



Agenda

City Council Work Session Meeting
Oelwein City Hall, 20 Second Avenue SW, Oelwein, Iowa
6:30 PM

February 26, 2024
Oelwein, Iowa

Mayor: Brett DeVore

Mayor Pro Tem: Matt Weber

Council Members: Karen Seeders, Anthony Ricchio, Lynda Payne, Dave Garrigus, Dave Lenz

Pledge of Allegiance

Discussions

- [1.](#) Discussion on benefits.
- [2.](#) Discussion on wages.
- [3.](#) Discussion on 10th Street bridge.
- [4.](#) Discussion on utility rates.

Adjournment

In compliance with the Americans with Disabilities Act, those requiring accommodation for Council meetings should notify the City Clerk's Office at least 24 hours prior to the meeting at 319-283-5440



2023 Benefit Proposal to Council

The requests below were made by staff on October 25 that are not in an active union. This includes hourly employees in Public Works, Parks, City Hall, Community Development, and Library.

1. 6% annual wage increase for 3 years.
2. 25% annual longevity increase for 3 years
3. Vacation rollover
4. Additional holidays: Presidents' Day and Good Friday
5. Gifting unused sick leave to another employee with extended illness/caregiving issues
6. Paid parental leave
7. Increase Emergency Sick leave to 80 hours
8. Using sick leave payout to pay insurance premiums for retirees.
9. Summer hours – 4-day work weeks Memorial Day to Labor Day
10. Flex spending credit cards instead of submitting invoices to Advantage Administrators

Incentives for New Hires

11. Incentive pay to employees who do not use city health insurance.
12. Holiday pay allowed in the first year of employment regardless of the start date.

City Administrator Benefit Proposal to City Council

1. 6% annual wage increase for 3 years.
 - a. In a year where departments are working to cut back spending, the idea of having aggressive pay increases does not seem compatible. However, failing to invest in the most important resource for the city creates short-term and long-term problems. Staff are aware that recent pay increases have lagged inflation. Staff provided comparable data that showed Oelwein has been lower in wage increases compared to the public and private sector. Moving to a three-year schedule will help alleviate the annual discussion and help create a longer term plan for staff and the organization. This leads the City Administrator to recommend the following increase schedule.
 1. July 1, 2024- Five Percent
 2. July 1, 2025- Five Percent
 3. July 1, 2026- Four Percent
2. 25% annual longevity increase for 3 years
 - a. The City Council has been resistant to raise longevity for several years. Longevity ensures that employees with a significant tenure with the city are compensated for their experience. Longevity helps create an incentive for employees to stay longer with the city and creates separation between a two-year employee and a ten-year employee. Should the city council want to move away from longevity, the City Administrator recommends approving a percentage increase scale that has already been approved for the Police Union. This schedule would provide a 1 percent increase in wages for employees who reach milestone years. The milestone years would follow the current longevity year schedule.



3. Vacation rollover
 - a. After discussions with the Department Heads, The City Administrator felt this was not a needed benefit. The current culture of the organization allows all employees to take their vacation within the year. Rolling over vacation would only increase low department numbers during heavy work times.
4. Additional holidays Presidents' Day and Good Friday
 - a. The City Administrator feels that no holiday needs to be added as a holiday was added last year. Should the city council move for lower wages, then the addition of a holiday could be considered.
5. Gifting unused sick leave to another employee with extended illness/caregiving issues
 - a. After thorough discussion and investigation with the Department Heads, this benefit is not needed. Staff should have more than enough sick time as they can bank up to 1008 hours. Should a staff member find themselves in an emergency, the Administration has made it a priority to work with good employees and find ways to get them back to work to ensure they stay with the organization.
6. Paid parental leave
 - a. The City Administrator is recommending two weeks paid for maternal and paternal leave. Often young staff members do not have a lot of vacation to use for the birth of their child. This is an issue as this is an important milestone in an employee's life. Creating this benefit is good for recruitment and retention.
7. Increase Emergency Sick leave to 80 hours
 - a. The City Administrator recommends making this increase. Staff currently have 40 hours annually that they can use of their own sick time for spouse, children, and parents. Employees have come close to this limit and increasing it will help employees as they tend to their medical issues outside of work.
8. Using sick leave payout to pay insurance premiums for retirees.
 - a. This benefit should be explored more. The city does not pay out sick leave or provide it to employees when they leave for any incentive. Sick leave serves two purposes; to be used when one or a family member is sick, and short-term disability. If the city moves forward with providing this incentive, a study should be undertaken to understand the financial liability.
9. Summer hours – 4-day work weeks Memorial Day to Labor Day
 - a. The City Administrator recommends implementing the four ten day work week May of 2024.
10. Flex spending credit cards instead of submitting invoices to Advantage Administrators
 - a. The city is investigating this request.

