

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 30, 2024 through the pay period ending June 26, 2027.

**SECTION 1.**

<b>Aquatic Center</b>			Second	Third	Fourth
		Start	Season	Season	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.

<b>Building &amp; Inspections</b>			Service Steps								
		FY25 - Start	1 Year	2 Years	4 Years	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						
Zoning Admin/Building Official	Bi-Weekly	\$2,643.58			3 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
					1%	1%	1%	1%	1%	1%	1%

<b>City Hall</b>			Service Steps								
		FY25 - Start	1 Year	2 Years	4 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Clerk/Admin Asst.	Hourly	\$21.40	\$22.26	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05	\$25.30	\$25.56	\$25.81
Clerk 1	Hourly	\$23.51	\$24.45	\$25.43	\$25.94	\$26.46	\$26.98	\$27.52	\$27.80	\$28.08	\$28.36
Clerk 2	Hourly	\$24.80	\$25.79	\$26.82	\$27.36	\$27.91	\$28.47	\$29.03	\$29.33	\$29.62	\$29.91
					Supervisor Service Steps						
Clerk Treasurer	Bi-Weekly	\$3,522.45			3 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
City Administrator	Bi-Weekly	\$4,980.19			1%	1%	1%	1%	1%	1%	1%

<b>Library (As approved by the Library Board)</b>	
Pages	Hourly
Part-Time	Hourly
Outreach Librarian	Hourly
Assistant Director	Hourly
Director	Bi-Weekly

<b>Parks &amp; Recreation</b>			Service Steps								
		FY25 - Start	1 Year	2 Years	4 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Parks Lead	Hourly	\$22.20	\$24.86	\$26.60	\$27.14	\$27.68	\$28.23	\$28.80	\$29.09	\$29.38	\$29.67
			Supervisor Service Steps								
Parks Superintendent	Bi-Weekly	\$3,130.04			3 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Campground Host		\$160.00 per week (Includes Camping Fees)									
		Start	Second Season	Third Season	Fourth Season						
Seasonal/Part-time/Temporary	Hourly	\$15.00	\$15.45	\$15.91	\$16.39						
Referee	Hourly	\$12.00									
Tennis Instructor	Hourly	\$12.00									
Umpire with Partner		\$20 (per game)									
Umpire without Partner		\$25 (per game)									

<b>Police Department</b>			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 Officer	Hourly	\$22.40	\$23.30	\$24.23	\$24.71	\$25.21	\$25.71	\$26.22	\$26.49	\$26.75	\$27.02
Police Part-Time Certified	Hourly	Per Contract									
Police Part-Time Non-Certified	Hourly	\$21.03-\$26.20									
			Supervisor Service Steps								
Lieutenant - Second					3 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
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%
Wastewater Lead	Hourly	\$36.40			1%	1%	1%	1%	1%	1%	1%
Assistant Public Works Director	Bi-Weekly	\$3,042.31			1%	1%	1%	1%	1%	1%	1%
Public Works Director	Bi-Weekly	\$3,823.10			1%	1%	1%	1%	1%	1%	1%
			Second	Third	Fourth						
		Start	Season	Season	Season						
Summer Help	Hourly	\$12.36	\$12.73	\$13.11	\$13.50						

**SECTION 2.** For full-time employee wages:

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

**SECTION 3.** 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 4.** Fulltime union & non-union personnel electing medical insurance coverage shall contribute toward premiums as outlined below.

Beginning Date	Single Coverage	Family Coverage
30-Jun-24	\$101.84	\$179.16

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

**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 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.