

RESOLUTION NO. 2025-

**APPROVING SALARY INCREASES FOR THE SALARIED AND
NON-BARGAINING EMPLOYEES TO BE EFFECTIVE JULY 1,
2025; WITHIN THE CITY OF INDEPENDENCE, BUCHANAN
COUNTY, IOWA.**

WHEREAS, the City Council of the City of Independence met in regular session on Monday, May 12, 2025, and by majority vote authorized and approved the increases for the salaried and non-bargaining employees to be effective at the beginning of the pay period which includes July 1, 2025; and

WHEREAS, the Council has authorized a base 3% increase to the current rate of pay for all full-time hourly and salaried employees, as well as part-time Fire Department drivers, provided they have a satisfactory performance evaluation, excluding longevity pay, and excluding the City Manager.

WHEREAS, the Council intends to reward employees with merit increases, determined based on the performance review rating of the employee, the following additional increases are also authorized, excluding the City Manager:

- Ratings between 1.00 and 1.99 will receive no merit increase.
- Ratings between 2.00 and 2.25 will receive an additional 0.25% merit increase, totaling 3.25%.
- Ratings between 2.26 and 2.50 will receive an additional 0.50% merit increase, totaling 3.50%.
- Ratings between 2.51 and 2.75 will receive an additional 0.75% merit increase, totaling 3.75%.
- Ratings between 2.76 and 3.00 will receive an additional 1.00% 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; and

WHEREAS, the Library Board of Trustees sets and determines the amounts for Library Staff at a Library Board Meeting, but it is the Council's desire that Library employees follow the above schedule; 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, May 12, 2025, 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 at the beginning of the pay period which includes July 1, 2025; within the City of Independence, Buchanan County, Iowa.

RESOLUTION NO. 2025- was passed and approved by a majority vote of the City Council of Independence, Iowa, on the 12th day of May 2025.

Record of Voting:

Ayes:

Nays:

Absent:

RESOLUTION NO. 2025- declared passed and adopted by the Mayor on this 12th day of May 2025.

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, Iowa