

RESOLUTION NO. _____-2024

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 30, 2024, June 29, 2025, and June 28 2026.

SECTION 1.

City Hall

		Start	Second Season	Third Season	Fourth Season
Manager	Hourly	\$15.00	\$15.45	\$15.91	\$16.78
Assistant Manager	Hourly	\$12.36	\$12.73	\$13.11	\$13.50
Lifeguard	Hourly	\$10.30	\$10.61	\$10.93	\$11.26
Front Desk & Maintenance	Hourly	\$8.24	\$8.49	\$8.74	\$9.00
Concession Manager	Hourly	\$12.36	\$12.73	\$13.11	\$13.50
Private Lessons with Water Safety Instructor		Additional \$.50			
Season End Stipend for All Hours Worked*		Additional \$.25			

*Must work the entire regular season to earn the season end stipend.

		FY25 - Start	1 Year	2 Years	4 Years	Service Steps					
						7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Administrative Assistant	Hourly	\$21.40	\$22.26	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05	\$25.30	\$25.56	\$25.81
Code Enforcement Officer	Hourly	\$22.14	\$24.58	\$26.30	\$26.82	\$27.36	\$27.91	\$28.46	\$28.75	\$29.04	\$29.33
Building Inspector	Hourly	\$25.26	\$27.03	\$28.92	\$29.50	\$30.09	\$30.69	\$31.30	\$31.62	\$31.93	\$32.25
		Supervisor Service Steps									
				3 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years	
Zoning Admin/Building Official	Bi-Weekly	\$2,643.58		1%	1%	1%	1%	1%	1%	1%	

Police Department			Service Steps									
			FY25 - Start	1 Year	2 Years	4 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Dispatch/Clerical	Hourly		\$21.40	\$22.26	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05	\$25.30	\$25.56	\$25.81
Admin Asst/Dispatch	Hourly		\$22.40	\$23.30	\$24.23	\$24.71	\$25.21	\$25.71	\$26.22	\$26.49	\$26.75	\$27.02
Officer	Hourly		Per Contract									
Police Part-Time Certified	Hourly		1 Year Officer									
Police Part-Time Non-Certified	Hourly		\$21.03-\$26.20									
			Service Steps									
			FY26 - Start	1 Year	2 Years	4 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Officer	Non-Resident	Hourly	\$29.76	\$33.33	\$34.00	\$34.51	\$35.03	\$35.56	\$36.09	\$36.45	\$36.81	\$37.18
	Resident	Hourly	\$30.65	\$34.33	\$35.02	\$35.55	\$36.08	\$36.62	\$37.17	\$37.54	\$37.92	\$38.30
Police Part-Time Certified	Hourly		1 Year Officer									
Police Part-Time Non-Certified	Hourly		\$22.99-\$28.78									
			Service Steps									
			FY27 - Start	1 Year	2 Years	4 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Officer	Non-Resident	Hourly	\$29.76	\$33.33	\$34.00	\$34.51	\$35.03	\$35.56	\$36.09	\$36.45	\$36.81	\$37.18
	Resident	Hourly	\$30.65	\$34.33	\$35.02	\$35.55	\$36.08	\$36.62	\$37.17	\$37.54	\$37.92	\$38.30
Police Part-Time Certified	Hourly		1 Year Officer									
Police Part-Time Non-Certified	Hourly		\$24.13-\$30.22									
			Service Steps									
			FY28 - Start	1 Year	2 Years	4 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Officer	Non-Resident	Hourly	\$32.78	\$36.71	\$37.44	\$38.00	\$38.57	\$39.15	\$39.74	\$40.14	\$40.54	\$40.95
	Resident	Hourly	\$33.79	\$37.84	\$38.60	\$39.18	\$39.77	\$40.37	\$40.98	\$41.39	\$41.80	\$42.22
Police Part-Time Certified	Hourly		1 Year Officer									
Police Part-Time Non-Certified	Hourly		\$25.10-\$31.43									
						Supervisor Service Steps						
						3 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Lieutenant - Second	Start - Non-Resident	Bi-Weekly	\$3,101.09			1%	1%	1%	1%	1%	1%	1%
	Start - Resident	Bi-Weekly	\$3,194.12			1%	1%	1%	1%	1%	1%	1%
Lieutenant - First	Start - Non-Resident	Bi-Weekly	\$3,141.90			1%	1%	1%	1%	1%	1%	1%
	Start - Resident	Bi-Weekly	\$3,236.16			1%	1%	1%	1%	1%	1%	1%
Captain		Bi-Weekly	\$4,004.99			1%	1%	1%	1%	1%	1%	1%
Chief		Bi-Weekly	\$4,711.76			1%	1%	1%	1%	1%	1%	1%

