

10/25/2023



2023 Full-time Hourly Benefits Bargaining

- 6% annual wage increase for 3 years.
- 25% annual longevity increase for 3 years.
- Vacation rollover
- Additional holidays
 - Presidents' Day and Good Friday
- Gifting unused sick leave to another employee with extended illness/caregiving issues
- Paid parental leave
- Increase Emergency Sick leave to 80 hours.
- Using sick leave payout to pay insurance premiums for retirees.
- Summer hours – 4-day work weeks Memorial Day to Labor Day
- Flex spending credit cards instead of submitting invoices to Advantage Administrators

Incentives for New Hires employees who do not use city health insurance.

- Holiday pay allowed in the first year of employment regardless of the start date.



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- **ITEM: 6% annual wage increase for 5 years.**

SUMMARY STATEMENT

Along with lagging significantly behind the inflation rate and the cost of living, wage parity is out of balance with groups that historically have had stronger representation.

SUPPORTING DATA

Historical Inflation Rates Over 3 Years – Source: Consumer Price Index by the U.S. Bureau of Labor Statistics

2020	1.2%	
2021	4.7%	3-year average inflation rate is 4.6%
2022	8.0%	

5% for 3 Years Increase in Base Wages – Source: City of Independence Resolution

“The council has determined there is a pay equity matter for these specific positions and will receive a 5% annual increase in base wages for three years starting July 1, 2022.”

6% first year then 3.5% for two years – Source: 2023 Maquoketa Wage/Benefits Survey

PD has recently received an approximate 6% increase and utilities has recently received a 6% - 12% step increase based on grades.

Fayette County received 7.7% across the board, and Oelwein School Board approved a 6% bump to district employees.

Salary.com's Cost of Living Adjustment Survey Report, released in the spring, found that most U.S. organizations (73 percent) targeted a payroll budget increase of 4 percent or more this year and a plurality of organizations (43 percent) are growing their salary merit-increase budgets by 5 percent or more.

Further, there are some healthcare costs that are increasing due to changes in health insurance.





Yello - Requesting 6% for 5 years		Year 1 +3%	Year 1 +6%	Y2 +3%	Y2 +6%	Y3 +3%	Y3 +6%	Y4 +3%	Y4 +6%	Y5 +3%	Y5 +6%
(gray - council)	23-24	24-25	24-25	25-26	25-26	26-27	26-27	27-28	27-28	28-29	28-29
Clerk/Administrative Assistant	Hourly										
Start	\$20.16	\$20.76	\$21.37	\$21.39	\$22.65	\$22.03	\$24.01	\$22.69	\$25.45	\$23.37	\$26.98
6 Months	\$20.57	\$21.19	\$21.80	\$21.82	\$23.11	\$22.48	\$24.50	\$23.15	\$25.97	\$23.85	\$27.53
12 Months	\$20.97	\$21.60	\$22.23	\$22.25	\$23.56	\$22.91	\$24.98	\$23.60	\$26.47	\$24.31	\$28.06
18 Months	\$21.38	\$22.02	\$22.66	\$22.68	\$24.02	\$23.36	\$25.46	\$24.06	\$26.99	\$24.79	\$28.61
24 Months	\$21.82	\$22.47	\$23.13	\$23.15	\$24.52	\$23.84	\$25.99	\$24.56	\$27.55	\$25.30	\$29.20
Clerk 1											
Start	\$21.32	\$21.96	\$22.60	\$22.62	\$23.96	\$23.30	\$25.39	\$24.00	\$26.92	\$24.72	\$28.53
6 Months											
12 Months											
18 Months	\$22.61	\$23.29	\$23.97	\$23.99	\$25.40	\$24.71	\$26.93	\$25.45	\$28.54	\$26.21	\$30.26
24 Months	\$23.07	\$23.76	\$24.45	\$24.47	\$25.92	\$25.21	\$27.48	\$25.97	\$29.13	\$26.74	\$30.87
Clerk 2											
Start	\$22.48	\$23.15	\$23.83	\$23.85	\$25.26	\$24.56	\$26.77	\$25.30	\$28.38	\$26.06	\$30.08
6 Months											
12 Months											
18 Months	\$23.85	\$24.57	\$25.28	\$25.30	\$26.80	\$26.06	\$28.41	\$26.84	\$30.11	\$27.65	\$31.92
24 Months	\$24.28	\$25.01	\$25.74	\$25.76	\$27.28	\$26.53	\$28.92	\$27.33	\$30.65	\$28.15	\$32.49



- **ITEM: 25% annual longevity increase for 3 years.**

SUMMARY STATEMENT

The last increase in longevity was passed back in 2004. While in 2004 the benefit of longevity pay was in line with wages and cost of living, it is not the case in today's era.

