

RESOLUTION NO. \_\_\_\_\_

RESOLUTION ESTABLISHING COLLECTIVE BARGAINING AND NONUNION SALARIES FOR CITY EMPLOYEES

Be it resolved by the City Council of the City of Oelwein, Iowa that the following salary schedule is hereby adopted and effective with Pay Period Date Beginning June 21, 2020.

SECTION 1.

**City Hall**

	Monthly Salary	Hourly
City Administrator	\$9,017.92	
City Clerk/Treasurer (former deputy clerk)	\$6,598.48	
Secretary		\$20.07- \$24.35
<b>Union</b>		
Clerk		
Start		\$18.27
6 Months		\$18.64
12 Months		\$19.01
18 Months		\$19.38
24 Months		\$19.78
Clerk 1		
Start		\$19.32
6 Months		
12 Months		
18 Months		\$20.50
24 Months		\$20.91
Clerk 2		
Start		\$20.38
6 Months		
12 Months		
18 Months		\$21.62
24 Months		\$22.05

**Police Department**

	Monthly Salary	Hourly
Police Chief	\$8,390.57	
Police Captain less than two years	\$6,670.58	
Police Captain more than two years	\$6,876.89	
Police 1 <sup>st</sup> Lieutenant less than two years	\$5,336.96	
Police 1 <sup>st</sup> Lieutenant more than two years	\$5,487.86	
Police 2 <sup>nd</sup> Lieutenant less than two years	\$5,037.47	
Police 2 <sup>nd</sup> Lieutenant more than two years	\$5,187.59	
Administrative Assistant		\$20.07-24.35

Police Matron		\$7.85
<b>Union</b>		
Patrolman		
Start		\$22.44
12 Months		\$24.59
18 Months		\$25.20
24 Months		\$25.76
Communication Operators		
Start		\$16.09
6 Months		\$17.28
12 Months		\$18.17
18 Months		\$19.02
24 Months		\$19.63
Police Part Time Certified	12-month Patrolman Rate	24.59-25.76
Police Part Time Non-Certified		\$18.50-23.06
Part Time Communication Operator	12-month Communications Rate	\$18.17-19.63

### Building and Inspections

	Monthly Salary	Hourly
Zoning Admin/Building Official	\$5,168.00-5,416.66	
Building Inspector		\$21.97
Administrative Assistant		
Start		\$18.27
6 Months		\$18.64
12 Months		\$19.01
18 Months		\$19.38
24 Months		\$19.78

### Fire Department

	Monthly Salary	Hourly
Firefighter		\$22.40

### Volunteer Fire Department

	Payment
Volunteer Equipment Fund	\$916.67 monthly
Fire Chief (proposed)	\$750 Twice per year Jul 1 and Dec 1
Assistant Fire Chief	\$150 Twice per year Jul 1 and Dec 1
Deputy Chief	\$75 Twice per year Jul 1 and Dec 1

### Parks and Recreation

	Monthly Salary	Hourly
Parks Superintendent	\$5,214.58	
Parks Lead		

Start		\$19.04
6 months		\$20.72
12 months		\$21.45
18 months		\$23.06
Campground Host	\$135.00 per week (Includes Camping Fees)	
Seasonal, Part-time, Temporary		\$8.45-12.50
Umpire with partner		\$15 (per game)
Umpire without partner		\$20 (per game)
Referee		\$7.25-\$8.17
Tennis Instructor		\$7.25-\$8.17

### Aquatic Center

Manager		\$7.65 – 11.98
Assistant Manager		\$7.65 – 11.52
Lifeguard		\$7.65-8.49
Front Desk and Maintenance		\$7.65-7.85
Concession Manager		\$7.65-9.10
Private Lessons with Water Safety Instructor		Additional \$.50
Season End Stipend for all hours worked*		Additional \$.10
Head Guard		Additional \$.50

\*Must work the entire regular season to earn the season end Stipend.

### Utilities

	Monthly Salary	Hourly
Utility Superintendent	\$8,385.05	
Utility Lead		28.18
Wastewater Lead		27.85
<b>Union</b>		
Laborer		
Start		19.04
6 Months		20.72
12 Months		21.45
18 Months		23.06
Grade I		
Start		20.69
6 Months		21.52
12 Months		22.25
18 Months		23.92
Grade II		
Start		20.98
6 Months		21.85
12 Months		22.53

18 Months		24.30
Grade III		
Start		22.03
6 Months		22.72
12 Months		23.51
18 Months		24.86
Grade IV		
Start		23.12
6 Months		23.82
12 Months		24.62
18 Months		26.01
Lead Man		Additional \$.75
Summer Help		\$10.79-12.50

**Library (As approved by the Library Board)**

	Monthly Salary	Hourly
Director	\$5,919.96	
Assistant Director		\$17.80
Outreach Librarian		\$17.42
Part-Time		\$7.25-\$13.70
Pages		\$7.25-\$7.65

SECTION 2. The longevity pay for regular full-time employees, except where otherwise provided for by contract, will be granted in addition to the salaries listed in Section 1. The total listed for longevity is not to be cumulative.

Service over 3 years	\$ 49.90 Month
Service over 5 years	\$ 60.98 Month
Service over 10 years	\$ 72.08 Month
Service over 15 years	\$ 83.16 Month
Service over 20 years	\$ 94.26 Month
Service over 25 years	\$105.34 Month
Service over 30 years	\$116.42 Month

SECTION 4. Fulltime non-union personnel electing medical insurance coverage shall contribute toward premiums as outlined below.

Beginning Date	Single Coverage	Family Coverage
July 1, 2020	\$93.74	\$171.50

SECTION 5. Fulltime Union personnel electing medical insurance coverage shall contribute toward premiums as outlined below for each Union.

Police		
Beginning Date	Single Coverage	Family Coverage
July 1, 2020	\$93.74	\$171.50

Public Works		
Beginning Date	Single Coverage	Family Coverage
July 1, 2020	\$93.74	\$171.50

SECTION 6. All fulltime employees shall receive a paid membership (single or family) in the Williams Wellness Center including a 24-hour access key. One key per family, extra keys at the full annual rate of \$60.00. Oelwein Volunteer Fire Department members will receive a paid single membership to the Williams Wellness Center. Oelwein Police Reserve Officers will receive a paid single membership to the Williams Wellness Center following a one-year probationary period.

SECTION 7. An employee who takes on the Safety Official role appointed by the City Administrator receives an additional \$0.25 an hour annually. When the employee is no longer the safety official, the \$0.25 is taken away.

SECTION 8. An employee who takes on the Deputy Clerk role appointed by the City Clerk/Treasurer receives an additional \$1.00 an hour annually. When the employee become certified as a City Clerk, they will receive \$1.50 additional pay.

Section 9. The City will assist and pay for training for utility employees interested in obtaining grade certifications. The city will pay the highest-grade levels acquired by the employee.

SECTION 10. Passed and adopted by the City Council of the City of Oelwein, Iowa this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

\_\_\_\_\_  
BRETT DEVORE, MAYOR

ATTEST:

\_\_\_\_\_  
DYLAN MULFINGER, CITY ADMINISTRATOR

Recorded this \_\_\_\_\_, 2020.

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DYLAN MULFINGER, CITY ADMINISTRATOR