

**RESOLUTION NO. 2026-**

**APPROVING SALARY INCREASES FOR THE CITY MANAGER  
TO BE EFFECTIVE JULY 1, 2026; WITHIN THE CITY OF  
INDEPENDENCE, BUCHANAN COUNTY, IOWA.**

**WHEREAS**, the City Council of the City of Independence met in regular session on Monday, May 11, 2026, and by majority vote authorized and approved the increase for the City Manager to be effective at the beginning of the pay period, which includes July 1, 2025; and

**WHEREAS**, the Council has authorized a base 2% increase with a satisfactory performance evaluation; and

**WHEREAS**, the Council intends to reward the City Manager with a merit-based increase, determined based on the performance review rating of the City Manager, the following additional increases are authorized:

- A rating between 1.00 and 2.00 will receive no merit increase.
- A rating between 2.01 and 2.50 will receive an additional 0.50% merit increase, totaling 2.50%.
- A rating between 2.51 and 3.00 will receive an additional 1.00% merit increase, totaling 3.00%.
- A rating between 3.01 and 3.50 will receive an additional 1.50% merit increase, totaling 3.50%.
- A rating between 3.51 and 4.00 will receive an additional 2.00% merit increase, totaling 4.00%.

;and

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

**BE IT HEREBY RESOLVED BY THE CITY COUNCIL OF THE CITY OF INDEPENDENCE, BUCHANAN COUNTY, IOWA**, that the Council met on Monday, May 11, 2026, at 5:30 p.m. in City Hall and by majority vote approved a Resolution authorizing and approving the increase for the City Manager to be effective at the beginning of the pay period which includes July 1, 2025; within the City of Independence, Buchanan County, Iowa.

**RESOLUTION NO. 2026-** was passed and approved by a majority vote of the City Council of Independence, Iowa, on the 11<sup>th</sup> day of May 2026.

Record of Voting:

Ayes:

Nays:

Absent:

**RESOLUTION NO. 2026- declared** passed and adopted by the Mayor on this 11<sup>th</sup> day of May 2026.

\_\_\_\_\_  
Brad Bleichner, Mayor of the City of Independence, Iowa

ATTEST:

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Susi Lampe, CMC, IaCMC, IaCFO,  
Assistant City Manager/City Clerk/Treasurer of the City of Independence, IA