

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 18, 2023. All part time wages for the parks, cemetery, and pool will be effective pay period beginning March 12, 2023.

SECTION 1.

City Hall

	Biweekly Salary	Hourly
City Administrator	\$4,807.69	
City Clerk/Treasurer	\$3,392.78	
Union		
Clerk/Administrative Assistant		
Start		\$20.16
6 Months		\$20.57
12 Months		\$20.97
18 Months		\$21.38
24 Months		\$21.82
Clerk 1		
Start		\$21.32
6 Months		
12 Months		
18 Months		\$22.61
24 Months		\$23.07
Clerk 2		
Start		\$22.48
6 Months		
12 Months		
18 Months		\$23.85
24 Months		\$24.28

Police Department

	Biweekly Salary	Hourly
Clerical		
Start		\$20.16
6 Months		\$20.57
12 Months		\$20.97
18 Months		\$21.38
24 Months		\$21.82
Administrative Assistant		
Start		\$20.50

6 Months		
12 Months		
18 Months		\$22.61
24 Months		\$23.07
Police Part-Time Certified	12-month Officer Rate	
Police Part-Time Non-Certified		\$20.22-\$25.19
Union		
Officer	Non - Resident Hourly	Resident - Hourly
Start - Uncertified	\$26.24	\$27.05
1 Year	\$28.87	\$29.76
2 Years	\$30.59	\$31.54
4 Years	\$31.21	\$32.18
7 Years	\$31.84	\$32.82
10 Years	\$32.48	\$33.48
15 Years	\$33.12	\$34.14
20 Years	\$33.46	\$34.49
25 Years	\$33.78	\$34.82
30 Years	\$34.11	\$35.17
	Bi-Weekly Salary	Hourly
Lieutenant - Second		
Start - Non-Resident	\$3,010.77	
Start - Resident	\$3,101.09	
7 Years Non-Resident	1%	
7 Years Resident	1%	
7 Years	1%	
10 Years Non-Resident	1%	
10 Years Resident	1%	
15 Years Non-Resident	1%	
15 Years Resident	1%	
20 Years Non-Resident	1%	
20 Years Resident	1%	
25 Years Non-Resident	1%	
25 Years Resident	1%	
30 Years Non-Resident	1%	
30 Years Resident	1%	
Lieutenant - First		
Non-Resident	\$3,050.39	
Resident	\$3,141.90	

7 Years Non-Resident	Department Supervisory Experience	1%	
7 Years Resident		1%	
7 Years		1%	
10 Years Non-Resident		1%	
10 Years Resident		1%	
15 Years Non-Resident		1%	
15 Years Resident		1%	
20 Years Non-Resident		1%	
20 Years Resident		1%	
25 Years Non-Resident		1%	
25 Years Resident		1%	
30 Years Non-Resident		1%	
30 Years Resident		1%	
Captain			\$3,713.96
7 Years Non-Resident	Department Supervisory Experience	1%	
7 Years Resident		1%	
7 Years		1%	
10 Years Non-Resident		1%	
10 Years Resident		1%	
15 Years Non-Resident		1%	
15 Years Resident		1%	
20 Years Non-Resident		1%	
20 Years Resident		1%	
25 Years Non-Resident		1%	
25 Years Resident		1%	
30 Years Non-Resident		1%	
30 Years Resident		1%	
Police Chief			\$4,574.52
7 Years	Department Supervisory Experience	1%	
10 Years		1%	
15 Years		1%	
20 Years		1%	
25 Years		1%	
30 Years		1%	

Building and Inspections

	Biweekly Salary	Hourly
Zoning Admin/Building Official	\$2,538.44	
Building Inspector		
Start		\$23.84

Qualification- Residential Inspector		\$24.84
12 Months		\$25.61
18 Months		\$27.62
Code Enforcement Officer		
Start		\$21.00
6 Months		\$22.86
12 Months		\$23.66
18 Months		\$25.44
Administrative Assistant		
Start		\$20.16
6 Months		\$20.57
12 Months		\$20.97
18 Months		\$21.38
24 Months		\$21.82

Parks and Recreation

	Biweekly Salary	Hourly
Parks Superintendent	\$2,759.31	
Parks Lead		
Start		\$21.00
6 months		\$22.86
12 months		\$23.66
18 months		\$25.44
Campground Host	\$160.00 per week (Includes Camping Fees)	
Seasonal, Part-time, Temporary		
Start		\$15.00
Second Season		\$15.45
Third Season		\$15.91
Fourth Season		\$16.39
Umpire with partner		\$20 (per game)
Umpire without partner		\$25 (per game)
Referee		\$12.00
Tennis Instructor		\$12.00

