

RESOLUTION NO. \_\_\_\_\_-2025

RESOLUTION AMENDING THE OELWEIN SALARY RESOLUTION

WHEREAS, the city council set the wages and benefits for the city employees ; and

WHEREAS, the administration is requesting that the city council amend the public works portion for wages ; and

WHEREAS, the following changes ensure the lead positions do not make less than the position would make on the grade wages chart; and

WHEREAS, the following changes shall be made and effective and the next pay period:

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.

	FY25 - 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	\$4055.52	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.

The director and assistant receive a mid-year two percent increase to ensure wages from lead employees do not surpass salary employees. ;and

WHEREAS, the next salary resolution will be discussed in 2025/2026 as the three-year resolution will end in July of 2026.

NOW, THEREFORE, BE IT RESOLVED by the city council of Oelwein, Iowa amends the Oelwein Salary Resolution

Passed and approved by the City Council of the City of Oelwein, Iowa this 22<sup>nd</sup> day of December, 2025.

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Brett DeVore, Mayor

It was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_ that the Resolution as read be adopted, and upon roll call there were:

AYES      NAYS      ABSENT      ABSTAIN

Ricchio  
Weber

Lenz  
Cantrell

Seeders  
Payne

Attest:

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Dylan Mulfinger, City Administrator

Recorded December 23, 2025