



## Agenda

City Council Work Session Meeting  
Oelwein City Hall, 20 Second Avenue SW, Oelwein, Iowa  
5:30 PM

January 16, 2023  
Oelwein, Iowa

---

**Mayor:** Brett DeVore

**Mayor Pro Tem:** Lynda Payne

**Council Members:** Karen Seeders, Tom Stewart, Matt Weber, Dave Garrigus, Dave Lenz

---

### Pledge of Allegiance

#### Discussions

- [1.](#) Discussion on Library proposed budget.
- [2.](#) Discussion on Community Development proposed budget.
- [3.](#) Discussion on the budget forecast.
- [4.](#) Discussion on the salary resolution.
- [5.](#) Discussion on benefits.

---

### 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

City of Oelwein, Iowa								
Capital Improvements Program								
FY 2024 through FY 2029								
PROJECTS BY DEPARTMENT								
			REQUESTED					TOTAL
Library	Project Number	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY23 to FY28
Item								
Masonry Repair & Maintenance			\$ 5,000.00		\$ 5,000.00		\$ 5,000.00	\$ 15,000.00
Replace computers			\$ 7,000.00	\$ 7,000.00	\$ 7,000.00		\$ 7,000.00	\$ 28,000.00
Roof Repair & Maintenance		\$ 19,000.00	\$ 7,575.00	\$ 6,375.00				\$ 32,950.00
Install Sound Masking System			\$ 15,000.00					\$ 15,000.00
Replace Digital Sign		\$ 36,283.00						\$ 36,283.00
Replace HVAC System								\$ -
<b>TOTAL FOR DEPARTMENT</b>		<b>\$ 55,283.00</b>	<b>\$ 34,575.00</b>	<b>\$ 13,375.00</b>		<b>\$ -</b>		<b>\$ 127,233.00</b>

# City of Oelwein

## Capital Improvement Program Detail Sheet



**Department: Library**

**Project Title: Roof Repair and Maintenance**

Project Number:	TectaTracker	Project Start Date:	2024
GL Number:		Completion Date:	2026
Funding Source(s):	General Fund	Project Location:	Oelwein Library

FY24	FY25	FY26	FY27	FY28	FY29	Total
\$19,000	\$7,575	\$6,375	0	0		\$32,950

**Project Description: Roof Repair and Maintenance**

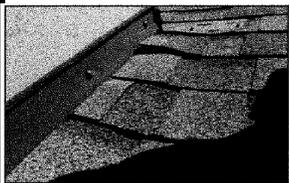
FY23: Urgent repairs will be completed to prevent water intrusion. Repair step flashing along Gable, flash pillars, penetrating flashing, deteriorated roof decking.

Recommended repairs to additional flashing .

term performance repairs: Deteriorated valley tin.

FY24:

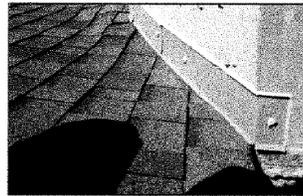
FY25: Long-



**Section A - Deficiency #1**  
Improperly installed step flashing along Gable wall  
Improperly installed step flashing along Gable wall



**Section B - Deficiency #5**  
Poorly installed flashing



**Section B - Deficiency #7**  
Roof decking corroded, deteriorated or deflected



**Section B - Deficiency #3**  
Deteriorated valley tin

### Budget Approval

Amended

FY24 \_\_\_\_\_ FY25 \_\_\_\_\_ FY26 \_\_\_\_\_ FY27 \_\_\_\_\_ FY28 \_\_\_\_\_

## City of Oelwein Capital Improvement Program Detail Sheet



**Department: Library**

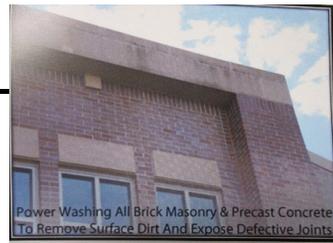
**Project Title: Masonry Maintenance and Repair**

Project Number: Karr Tuckpointing	Project Start Date: 2024	
GL Number:	Completion Date: ongoing	
Funding Source(s): General Fund	Project Location: Oelwein Library	

FY24	FY25	FY26	FY27	FY28	FY29	Total
	\$ 5,000.00		\$ 5,000.00		\$ 5,000.00	\$ 15,000.00

**Project Description: Masonry Maintenance and Repair**

Efflorescence removal, powerwash surface dirt, tuckpoint damaged mortar joints, replace defective brick units, seal movement cracks, re-caulk. Allow \$15,000 - \$20,000 over a 10 year period.



