

City Hall		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									
			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%	1%	1%
City Administrator	Bi-Weekly	\$4,980.19	1%	1%	1%	1%	1%	1%	1%	1%	1%

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

Parks & Recreation		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									
			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%	1%	1%
Campground Host		\$160.00 per week (Includes Camping Fees)									
			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)									

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
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 Iowa Municipal Finance Officers Association, they are eligible to receive \$1.50 additional pay.

Passed and approved this 8th day of July, 2024

Attest:

 Dylan Mulfinger, City Administrator
 Recorded July 9, 2024.

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

Aye Nay Absent Abstain

Ricchio
 Weber
 Lenz
 Garrigus
 Seeders
 Payne