

Oelwein Public Works

Collective bargaining and **wage** negotiations



Current pay scale for fiscal yr 2023

Grade 1 operator- 18 month wage \$26.90

Grade 2 operator- 18 month wage \$27.84

***Grade 3 operator DNR requirements-**GED an AA degree or higher with 90 CEUs or combination thereof.

***Grade 4 operator DNR requirements-**High School Diploma or GED. higher; a combination of an AA degree and 90 CEUs; or 180 CEUs • Complete two years of direct responsible charge (DRC) in a Grade 3 or higher plant.

Grade 3 operator-18 month wage \$29.86

Grade 4 operator-18 month wage \$31.80

Comparable Wages to City of Oelwein

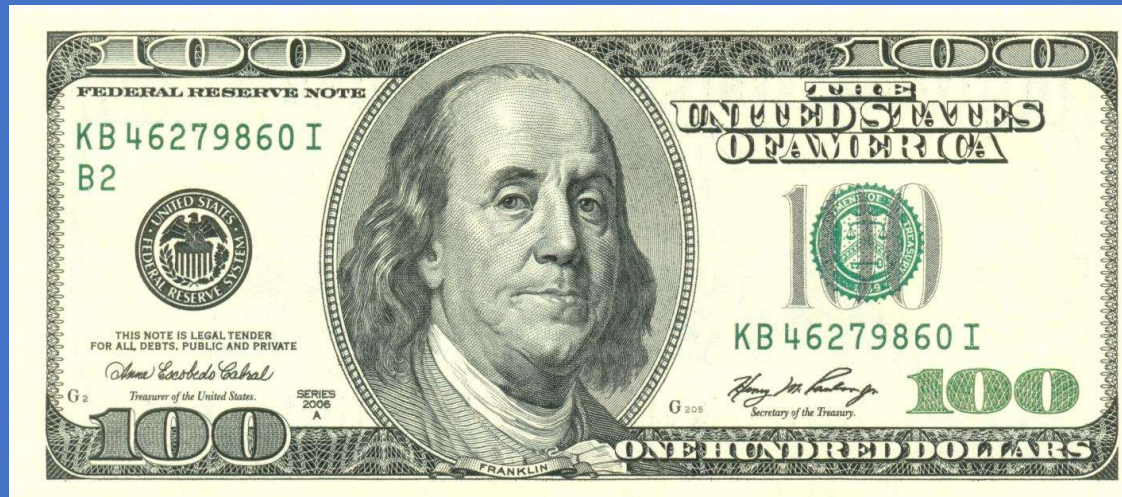
- Vinton IA population-4,949 / Current water operator wage **\$31.44**
- Waverly IA population-10,492 / Current water operator wage **\$30.32**
Mechanic wage **\$29.44**, Equipment operator wage **\$29.44**
- Stuart IA population-1,823 / Current operator wage **\$29.53 with 7% raise in 2024**
- Dewitt IA population-5,531 / Current operator wage **\$28.85** Mechanic wage **\$29.23**
- Milford IA population-3,364 / Current mechanic wage **\$28.38**
- Sibley IA population-2,787 / Current water operator 2 **\$32.77**

Local competitive wages

- East Penn Manufacturing- Maintenance starting wage \$27/hr and up depending on skill set.
- Poet Biorefinery- Maintenance starting wage \$27/hr and up depending on skill set and certifications
- Transco- Rail car mechanic starting wage \$27/hr and up depending on skill set.
- Ashley Industries- Maintenance starting wage \$27.10

Wage increase

- We as a employee group for the City of Oelwein are asking for a 6% wage increase annually locked in over the next 3yrs.
Oelwein police department locked their raise in for 5yrs



Other Benefits and Negotiations

- Emmetsburg IA, Algona IA, and Tiffin IA all allow city employees to roll over 40 hrs of vacation through the first quarter of the following yr.
- We employees would like to negotiate 40 hrs of vacation to roll over for the first 3 months of the following yr.
- If not used in the remaining 3 months the vacation time will be surrendered to the city at no cost.

Longevity Pay

- We as an employee group are asking for a 25% increase annually locked in for the next 3 yrs.

Longevity is one way to provide employee retention and maintain the quality group of city employees we currently have.

E sick and normal sick time

- We as a group would like to extend our current E sick to 80hrs.
- We would also like the option to donate sick time to other employees during a time a need.

We feel the sick time is a benefit we have acquired and with small children and spouses it doesn't take long to use up 40 hrs of E sick over the period of a year.

Unexpected circumstances arise and we the employees would like to be able to share sick time if we feel necessary to help fellow workers

Total sick leave potential payout

- We as the city employees would like to negotiate a 50% payout in total sick at time of retirement.
- This would be 50% less than previously negotiated with past department heads. The state of Iowa also pays 100% of their current sick leave out to their retiring employees.



Additional Holidays

- Currently the City of Oelwein recognizes zero holidays between January 1st and May 31st.
- We as the employee group would like the city to recognize Presidents day in the month of February as well as Good Friday in the month of April.



Closing statement and Questions

We as the employee group for the City of Oelwein appreciate the opportunity to speak with you on behalf of ourselves.

We hope that you will thoroughly consider all of our potential negotiations and will help us become an even better work place with the best benefits and opportunities for growth in this area.

Thank You for your time

"A man may die, nations may rise and fall, but an idea lives on."

John F. Kennedy