



To: Mayor and City Council
From: Dylan Mulfinger
Subject: Patrol Wages and Benefits
Date: 11/25/2024

The City Administrator is providing the following information to the city council on the police department union. The police department split from Teamsters and wants to be their own bargaining unit. This requires a two-year hiatus from being a union and so the city is working with them through this transition. Below are several items which have been taken into consideration through this process:

1. The city will be adopting a police department officers wages and benefits plan as an appendix to the personnel manual while the officers transition over the next several months from the Teamsters to a Collective Bargaining Unit.
2. After seeing an area-wide trend of wage increases for officers due to police officer shortages, the City of Oelwein has fallen behind again. This wage/benefit deficit has equated to low applicant numbers to where the quality/fit of candidates was not the direction we wanted to go.
3. Oelwein consistently prefers to have wages and benefits that are not the best of all comparable departments, but above average. Over the past three years, officer pay has declined to below average.
4. The proposed agreement balances the need to attract and retain officers. The city is focusing on increasing the starting pay over a three-year period, while lowering the current pay step increases to help keep that balance. The starting officer pay, in year one, will increase by 10%. This does not mean that all officers are receiving a 10% increase. Most officers' increases will be in the 6% range with some less and some more, due to the pay step adjustments. We must increase the starting pay to attract quality candidates. In the simplest terms, the payroll line will increase 7%, not the 10% it looks like by increasing the starting pay.
5. Other areas of adjustment: Clarified language on the definition of "Immediate Family" to be more specific and clearer up potential unforeseen issues down the road.
6. Adjusting the overtime language to be consistent with other city departments.
7. Adjusting the vacation schedule to be consistent with other city departments.
8. Increased emergency sick leave by two shifts. Still lower than other city departments, however, with the police department being a 24/7 operation and having mandatory minimums for staffing, this slight adjustment should still allow for that.
9. Adjustment to the wording in funeral leave. Currently, the department did not receive matching funeral leave for spouse, child, stepchildren, or a parent. This will rectify that.
10. Adjusting personal days language to be consistent with other city departments.
11. Increased shift differential to \$.30 per hour. Up from \$.25 per hour. This an approximate cost of \$511 per year (total) to the city.
12. Clarified the language in the lateral transfer section to be consistent with the new vacation schedule.
13. Added language that a non-certified officer does not increase to the 1 year pay step until after they meet the one-year mark AND they complete the law enforcement academy.