

RESOLUTION NO. 2024-

**A RESOLUTION ACCEPTING AND APPROVING REVISIONS
TO THE EMPLOYEE PERSONNEL POLICY HANDBOOK;
WITHIN THE CITY OF INDEPENDENCE, BUCHANAN
COUNTY, IOWA.**

WHEREAS, the Council met on Monday, August 12, 2024, and reviewed and approved revisions to the Employee Personnel Policy Handbook for the City of Independence, Buchanan County, Iowa, that replaces Section 3.3 Longevity Pay entirely:

3.3 Longevity Pay

Full-time employees shall be paid longevity on the basis of the following chart after completion of 4 years of service. This longevity pay is in addition to the employee’s regular wages and will be effective and paid commencing with the first pay period in which the employee’s anniversary date of full-time employment occurs. Longevity rates shall be applied as follows and will be paid as an hourly wage rate increase. The rates below are not cumulative.

Years of Service	Hourly rate	Monthly rate based on 2080 working hours divided by 12 – 173.33 hours per month
4th – 7th Year	\$0.15	\$26.00
8th – 11th Year	\$0.24	\$41.60
12th – 15th Year	\$0.32	\$55.47
16th – 19th Year	\$0.41	\$71.07
20th – 23rd Year	\$0.50	\$86.67
24th – 27th Year	\$0.58	\$100.53
28th – 31st Year	\$0.67	\$116.13
32nd Year & Beyond	\$0.75	\$130.00

WHEREAS, the Council has authorized the City Clerk to proceed with updating the policy with these revised provisions and distributing them to employees and obtaining signatures on the acknowledgement of receipt of the revisions to place in personnel files.

BE IT HEREBY RESOLVED BY THE CITY COUNCIL OF THE CITY OF INDEPENDENCE, BUCHANAN COUNTY, IOWA, that the Council met on Monday, August 12, 2024, at 5:00 p.m. in City Hall and by majority vote approved a Resolution accepting and approving revisions to the Employee Personnel Policy Handbook; 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 12th day of August 2024.

Record of Voting:

Ayes:

Nays:

Absent:

RESOLUTION NO. 2024- declared passed and adopted by the Mayor on this 12th day of August 2024.

Brad Bleichner, Mayor of the City of Independence, Iowa

ATTEST:

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