
	West Des Moines TOTAL			$233,552.00		$4,800.00		$58,071.00	$486,194.35			
Urbandale	City Manager	$163,000.00	$209,571.00	$211,665.00	$0.00	$4,800.00	$19,862.00	$11,638.00	$247,965.00	30+	12	
	Assistant City Manager/Eco Development Director	$114,478.00	$147,175.00	$145,542.00	$0.00	$4,800.00	$13,739.00	$4,366.00	$168,447.00	20+	8	Assistant City Manager/Economic Development Director
	Urbandale TOTAL	$163,000.00	$356,746.00	$211,665.00	$0.00	$9,600.00	$33,601.00	$16,004.00	$416,412.00			
Sioux City	City Manager	$102,500.11	$204,225.00	$199,983.00		$5,200.00	$18,803.00	$16,001.00	$239,487.00			
	Assistant City Manager	$115,306.67	$161,462.29	$161,462.29					$161,462.29			
	Special Assistant to the City Manager	$115,306.67	$161,462.29									Retired and did not backfill that role
	Sioux City TOTAL	$333,113.45	$527,149.58	$361,445.29		$5,200.00	$18,803.00	$16,001.00	$400,949.29			
Iowa City	City Manager	NA	NA	$201,656.00	$325.00	$0.00	$19,036.33	$25,207.00	$246,224.33	19	5	Deferred comp the lesser of 12.5% base or the max under IRS rules
	Deputy City Manager	$108,596.80	$173,784.00	Vacant	after 5 years	$0.00		$0.00	$140,500.00			Vacant; Retitled Deputy City Manager earlier in yr; Currently vacant; has as a 3rd Admin
	Assistant City Manager	$85,675.20	$133,120.00	$100,588.80	$0.00	$0.00	$9,495.58		$110,084.38			Retitled from Assistant to the City Manager to Assistant City Manager
	Iowa City TOTAL			$302,244.80			$28,531.91		$496,808.71			
Marion	City Manager	$152,679.00	$224,528.00	$186,070.00	$600.00	$3,960.00	$17,565.01	$11,999.52	$220,194.53	Not sure	14	Longivity after 10 years
	Assistant City Manger	$101,773.00	$149,666.00	$105,641.00	$0.00	N/a	$9,972.51	$0.00	$115,613.51	Not sure	3	Longivity after 5 year $400
	Marion TOTAL	$254,452.00	$374,194.00	$291,711.00	$600.00		$27,537.52	$11,999.52	$335,808.04			
Council Bluffs	Strong Mayor	NA	NA	$105,095.38	$0.00	XXXX	$9,921.00	$0.00	$115,016.38	20	8	Strong Mayor / use of City vehicle; pay back personal use
	Chief of Staff	$107,470.93	$137,163.59	$137,163.59	$0.00	$0.00	$12,948.24	$0.00	$150,111.83			Vacant/ used last person's pay
	Council Bluffs TOTAL			$242,258.97			$22,869.25		$265,128.22			
Cedar Falls	City Adminstrator	NA	NA	$197,860.00	$540.00	$540.00	$18,677.98	$0.00	$216,537.98			No ranges; also has mayor at $97,065.28
	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	Does not have an assistant
	Mayor			$97,065.28					$97,065.28			
	Cedar Falls TOTAL	NA	NA	$294,925.28	$540.00	$540.00	$18,677.98	$0.00	$313,603.26			
Waterloo	Strong Mayor	NA	NA	$96,948.00	$0.00	$0.00	$9,151.89	$21,593.89	$106,099.89		5	Strong Mayor
	Chief of Staff								$176,000.00			Total wages includes benefits
	Waterloo TOTAL			$96,948.00	$0.00	$0.00	$9,151.89	$21,593.89	$282,099.89			

Ranking	Administrative Crown Totals 7/1/21	
1	Ames TOTAL	$516,294.00
2	Iowa City TOTAL	$496,808.71
3	West Des Moines TOTAL	$486,194.35
4	Dubuque TOTAL	$466,940.37
5	Ankeny TOTAL	$463,235.12
6	Urbandale TOTAL	$416,412.00
7	Sioux City TOTAL	$400,949.29
8	Marion TOTAL	$335,808.04
9	Cedar Falls TOTAL	$313,603.26
10	Waterloo TOTAL	$282,099.89
11	Council Bluffs TOTAL	$265,128.22
	AVERAGE	**$403,952.11**