Public Works		Service Steps									
		FY25 - Start	1 Year	2 Years	4 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Operator	Hourly	\$22.63	\$25.35	\$27.12	\$27.66	\$28.22	\$28.78	\$29.36	\$29.65	\$29.95	\$30.24
Grade I	Hourly	\$24.56	\$27.51	\$29.43	\$30.02	\$30.62	\$31.23	\$31.86	\$32.18	\$32.50	\$32.82
Grade II	Hourly	\$25.37	\$28.41	\$30.40	\$31.01	\$31.63	\$32.26	\$32.91	\$33.24	\$33.57	\$33.91
Grade III	Hourly	\$27.88	\$31.23	\$33.41	\$34.08	\$34.76	\$35.46	\$36.17	\$36.53	\$36.89	\$37.26
Grade IV	Hourly	\$29.76	\$33.33	\$35.66	\$36.38	\$37.11	\$37.85	\$38.60	\$38.99	\$39.38	\$39.77
		Supervisor Service Steps									
		FY25	3 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years		
Water Street Lead	Hourly	\$33.31	1%	1%	1%	1%	1%	1%	1%	1%	1%
Wastewater Lead	Hourly	\$36.40	1%	1%	1%	1%	1%	1%	1%	1%	1%
Assistant Public Works Director	Bi-Weekly	\$3,042.31	1%	1%	1%	1%	1%	1%	1%	1%	1%
Public Works Director	Bi-Weekly	\$3,823.10	1%	1%	1%	1%	1%	1%	1%	1%	1%
		Summer Help wages to increase by 4% annually in seasons past the fourth									
Summer Help	Hourly	Start	Second Season	Third Season	Fourth Season						
		\$12.36	\$15.00	\$12.73	\$15.45	\$13.11	\$15.91	\$13.50	\$16.39		

SECTION 2. For full-time employee wages:

FY2026	4% increase for wages
FY2027	4% increase for wages

SECTION 3. Fulltime union & non-union personnel electing medical insurance coverage shall contribute toward premiums as outlined below.

Beginning Date	Single Coverage	Family Coverage
June 30, 2024	\$101.84	\$179.16

SECTION 4. For part-time, summer, seasonal, and temporary employee wages:

FY2026 & FY 2027 - Wages will be reviewed by the responsible department head and presented to the City Administrator for consideration and approval.

SECTION 5. An employee who takes on the Safety Official role appointed by the City Administrator receives an additional \$1.00 an hour annually. When the employee is

SECTION 6. A City Hall employee, with five years of service in a clerk setting, who takes on the Deputy Clerk/Asst. Treasurer/Office Manager roles are eligible to receive an

Section 7. Unless otherwise noted in a contract, all Salaried Supervisory and Lead positions will operate utilizing the promotional date. All other hourly employees incremental steps will utilize said the employees hire dates.

Section 8. NR = Non-resident pay scale. An officer that lives in the city limits will receive a wage that is equal to approximately 3% higher than the non-resident officer.

Section 9. Iowa certified peace officers with two or more years' experience are eligible for a signing bonus. The candidate will receive \$3,000 upon successful completion of probation and an additional \$3,000 upon completion of four years of service with the Oelwein Police Department. The candidate will enter into an agreement to remain employed with the Oelwein Police Department for two years after each payment is made, or the candidate will fully reimburse the City of Oelwein.

Section 10. Lateral Move: An Iowa certified law enforcement officer from another agency can be hired by the Oelwein Police Department with step pay consistent with the total number of years of service that the candidate has earned as a certified peace officer in Iowa. Additionally, an employee hired as a lateral move will be hired with the vacation step consistent with the total number of years of service that the candidate has earned as a certified peace officer in Iowa; up to the five-year step. Subsequent vacation steps will be earned with a credit of five years of service. I.e., Ten-year step is earned after five years of service to the Oelwein Police Department.

Section 11. Lateral Move (out-of-state): A certified law enforcement officer hired after January 1, 2022, that is eligible for "certification through examination" in Iowa, can be hired with the step pay consistent with one step lower than the candidate has earned as a certified peace officer in another eligible state. The candidate will begin at the appropriate pay step upon successful completion of the "certification through examination". Additionally, a candidate hired as an out-of-state lateral move, will start at the two-year vacation step.

Section 12. A candidate hired as a non-certified officer will achieve the one-year pay step upon completion of the Iowa Law Enforcement Academy or at their one-year employment anniversary, whichever comes last.