

RESOLUTION NO. 2024-

APPROVING SALARY INCREASES FOR THE SALARIED AND
NON-BARGAINING EMPLOYEES TO BE EFFECTIVE JULY 1,
2024; WITHIN THE CITY OF INDEPENDENCE, BUCHANAN
COUNTY, IOWA.

WHEREAS, the City Council of the City of Independence met in regular session on Monday, April 8, 2024, and by majority vote authorized and approved the increases for the salaried and non-bargaining employees to be effective July 1, 2024; and

WHEREAS, these increases identified below exclude longevity pay:

| EMPLOYEE | SALARY EFFECTIVE JULY 1, 2024 |
|---------------------------------|-------------------------------|
| Fire Chief | \$2,812.92 Bi-Weekly |
| Street Superintendent | \$2,787.18 Bi-Weekly |
| Park & Rec Director | \$3,113.27 Bi-Weekly |
| Assistant Park & Rec Director | \$2,361.89 Bi-Weekly |
| City Clerk/Treasurer | \$2,464.41 Bi-Weekly* |
| Water/Wastewater Superintendent | \$2,966.42 Bi-Weekly* |
| Police Chief | \$3,667.26 Bi-Weekly |
| Police Captain | \$3,260.16 Bi-Weekly |
| Police Lieutenant | \$3,050.63 Bi-Weekly |

WHEREAS, the Council has authorized all non-salary, non-bargaining, full-time hourly employees, and part-time Fire Department Drivers with a satisfactory performance evaluation a 3% increase to their current hourly rate; and

WHEREAS, this resolution incorporates Resolution 2022-48 that was adopted on February 14, 2022, and takes into consideration the modification done to the Rivers Edge/Complex Manager position on November 13, 2022, as well as the 5% increases for named individuals (indicated with an * above) for three years to remedy a pay equity situation; and

WHEREAS, the Council has authorized the City Clerk/Treasurer or her designee to allot said increases to respective personnel; and

WHEREAS, the Library Board of Trustees sets and determines the amounts for Library Staff at a Library Board Meeting; and

WHEREAS, Bargaining Unit Employee amounts have been set by a memorandum of understanding to the current collective bargaining agreement as approved by the City Council.

BE IT HEREBY RESOLVED BY THE CITY COUNCIL OF THE CITY OF INDEPENDENCE, BUCHANAN COUNTY, IOWA, that the Council met on Monday, April 8, 2024, at 5:00 p.m. in City Hall and by majority vote approved a Resolution authorizing and approving the increases for the salaried and non-bargaining employees to be effective July 1, 2024; within the City of Independence, Buchanan County, Iowa.

RESOLUTION NO. 2024- was passed and approved by a majority vote of the City Council of Independence, Iowa, on the 8th day of April 2024.

Record of Voting:

Ayes:

Nays:

Absent:

RESOLUTION NO. 2024- declared passed and adopted by the Mayor on this 8th day of April 2024.

Brad Bleichner, Mayor of the City of Independence, Iowa

ATTEST:

Susi Lampe, IaCMC, IaCFO, City Clerk/Treasurer, City of Independence, Iowa