Strong Mayor/City Manager/City Adminstrator											
7/1/2021											
City	Minimum	Maximum	Current Base Salary	Longevity Pay	Annual Car Allowance	Contributions made to IPERS System (9.44%)	Employer Contributions to deferred compensation annuity, 401K	Total Compensation	Approximate years in public service	Years in current job	Notes
Dubuque	$235,245.14	N/A	$235,245.14	$9,409.81	$8,465.60	$23,095.54	$39,144.79	$315,360.28	45	28	City Manager
West Des Moines			$219,552.00	$350.00	$4,800.00	no	$58,071.00	$282,773.00	40+	7	City Manager
Ames			$226,633.00	$0.00	$6,000.00	no	$38,392.00	$271,025.00	40+	40+	annual base includes longivity
Ankeny	$221,894.00	NA	$221,894.00	$500.00	$6,000.00	$20,946.79	$32,500.00	$260,894.00	22	7	4% 7/1/22; City Manager
Urbandale	$163,000.00	$209,571.00	$211,665.00	$0.00	$4,800.00	$19,862.00	$11,638.00	$247,965.00	30+	12	City Manager
Iowa City	NA	NA	$201,656.00	$325.00	$0.00	$19,036.33	$25,207.00	$246,224.33	19	5	City Manager/ deferred comp the lesser of 12.5% base or the max under IRS rules
Sioux City	$102,500.11	$204,225.00	$199,983.00		$5,200.00	$18,303.00	$16,001.00	$239,487.00			City Manager
Marion	$152,679.00	$224,528.00	$186,070.00	$600.00	$3,960.00	$17,565.01	$11,999.52	$220,194.53	Not sure	14 years	City Manager
Cedar Falls	NA	NA	$197,860.00	$540.00	$540.00	$18,677.98	$0.00	$216,537.98			No ranges; also has mayor at $97,065.28
Council Bluffs	NA	NA	$105,095.38	$0.00	XXXX	$9,921.00	$0.00	$115,016.38	20+?	7	**Strong Mayor** / use of City vehicle; pay back personal use
Waterloo	NA	NA	$96,948.00	$0.00	$0.00	$9,151.89	$16,967.19	$106,099.89		5	**Strong Mayor**
Average	$160,018.28	$212,774.67	$191,145.59	$1,954.14		$16,228.86	$22,720.05	$229,234.31	22	7	

Chief of Staff/Assistant City manager/Assistant City Administrator											
7/1/2021											
City	**Minimum**	**Maximum**	**Current Base Salary**	**Longevity Pay**	**Annual Car Allowance**	**Contribuations made to IPERS System (9.44%)**	**Employer Contributions to deferred compensation annuity, 401K**	**Total Compensation**	**Approximate years in public service**	**Years in current job**	**Notes**
Cedar Falls	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	Does not have an assistant
Ankeny	$123,268.00	$165,425.00	$165,425.00	$1,500.00	$4,800.00	$15,626.12	$15,000.00	$202,341.12	16	16	Assistant City Manager
West Des Moines	$119,033.00	$189.859.00	$177,938.00	$350.00	$0.00	$11,133.35	$0.00	$189,421.35	13	5	
Waterloo								$176,000.00			Pulled from The Courier paper; wage includes benefits
Urbandale	$114,478.00	$147,175.00	$145,542.00	$0.00	$4,800.00	$13,739.00	$4,366.00	$168,447.00	20+	8	Assistant City Manager/Economic Development Director
Dubuque	$104,873.60	$137,134.40	$137,134.40	$1,371.24	$0.00	$13,074.88	$0.00	$151,580.09	14	4	Assistant City Manager
Council Bluffs	$107,470.93	$137,163.59	$137,163.59	$0.00	$0.00	$12,948.24	$0.00	$150,111.83			
Ames	$104,650.00	$162,430.00	$121,192.00					$121,192.00			Assistant City Manager
Marion	$101,773	$149,666.00	$105,641	$0.00	N/a	$9,972.51	N/a	$115,613.51	Not sure	3 years	$400 after 5 years
Iowa City	$108,596.80	$173,784.00	Vacant	after 5 years	$0.00		$0.00				Vacant; Retitled Deputy City Manager earlier in the year; Currently vacant; but Iowa City has as a 3rd Admin see below
Sioux City	$115,306.67	$161,462.28									Assistant City Manager
Average	$109,419.86	$154,280.03	$141,260.20	$1,073.75	$1,920.00	$12,420.06	$3,750.00	$159,338.36			Assistant City Manager

Non-union Compensation Pay Scale			
	Step	Annual Wage	%
Grade 34	1	$ 107,470.93	5.00%
	2	$ 112,844.39	5.00%
	3	$ 118,486.69	5.00%
	4	$ 124,411.13	5.00%
	5	$ 130,632.07	5.00%
Current Max on Current Pay Scale Grade 34	6	$ 137,163.59	5.00%
Grade 35 (proposed addition)	1	$ 112,844.39	5.00%
	2	$ 118,487.21	5.00%
	3	$ 124,411.13	5.00%
	4	$ 130,631.28	5.00%
	5	$ 137,164.11	5.00%
	6	$ 144,021.89	5.00%
Grade 36 (proposed addition)	1	$ 118,487.21	5.00%
	2	$ 124,411.39	5.00%
	3	$ 130,631.28	5.00%
	4	$ 137,163.07	5.00%
	5	$ 144,022.41	5.00%
Proposed Max on Curent Pay Scale Grade 36	6	$ 151,222.88	5.00%
Grade 37 (proposed addition)	1	$ 124,411.39	5.00%
	2	$ 130,631.28	5.00%
	3	$ 137,163.07	5.00%
	4	$ 144,022.41	5.00%
	5	$ 151,222.88	5.00%
Proposed Max on Curent Pay Scale Grade 37	6	$ 158,784.02	5.00%

Grade 38 (proposed addition)	1	$ 130,631.28	5.00%
	2	$ 137,163.07	5.00%
	3	$ 144,022.41	5.00%
	4	$ 151,222.88	5.00%
	5	$ 158,784.02	5.00%
Proposed Max on Curent Pay Scale Grade 38	6	$ 166,723.22	5.00%