Aquatic Center

Manager (required Certified Pool Operator)		
Start		\$15.00
Second Season		\$15.45
Third Season		\$15.91
Fourth Season		\$16.39
Assistant Manager		
Start		\$12.36
Second Season		\$12.73
Third Season		\$13.11

Fourth Season		\$13.50
Lifeguard		
Start		\$10.30
Second Season		\$10.61
Third Season		\$10.93
Fourth Season		\$11.26
Front Desk and Maintenance		
Start		\$8.24
Second Season		\$8.49
Third Season		\$8.74
Fourth Season		\$9.00
Concession Manager		
Start		\$12.36
Second Season		\$12.73
Third Season		\$13.11
Fourth Season		\$13.50
Water Safety Instructor Certification		Additional \$.50
Season End Stipend for all hours worked*		Additional \$.25

*Must work the entire regular season to earn the Season End Stipend, May through August.

Public Works

	Biweekly Salary	Hourly
Public Works Director	\$4,311.39	
Assistant Public Works Director	\$3,115.38	
Water/Streets Lead		\$31.69
Wastewater Lead		\$32.23
Union		
Operator		
Start		\$21.41
6 Months		\$23.30
12 Months		\$24.12
18 Months		\$25.94
Grade I		
Start		\$23.27
6 Months		\$24.21
12 Months		\$25.03
18 Months		\$26.90
Grade II		
Start		\$24.04
6 Months		\$25.04
12 Months		\$25.82
18 Months		\$27.84
Grade III		
Start		\$26.46

6 Months		\$27.28
12 Months		\$28.24
18 Months		\$29.86
Grade IV		
Start		\$28.27
6 Months		\$29.12
12 Months		\$30.10
18 Months		\$31.80
Summer Help		
Start		\$12.36
Second Season		\$12.73
Third Season		\$13.11
Fourth Season		\$13.50
Administrative Assistant		
Start		\$20.16
6 Months		\$20.57
12 Months		\$20.97
18 Months		\$21.38
24 Months		\$21.82

Library (As approved by the Library Board)

	Biweekly Salary	Hourly
Director	\$3,041.63	
Assistant Director		21.82
Outreach Librarian		19.35
Part-Time		15.00-16.35
Pages		10.00-11.12

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
Over 5 years	\$60.98
Over 10 years	\$72.08
Over 15 years	\$83.16
Over 20 years	\$94.26
Over 25 years	\$105.34
Over 30 years	\$116.42

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

Beginning Date	Single Coverage	Family Coverage
June 9, 2023	\$101.84	\$179.16

SECTION 4. Fulltime Union personnel electing medical insurance coverage shall contribute toward premiums as outlined below for each Union.

Police Union		
Beginning Date	Single Coverage	Family Coverage
June 19, 2023	\$101.84	\$179.16
Public Works Union		
Beginning Date	Single Coverage	Family Coverage
June 19, 2023	\$101.84	\$179.16

SECTION 5. 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. Part time employees shall receive a single Wellness Center Pass. The pass is good for one year as long as the employee is in good standing with the city.

SECTION 6. 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 no longer the safety official, the \$1.00 is taken away.

SECTION 7. 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 additional \$1.00 an hour annually. When the employee becomes certified through the Iowa Municipal Finance Officers Association, they are eligible to receive \$1.50 additional pay.

Section 8. 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 9. All training class costs include Certified Lifeguard, Water Safety Instructor, and Certified Pool Operator (no labor). Suits for Lifeguards are purchased by the city. Employees must reimburse the city for all failed certifications. Employees must reimburse the city for suit purchases if the employee fails to work for the city.

Section 10. Part time cemetery and park employees shall receive Memorial Day, Fourth of July, and Labor Day as paid holidays if they work that month. This excludes the library, aquatic, and recreation employees.

Section 11. Part time employees at the parks and cemetery shall receive boots after the successful completion of one full season with the city.

SECTION 12. Passed and adopted by the City Council of the City of Oelwein, Iowa this 27th day of March, 2023.

BRETT DEVORE, MAYOR

ATTEST:

DYLAN MULFINGER, CITY ADMINISTRATOR

Recorded this _____, 2023.

DYLAN MULFINGER, CITY ADMINISTRATOR

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

AYES NAYS ABSENT ABSTAIN

Stewart
Weber
Lenz
Garrigus
Seeders
Payne