

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, Iowa that the following salary schedule is hereby adopted and effective with Pay Period Date Beginning June 16, 2024.

SECTION 1.

City Hall

	Biweekly Salary	Hourly
City Administrator	\$4,951.92	
City Clerk/Treasurer (deputy clerk)	\$3,494.56	
Union		
Clerk/Administrative Assistant		
Start		\$21.17
6 Months		\$21.60
12 Months		\$22.02
18 Months		\$22.45
24 Months		\$22.91
Clerk 1		
Start		\$22.39
6 Months		
12 Months		
18 Months		\$23.74
24 Months		\$24.22
Clerk 2		
Start		\$23.60
6 Months		
12 Months		
18 Months		\$25.04
24 Months		\$25.49

Police Department

	Biweekly Salary	Hourly
Clerical		
Start		\$21.17
6 Months		\$21.60
12 Months		\$22.02
18 Months		\$22.45
24 Months		\$22.91

Administrative Assistant			
Start			\$21.53
6 Months			
12 Months			
18 Months			\$23.74
24 Months			\$24.22
Police Part-Time Certified		12-month Officer Rate	
Police Part-Time Non-Certified			\$21.43-\$26.70
Union			
Officer		Non - Resident Hourly	Resident - Hourly
Start - Uncertified		\$27.03	\$27.86
1 Year		\$29.73	\$30.65
2 Years		\$31.52	\$32.49
4 Years		\$32.16	\$33.15
7 Years		\$32.79	\$33.80
10 Years		\$33.44	\$34.48
15 Years		\$34.11	\$35.16
20 Years		\$34.45	\$35.52
25 Years		\$34.78	\$35.86
30 Years		\$35.14	\$36.23
		Bi-Weekly Salary	Hourly
Lieutenant - Second			
Start - Non-Resident		\$3,101.09	
Start - Resident		\$3,194.12	
7 Years	Department Supervisory Experience	1%	
10 Years		1%	
15 Years		1%	
20 Years		1%	
25 Years		1%	
30 Years		1%	
Lieutenant - First			
Non-Resident		\$3,141.90	
Resident		\$3,236.16	
7 Years	Department Supervisory Experience	1%	
10 Years		1%	
15 Years		1%	
20 Years		1%	
25 Years		1%	
30 Years		1%	

Captain		\$3,825.38		
7 Years	Department Supervisory Experience	1%		
10 Years		1%		
15 Years		1%		
20 Years		1%	\$3,863.63	(Current step)
25 Years		1%		
30 Years		1%		
Police Chief		\$4,665.11		
7 Years	Department Supervisory Experience	1%		
10 Years		1%		
15 Years		1%		
20 Years		1%	\$4,711.76	(Current step)
25 Years		1%		
30 Years		1%		

Building and Inspections

	Biweekly Salary	Hourly
Zoning Admin/Building Official	\$2,614.60	
Building Inspector		
Start		\$25.03
Qualification- Residential Inspector		\$26.08
12 Months		\$26.89
18 Months		\$29.00
Code Enforcement Officer		
Start		\$22.05
6 Months		\$24.00
12 Months		\$24.84
18 Months		\$26.71
Administrative Assistant		
Start		\$21.17
6 Months		\$21.60
12 Months		\$22.02
18 Months		\$22.45
24 Months		\$22.91

Parks and Recreation

	Biweekly Salary	Hourly
Parks Superintendent	\$3,090.43	
Parks Lead		
Start		\$22.05
6 months		\$24.00
12 months		\$24.84
18 months		\$26.71

Campground Host	\$160.00 per week (Includes Camping Fees)	
Seasonal, Part-time, Temporary		
Start		\$15.00
Second Season		\$15.45
Third Season		\$15.91
Fourth Season		\$16.39
Umpire with partner		\$20 (per game)
Umpire without partner		\$25 (per game)
Referee		\$12.00
Tennis Instructor		\$12.00

Aquatic Center

Manager (required Certified Pool Operator)		
Start		\$15.00
Second Season		\$15.45
Third Season		\$15.91
Fourth Season		\$16.39
Assistant Manager		
Start		\$12.36
Second Season		\$12.73
Third Season		\$13.11
Fourth Season		\$13.50
Lifeguard		
Start		\$10.30
Second Season		\$10.61
Third Season		\$10.93
Fourth Season		\$11.26
Front Desk and Maintenance		
Start		\$8.24
Second Season		\$8.49
Third Season		\$8.74
Fourth Season		\$9.00
Concession Manager		
Start		\$12.36
Second Season		\$12.73
Third Season		\$13.11
Fourth Season		\$13.50
Water Safety Instructor Certification		Additional \$.50
Season End Stipend for all hours worked*		Additional \$.25

*Must work the entire regular season to earn the Season End Stipend, May through August.

Public Works

	Biweekly Salary	Hourly
Public Works Director	\$3,704.04	
Assistant Public Works Director	\$3,000.08	
Water/Streets Lead		\$33.28
Wastewater Lead		\$33.84
Union		
Operator		
Start		\$22.48
6 Months		\$24.47
12 Months		\$25.33
18 Months		\$27.24
Grade I		
Start		\$24.43
6 Months		\$25.42
12 Months		\$26.28
18 Months		\$28.25
Grade II		
Start		\$25.24
6 Months		\$26.29
12 Months		\$27.11
18 Months		\$29.23
Grade III		
Start		\$27.78
6 Months		\$28.64
12 Months		\$29.65
18 Months		\$31.35
Grade IV		\$35.99
Start		\$29.68
6 Months		\$30.58
12 Months		\$31.61
18 Months		\$33.39
Summer Help		
Start		\$12.36
Second Season		\$12.73
Third Season		\$13.11
Fourth Season		\$13.50

Library (As approved by the Library Board)

	Biweekly Salary	Hourly
Director	\$3,165.36	
Assistant Director		22.91
Outreach Librarian		20.32

Part-Time		15.75-17.77
Pages		10.50-12.14

SECTION 2. The longevity pay for regular full-time employees, except where otherwise provided for by contract, will be granted in addition to the salaries listed in Section 1. Employees receive a one percent increase on their salary and hourly wages for each step. This happens on their anniversary date on the wage/salary they are currently earning.

Service	
Over 3 years	1%
Over 5 years	1%
Over 10 years	1%
Over 15 years	1%
Over 20 years	1%
Over 25 years	1%
Over 30 years	1%

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

Beginning Date	Single Coverage	Family Coverage
June 9, 2023	\$101.84	\$179.16

SECTION 4. Fulltime Union personnel electing medical insurance coverage shall contribute toward premiums as outlined below for each Union.

Police Union		
Beginning Date	Single Coverage	Family Coverage
June 19, 2023	\$101.84	\$179.16
Public Works Union		
Beginning Date	Single Coverage	Family Coverage
June 19, 2023	\$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.

Section 7. Part time cemetery and park employees shall receive Memorial Day, Fourth of July, and Labor Day as paid holidays if they work that month. This excludes the library, aquatic, and recreation employees.

SECTION 8. Passed and adopted by the City Council of the City of Oelwein, Iowa this _____ day of _____, 2024.

Brett DeVore, Mayor

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

AYES NAYS ABSENT ABSTAIN

Attest:

Dylan Mulfinger, City Administrator

Recorded _____, 2024.

Ricchio
Weber
Lenz
Garrigus
Seeders
Payne