



Here To: Mayor and Council
From: Dylan Mulfinger
Subject: Salary Resolution Changes
Date: 12/22/2025

When the new salary resolution was created, the City Administrator provided a tiered program which provides employees wage increases for the years of services. The city also kept the old system which allows public works employees to move up as they advanced in their certifications. What the City Administrator did not anticipate is that some of the lead employees would fall behind in the pay scale. The current pay scale is reviewed annually to ensure the city is competitive in wages. This competitiveness ensures the city retains and attracts top talent. Retaining employees is the quickest way for a city to save money.

The city uses two studies to determine the level and competitiveness of pay. The first study is done annually and is created by Estherville, IA. This study includes cities from 4,000 to 8,000. The cities in the study are rural and comparable to Oelwein. The second study is the Dyersville study. This study is completed by GovHR, now MGT, has completed multiple wage studies for cities. These two resources are critical when the city works to adjust or confirm wages.

Two lead employees have surpassed the current scale but have been kept back because of the lead pay. The change would be to move the lead pay to a base increase and keep lead employees in the scale. This allows the lead workers to obtain any grade and not be held back by the lead wage. In Oelwein, we encourage every employee to acquire as many grades as they can, as this is a direct benefit to the organization.

The city will change lead pay to a \$2.00 increase above their current wage. This wage puts them in line with what they would receive with their grades and still provides incentive for the lead position. The following changes are below.

Two percent adjustments were made to the assistant and director roles to prevent the water/street lead position from encroaching on the salaries. With overtime, the lead water/street role does come close to the assistant. The Grade IV lead can surpass the assistant role in wages. This was discussed and it was determined this would not be an issue as the responsibilities and knowledge required to operate the wastewater plant are substantial.



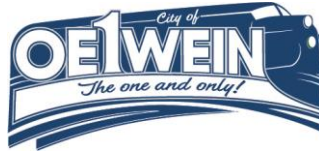
Requested Changes to the City Council for the first full pay period following the December 22 meeting:

Employees hired after December 31, 2025 will only be able to advance on the pay scales for grades which are needed at the city of Oelwein. The highest grade level for water is a grade two. The highest grade level for wastewater is a grade four. Employees may advance further in water, but the city will not reimburse for testing or raise the employees' wages past a grade two water.

Employees in supervisor role receive their adjustment on steps from the start of their position as a supervisor. Their promotion date will coincide with their date of hire with the city retroactively applying the date to the date of hire of the employee.

	FY26 - Start	1 Year	2 Years	4 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Operator	\$23.54	\$26.36	\$28.20	\$28.77	\$29.34	\$29.93	\$30.53	\$30.83	\$31.14	\$31.45
Grade I	\$25.54	\$28.61	\$30.61	\$31.22	\$31.85	\$32.48	\$33.13	\$33.46	\$33.80	\$34.14
Grade II	\$26.38	\$29.55	\$31.62	\$32.25	\$32.90	\$33.55	\$34.23	\$34.57	\$34.91	\$35.26
Grade III	\$29.00	\$32.47	\$34.75	\$35.44	\$36.15	\$36.87	\$37.61	\$37.99	\$38.37	\$38.75
Grade IV	\$30.95	\$34.66	\$37.09	\$37.83	\$38.59	\$39.36	\$40.15	\$40.55	\$40.96	\$41.36
Lead	\$2.00 an hour added to their current wage									
	Bi-weekly	3 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years		
Assistant	\$3,227.28	1%	1%	1%	1%	1%	1%	1%		
Director	\$4,055.52	1%	1%	1%	1%	1%	1%	1%		

The city will back pay lead employees the wages that they did not collect because of their wages being lower than the grade wages.



Current wages

Public Works			Service Steps								
		FY26 - Start	1 Year	2 Years	4 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Operator	Hourly	\$23.54	\$26.36	\$28.20	\$28.77	\$29.34	\$29.93	\$30.53	\$30.83	\$31.14	\$31.45
Grade I	Hourly	\$25.54	\$28.61	\$30.61	\$31.22	\$31.85	\$32.48	\$33.13	\$33.46	\$33.80	\$34.14
Grade II	Hourly	\$26.38	\$29.55	\$31.62	\$32.25	\$32.90	\$33.55	\$34.23	\$34.57	\$34.91	\$35.26
Grade III	Hourly	\$29.00	\$32.47	\$34.75	\$35.44	\$36.15	\$36.87	\$37.61	\$37.99	\$38.37	\$38.75
Grade IV	Hourly	\$30.95	\$34.66	\$37.09	\$37.83	\$38.59	\$39.36	\$40.15	\$40.55	\$40.96	\$41.36
		Supervisor Service Steps									
		FY25	FY26	FY27	3 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Water Street Lead	Hourly	\$33.31	\$34.64	\$36.03	1%	1%	1%	1%	1%	1%	1%
Wastewater Lead	Hourly	\$36.40	\$37.86	\$39.37	1%	1%	1%	1%	1%	1%	1%
Assistant	Bi-Weekly	\$3,042.31	\$3,164.00	\$3,290.56	1%	1%	1%	1%	1%	1%	1%
Director	Bi-Weekly	\$3,823.10	\$3,976.02	\$4,135.06	1%	1%	1%	1%	1%	1%	1%