Unfortunately, last year's efforts to increase longevity pay proved to be unsuccessful. Continuation to come to an increase to retain the long-term employees should be a priority.

SUPPORTING DATA

Longevity	Per Month	Yr 1 +25%	Yr 2 +25%	Yr 3 +25%
Service				
Over 3 years	\$49.90	\$62.38	\$77.97	\$97.46
Over 5 years	\$60.98	\$76.23	\$95.28	\$119.10
Over 10 years	\$72.08	\$90.10	\$112.63	\$140.78
Over 15 years	\$83.16	\$103.95	\$129.94	\$162.42
Over 20 years	\$94.26	\$117.83	\$147.28	\$184.10
Over 25 years	\$105.34	\$131.68	\$164.59	\$205.74
Over 30 years	\$116.42	\$145.53	\$181.91	\$227.38





- **ITEM: Vacation rollover**

SUMMARY STATEMENT

It seems inconceivable that anyone would have vacation left over at the end of the year, but here we are.

SUPPORTING DATA

Reasons why people have PTO remaining vary from *ANGRY DUCKS* to *PELICANS ARE WATCHING ME*, or simply that they do not have enough vacation time and want to bundle it together for that once in a lifetime trip.

A PTO rollover policy is a clever idea. Having it implemented will show that you are flexible, kind, and generous to your employees. Some benefits of having PTO rollovers are:

- It provides flexibility in employee vacation planning

Employees can club their rollover days on top of their normal PTO to take a well-deserved break or vacation from work. This helps your team plan vacations well in advance and avoid any last-minute surprises.

- It boosts employee retention and satisfaction

Employees will be happier working at a place that allows them to have flexibility with their PTO and are more likely to stay at the company for longer.

Limited rollover policy

The happy medium and most common type of PTO policy is a limited rollover policy. This limits accrued time off to a specified amount, which typically carries over from year to year. The unused days are then paid off by the employer at the end of the year.





- **ITEM: Additional holidays**
 - **Presidents' Day and Good Friday**

SUMMARY STATEMENT

There is a dearth of holidays between January 1st and May 29th, Memorial Day. The lack of a holiday of significance that allows for a 3-day weekend is soul crushing and makes the first half of every year (in particular, February and March, when we are going stir crazy from winter blahs) a struggle between fighting that good fight or succumbing to the existential dread that keeps you up at night screaming into the void.

SUPPORTING DATA

Look into the void.

Even though we see more employees opt to work a holiday to take advantage of holiday pay, employees know they could take that time off to be with their families. Mental health is a huge issue in the workplace and adequate family time is very important for creating a happy, healthy workforce. This clearly improves employee morale.

10 Health Benefits of Holidays

- Reduce your stress.
- Recharge your energy.
- Self-care.
- Boost fitness.
- Improve mental health.
- Diversify your diet.
- Prevent burnout.
- Bond socially





- **ITEM: Gifting unused sick leave to another employee with extended illness/caregiving issues**

SUMMARY STATEMENT

Catastrophic events sadly occur to many people, sometimes causing one to use all their vacation, sick leave and personal days and still come up short after caring for ill loved ones and picking up all the duties of that person and managing a household. Some employees have HUNDREDS of hours that sit unused in their banked sick time. Wouldn't it be a better world if you could give it to those who have an urgent need?

SUPPORTING DATA

The US Office of Personnel Management, a federal agency, has an entire section of their website devoted to creating a Voluntary Leave Transfer Program (VLTP).

Under the Voluntary Leave Transfer Program (VLTP), a covered employee may donate annual leave directly to another employee who has a personal or family medical emergency and who has exhausted his or her available paid leave.

Some workplaces allow a 1:1 gift, while others permit a 2:1 gifting of those hours, so giving someone 10 hours of sick time would be giving them 5 hours in this example. This is for time that is just sitting there unused. The likelihood of this being used frequently is very slim given the allowance of sick time available. However, it would generate good will and be a selling point for prospective hires as well.