Incentives for New Hires

11. Incentive pay to employees who do not use city health insurance.
 - a. The city is investigating this request.
12. Holiday pay allowed in the first year of employment regardless of the start date.
 - a. The city is investigating this request.

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

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





- **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.



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

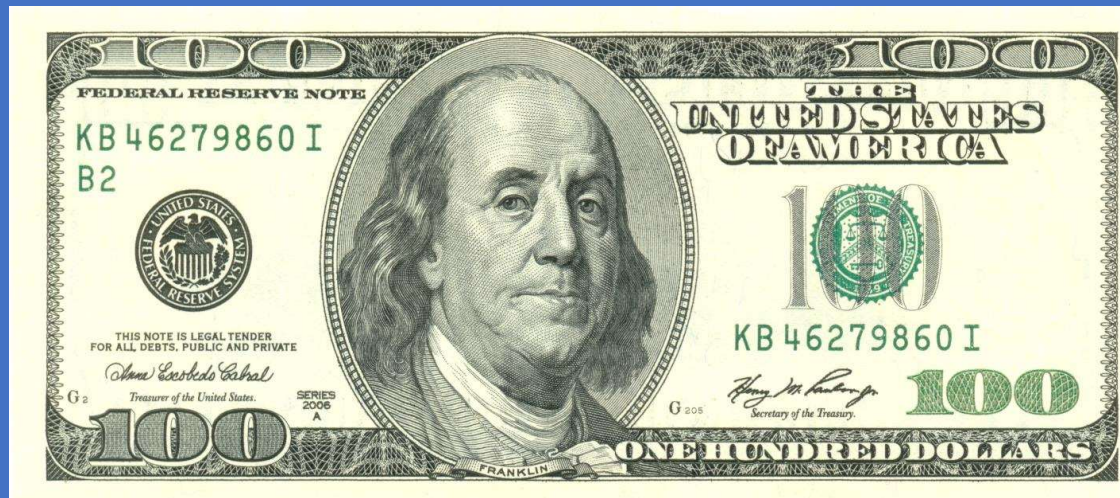
- Vinton IA population-4,949 / Current water operator wage **\$31.44**
- Waverly IA population-10,492 / Current water operator wage **\$30.32**
Mechanic wage **\$29.44**, Equipment operator wage **\$29.44**
- Stuart IA population-1,823 / Current operator wage **\$29.53 with 7% raise in 2024**
- Dewitt 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

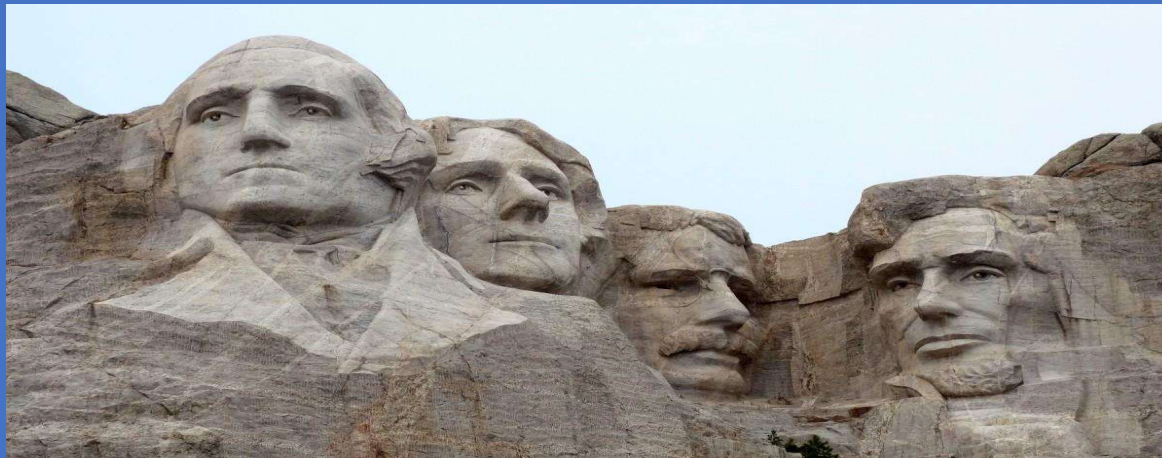
Total sick leave potential payout

- 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

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



To: Mayor and Council
 From: Dylan Mulfinger
 Subject: 10th St. Bridge Work Session Two
 Date: 2/26/2024

The City Administrator is recommending the replacement of the 10th St Bridge. The bridge is a main thoroughfare for Oelwein connecting west and east Oelwein. The impact of removing the bridge is unknown. Without the bridge, alternate options of 4th Street and Charles are not viable for through traffic. Below is a summary of the options discussed with the city's bridge engineer.

