

RESOLUTION NO. _____-2024

RESOLUTION AMENDING THE SALARY RESOLUTION FOR FISCAL YEARS 2026 AND 2027

WHEREAS, the City of Oelwein is continuously working towards recruitment and retention of skilled employees; and

WHEREAS, on July 8th, 2024 Resolution No. 5598-2024 approved a 4% increase for the proceeding three fiscal years; and

WHEREAS, at the November 25th, 2024 work session, city council was presented the advancement of Police officer wages to be voted on at a regular council meeting; and

WHEREAS, the following updates will take effect beginning pay period June 29, 2025; and

- public works summer help will follow that of the Seasonal/Part-time/Temporary Parks/Cemetery wage schedule; and
- the Seasonal/Part-time/Temporary Parks/Cemetery wages will increase standard percentages annually as approved by council after the completion of their fourth year; and
- the title of parks lead will be updated to parks operator; and
- Section 7 will be added “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.”; and
- Section 8 will be added “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.” and,
- Section 9 will be added “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 will be added “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.” and,

- Section 11 will be added “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.” and,
- Section 12 will be added “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.” and

Now, therefore, be it resolved by the City Council of Oelwein, Iowa approves amending the Salary Resolution for Fiscal Years 2026 and 2027.

Passed and approved this 23rd day of December, 2024.

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
Garrigus
Seeders
Payne

Attest:

Dylan Mulfinger, City Administrator

December 24, 2024.