## 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, lowa 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

Aquatic Center					
			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	d stipend.			

Building & Inspections							Service St	eps			
		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
						Supe	rvisor Serv	ice 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%

City Hall							Service St	eps			
		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
						Supe	rvisor Serv	rice Steps			
					3 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Clerk Treasurer	Bi-Weekly	\$3,534.10			1%	1%	1%	1%	1%	1%	1%
City Administrator	Bi-Weekly	\$4,980.19			1%	1%	1%	1%	1%	1%	1%

Library (As approved by the I	Library Board)
Pages	Hourly
Part-Time	Hourly
Outreach Librarian	Hourly
Assistant Director	Hourly
Director	Bi-Weekly

Parks & Recreation							Service St	eps			
		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
						Supe	rvisor Serv	ice Steps			
					3 Years	7 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Parks Superintendent	Bi-Weekly	\$3,130.04			1%	1%	1%	1%	1%	1%	1%
Campground Host		\$160.00 per we	ek (Includ	es Campi	ng Fees)						
			Second	Third	Fourth						
		Start	Season	Season	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)									

Police Department							Service St	eps			
		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									
						Supei	rvisor Serv	ice 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 St	eps			
		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
						Supe	rvisor Serv	rice Steps			
		FY25			3 Years	7 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
June 30, 2024	\$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 an employee has three years of service with the city of Oelwein and the employee becomes certified through the lowa Municipal Finance Officers Association, they are eligible to receive \$1.50 additional pay.

Passed and approved this 8th day of July, 2024

Attest:	Brett DeVore, Mayor	
	It was moved by and seconded by _ the Resolution as read be adopted, and upon	
Dylan Mulfinger, City Administrator	were: Aye Nay Absent Abst	ain
Recorded July 9, 2024.	Ricchio Weber Lenz Garrigus Seeders	
	Seeders Payne	