Construction Options

- **10th St bridge Rehabilitation**
 - \$1.8 million estimated cost
 - Grant construction \$1.5 million
 - City contribution \$300,000
 - Preliminary study \$5,000 to \$10,000
 - Potential need to strip of lead paint
 - Significant welding to the current structure may be needed
 - Life expectancy
 - 25 years
 - Replacement cost in 25 years \$4,664,468.02
 - 2 percent increase annually
- **10th Street Bridge Replacement**
 - \$2.9 million estimated cost
 - Grant construction \$1.5 million
 - City contribution 1.4 Million
 - Life expectancy
 - 50-75 years

Funding Options

- **No Tax Increase**
 - Take \$180,000 out of the \$440,000 Road Infrastructure Fund
 - \$260,000 annually for roads until FY2026 when debt falls off and the fund goes to \$310,000
 - FY2029 when it will be \$410,000
- **Tax Increase**
 - Levy taxes on debt service for the \$180,000 payment
 - This option is recommended by the City Administrator



Tax Increase to 20.16216

Residential	Rolled Back	Per 1000	Taxable \$			New City taxes	No Change
\$274,900	\$127,396	\$127	\$2,569			-\$134	-\$411
\$200,850	\$93,080	\$93	\$1,877			-\$98	-\$300
\$178,150	\$82,560	\$83	\$1,665			-\$87	-\$266
\$144,930	\$67,165	\$67	\$1,354			-\$71	-\$217
\$110,900	\$51,394	\$51	\$1,036			-\$54	-\$166
\$85,670	\$39,702	\$40	\$800			-\$42	-\$128
\$41,270	\$19,126	\$19	\$386			-\$20	-\$62
Commercial	Rolled Back	Per 1000	Taxable \$				
\$79,440	\$79,440	\$36,815	\$37		\$742	-\$39	
\$372,020	\$150,000	\$69,514	\$70	\$1,402	\$5,430	\$360	
	\$222,020	\$199,818	\$200	\$4,029			
\$458,020	\$150,000	\$69,514	\$70	\$1,402	\$6,991	\$528	
	\$308,020	\$277,218	\$277	\$5,589			
\$1,312,290	\$150,000	\$69,514	\$70	\$1,402	\$22,492	\$2,197	
	\$1,162,290	\$1,046,061	\$1,046	\$21,091			
\$22,560,020	\$150,000	\$69,514	\$70	\$1,402	\$408,053	\$43,694	
	\$22,410,020	\$20,169,018	\$20,169	\$406,651			

Bridge Plan

- FY2025 begin construction on replacement of 10th St bridge
 - Paid for by loan and state bridge funds
 - 154 feet to 239 feet
- FY2029 Begin replacement on downtown West Charles Street bridge
 - Paid for by cash and state bridge funds
 - The city can use one year of road replacement funds and use them toward this bridge
 - The bridge will need to be awarded bridge funds
 - 60 feet
 - Will remove parking lot bridges at this time
 - Cost unknown
- FY2036 begin replacement on West Charles Street bridge
 - The City would start a new loan and replace the bridge loan that is paid off therefore not adjusting taxes
 - 184 feet to ?



To: Mayor and Council
From: Dylan Mulfinger
Subject: Water and Sewer Rates
Date: 2/26/2024

On February 12, 2024, Oelwein City Council was presented with two options for moving forward with utility increases to fund over \$36,000,000 in projects over 10 years. The City Council had a thorough discussion but did not provide clear direction to the City Administrator as a whole.

A utility rate study was provided to the city council on February 15.

A council member requested meter sizes and a discussion on a potential fee schedule for the meter size.

Meter Size in inches	Meters
5/8	2752
¾	3
1	61
1.5	21
2	52
3	8
4	2
6	1

Further research shows that some cities charge a meter fee, monthly use charge, and higher sewer surcharges. Cities that have meter charges use this as their minimum fee. We were unable to find a city that had a minimum and a meter charge. Five percent of the city’s water customers have a meter larger than 5/8. A 5/8 meter is the typical water meter for a single family dwelling.

A council member provided the comment that water should cost more for users that use it the most.

I disagree. Providing the first cubic foot of water to a property is the most expensive. The city sees an economy of scale and should not implement a fee for higher end users. In research, several cities have rates that lower as more water is consumed. Should the City Council want to explore this topic more, the City Administrator will need direction to provide an example for the City Council.

Should the city move forward with the \$500,000 plan, the city will complete \$23,000,000 in 10 years. This does not include the potential for \$6,000,000 in Community Development Block Grant (CDBG) funds. The City Council will also need to implement a three percent annual increase to ensure operational expenses are met annually.

The timeline for this process is to put something in place for July 1, 2024. There is no need to rush this process as this is a major decision for the community. The City Administrator looks forward to working with the city council on this major policy decision.