- **ITEM: Paid parental leave**

SUMMARY STATEMENT

As a minimum requirement, the City of Oelwein offers FMLA for time off securing a person's employment in the event of birth of a child and to care for a newborn child or the placement with the employee of a child for adoption or foster care and to bond with the newly placed child each within one year of placement, though to avoid financial burden an employee must use their sick, vacation, and/or personal time off. As a goal for the City of Oelwein to be a leader in the field and to go beyond the national minimum, a secondary bank for employees should be created for employees to draw from.

SUPPORTING DATA

While there is no Iowa statute providing for parental leave, the federal Family and Medical Leave Act of 1993 (FMLA) gives employees the right to take time off to bond with a new child is part of their 12-week leave entitlement in certain circumstances.

As noted in the Joint Economic Committee of the US Congress, economic studies have shown that access to paid family leave significantly increases the likelihood that workers will return to their jobs instead of dropping out of the labor force or spending time out of work to search for a new job. Businesses gain from retaining workers with firm-specific knowledge and skills, and from not having to bear the sizable costs of finding and training new employees. They benefit from increased productivity and higher levels of employee satisfaction. The median cost to employers of having to replace an employee is estimated to be about 21% of that employee's annual salary. A survey of employers affected by California's* paid family leave initiative found that only a small portion (fewer than 10 percent) reported adverse effects on profitability, turnover and morale. Another study found that new mothers with access to paid parental leave were more likely to return to the workforce across multiple countries (United States, Great Britain, and Japan). Across the Organization for Economic Co-Operation and Development (OECD) countries, each additional week of paid parental leave is associated with an increase in labor force participation among young women ages 20 to 34 of about two-thirds of a percentage point.

*California's policy is 60 to 70% of wages earned 5-18 months before claim start date. For claims beginning on or after 1/1/22, weekly benefits range from \$50 to \$1,540.

https://www.jec.senate.gov/public/_cache/files/646d2340-dcd4-4614-ada9-be5b1c3f445c/jec-fact-sheet---economic-benefits-of-paid-leave.pdf





- **ITEM: Increase Emergency Sick leave to 80 hours.**

SUMMARY STATEMENT

It is currently capped at 40 hours. People care for kids, spouses, and aging parents. Families with multiple children find it difficult to be able to attend all the necessary doctor's appointments or orthodontist appointments, causing them to use up their emergency sick leave. This then causes them to have to use their vacation time.

Another possibility is to get rid of emergency sick leave altogether and allow all sick leave to be used for self or as a caregiver.

SUPPORTING DATA

Paid Sick Leave Is Good for Business

The research is clear: paid sick leave isn't just good for workers, it's good for business as well. Healthy workers are essential to a successful business and a strong economy. When workers have access to paid sick leave, they demonstrate increased job satisfaction, commitment, and morale, while employers—and their bottom lines—reap the benefits of increased worker performance and productivity and reduced worker turnover.

Access to paid sick leave increases worker productivity and reduces the spread of contagious illness in the workplace, leading to direct savings for businesses.

- Paid sick leave reduces presenteeism (when employees show up to work while sick), which costs businesses in reduced productivity. Workers with minor illnesses are less productive than their healthy co-workers.¹ Nationally, the common cold alone costs \$16.6 billion in productivity loss.² After Washington State implemented its paid sick leave law, for example, the percentage of workers that went to work while sick decreased significantly.³
- Paid sick leave also reduces the spread of contagion between co-workers—further increasing productivity and labor in the workplace.⁴ Absenteeism caused by the introduction of flu-like illness in the workplace is estimated to cost employers up to 111 million workdays per year.⁵
- Employers with paid sick leave benefit from reduced worker turnover and better relationships with their employees, saving employers the cost of recruiting, interviewing, and training new hires.





- **ITEM: Using sick leave payout to pay insurance premiums for retirees.**

SUMMARY STATEMENT

The Sick Leave Insurance Program (SLIP) offers retirement-eligible employees an option for using all or part of their unused sick leave balance to pay the state share of their group health insurance premiums after they retire until they become eligible for Medicare (usually at age 65.)


SUPPORTING DATA

Sick Leave Insurance Program (SLIP)

This program is an opportunity for state employees who are eligible for an Iowa Public Employee Retirement System (IPERS) bona fide retirement to use all or part of their unused sick leave balance to pay the employer share of their health insurance premiums after they retire or until such time as they meet one of the ineligibility reasons, as listed below:

- The retiree returns to permanent state employment
- The retiree turns 65 years of age (Medicare bridge program)
- The retiree exhausts their SLIP balance
- The retiree becomes deceased
- The retiree terminates insurance benefits with the State's group health insurance program
- The retiree fails to pay any employee share due

** I was paying an employee share for a family plan when I was an employee, who pays the employee / retiree share now?

- Employees are still responsible for the employee share of the health insurance premium, if any. Retirees will be billed directly by the health insurance company for their portion of the health insurance premium. 

Das.iowa.gov/state-employees





- **ITEM: Summer hours – 4-day work weeks Memorial Day to Labor Day**

SUMMARY STATEMENT

This is a tremendous benefit that will not only increase the morale of current employees but will also be irresistibly attractive to potential new hires. The difficulty lies in only certain departments will be able to do this based on seasonal demands and not all employees will want to participate. Maybe an opt-in?

SUPPORTING DATA

BENEFITS OF A 4-DAY WORKWEEK

There are many benefits that come with adopting a four-day workweek, and not just for employees. To find out more about these benefits, here are some key facts:

- **A 4-day workweek causes the electricity bill to decrease by 20%.**
- This equates to an average of \$132 per month, and \$1,584 a year, which is a significant saving for [small companies](#) especially.
- **71% of companies say a four-day workweek helps them attract and retain employees with children and other care responsibilities.**
- A four-day workweek can make a significant difference for employees caring for children, elderly parents, or anyone else. That extra day off acts as a strong incentive for these workers.
- **57% of employees will upskill outside of work.**
- An extra day off work gives most employees an opportunity to pursue training outside of work. And, as it turns out, most employees will improve their skills when given the opportunity.
- **Switching from a five to four-day workweek reduces a company's carbon footprint by up to 17.2%.**
- Studies have shown that a mere 10% reduction in work hours can decrease a company's carbon footprint by 8.6%. With 20% fewer hours, the carbon footprint can be reduced by over 17%.
- **After switching from a five to a four-day workweek, companies see an average 34% increase in revenue year-over-year.**
- During the same time, companies see a significant increase in [revenue](#) related to the length of the workweek. An increase of 34% can mean the difference between making \$150,000 or \$201,000.
- **Only 23% of four-day workweek employees always feel burnt out.**
- Comparably, 26% of those who work five days per week always feel [burnt out](#), and a whopping 38% of employees who work six days per week always feel burnt out.





- **ITEM: Flex spending credit cards instead of submitting invoices to Advantage Administrators**

SUMMARY STATEMENT

Wouldn't it just be so much easier to use a flex spending credit card to pay for copays, pharmaceuticals, and other eligible items than having to submit a scan/picture of a receipt every time you go somewhere?

SUPPORTING DATA

What is the debit card?

The debit card from (Our Advantage Administrators) is a MasterCard® that gives you an easy, automatic way to pay for qualified health care expenses. The debit card lets you electronically access pretax contributions you set aside in your flexible spending accounts (FSAs).

How does the debit card work?

It works like a MasterCard®, with the value of your account(s) contributions stored on it. When you incur qualified eligible expenses at a business that accepts MasterCard®, simply use your debit card. The amount of your qualified purchases will be deducted – automatically – from your account and the dollars will be electronically transferred to the provider/merchant for immediate payment. (Keep in mind, actual receipts may still be requested.)

*Our current provider may also be able to share more along this process.





- **ITEM: Incentive pay to employees who do not use city health insurance.**

SUMMARY STATEMENT

With opt-out arrangements, the goal is to reduce insurance costs for the employer while simultaneously offering more options to the employee. When done correctly, it is a win/win for both parties.

SUPPORTING DATA

Opt-out programs can offer employers and employees options to save money on their medical plan and increase income for the employees who opt-in. Moreover, these programs offer more flexibility for employees as they seek to maximize their incomes and benefit options in an uncertain time. That additional flexibility will be another way employers can strive to make their workplace and benefits more desirable to employees. In turn, making them more likely to see their employer as an attractive long-term option when the pendulum has swung toward the employees' bargaining power.

- Extra cash in the waiving employees' pockets;
- Potential savings for the employer since the opt-out payment is usually designed to be less than the employer contribution to the health insurance plan.





- **ITEM: Incentives for New Hires**

- Holiday pay allowed in the first year of employment regardless of the start date.



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