**Budget Approval**

Amended

FY24 \_\_\_\_\_ FY25 \_\_\_\_\_ FY26 \_\_\_\_\_ FY27 \_\_\_\_\_ FY28 \_\_\_\_\_

# City of Oelwein Capital Improvement Program Detail Sheet



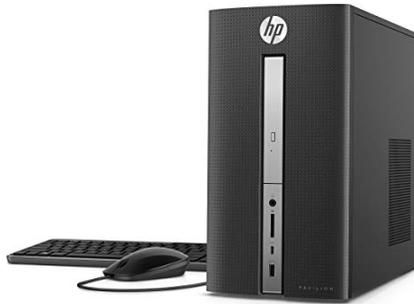
**Department: Library**

**Project Title: Replace computers**

Project Number: Premier Technology	Project Start Date: 2024
GL Number:	Completion Date: ongoing
Funding Source(s): General Fund	Project Location: Oelwein Library

FY24	FY25	FY26	FY27	FY28	FY29	Total
	\$7,000	\$7,000	\$7,000		\$7,000	\$28,000

**Project Description:** Replace computers  
 Replace 6-9 computers on a rotational basis. Replace monitors as needed. Update switches and routers as needed.



### Budget Approval

Amended

FY24 \_\_\_\_\_ FY25 \_\_\_\_\_ FY26 \_\_\_\_\_ FY27 \_\_\_\_\_ FY28 \_\_\_\_\_

## City of Oelwein Capital Improvement Program Detail Sheet



**Department: Library**

**Project Title: Replace digital sign**

Project Number: Nagle Signs	Project Start Date: 2024	
GL Number:	Completion Date: 2024	
Funding Source(s): General Fund	Project Location: Oelwein Library	

FY24	FY25	FY26	FY27	FY28	FY29	Total
\$36,283	\$0	\$0	\$0		\$0	\$36,283

**Project Description:** Replace digital sign  
 Furnish & install (1) 41"x8'3" DF Watchfire 10MM, 90x240 matrix, color LED message center. Mount to top of masonry monument sign and remove/despose of existing. Includes Ignite 12 software, Verizon 4G life of sign broadband communication and temperature sensor. Required 30AMPS/120V electrical to the sign is furnished by customer. 5-year parts warranty from Watchfire and 1-year labor from Nagle.



**Budget Approval**

Amended

FY24 \_\_\_\_\_ FY25 \_\_\_\_\_ FY26 \_\_\_\_\_ FY27 \_\_\_\_\_ FY28 \_\_\_\_\_

## City of Oelwein Capital Improvement Program Detail Sheet



**Department: Library**

**Project Title: Install Soundmasking system**

Project Number: Archoustics Midwest	Project Start Date: 2024
GL Number:	Completion Date: 2024
Funding Source(s): General Fund	Project Location: Oelwein Library

FY24	FY25	FY26	FY27	FY28	FY29	Total
\$0	\$15,000	\$0	\$0	\$0	\$0	\$15,000

**Project Description:** Install Soundmasking system  
Install LogiSon Acoustic Network, tune, commission, and training on software. 5-year warranty.



**Budget Approval**

Amended

FY24 \_\_\_\_\_ FY25 \_\_\_\_\_ FY26 \_\_\_\_\_ FY27 \_\_\_\_\_ FY28 \_\_\_\_\_

# City of Oelwein

## Capital Improvement Program Detail Sheet



**Department: Library**

**Project Title: HVAC**

Project Number:

Project Start Date:

GL Number:

Completion Date:

Funding Source(s): General Fund

Project Location: Oelwein Library

FY22	FY23	FY24	FY25	FY26	FY27	Total
\$0	\$0	\$0	\$0	\$0	\$0	\$0

**Project Description: HVAC**

According to the U.S. Department of Energy, Geothermal heat pump systems have an average 20+ year life expectancy and 25 to 50 years for the underground infrastructure.

### Budget Approval

Amended

FY22 \_\_\_\_\_ FY23 \_\_\_\_\_ FY24 \_\_\_\_\_ FY25 \_\_\_\_\_ FY26 \_\_\_\_\_

<b>Oelwein Public Library FY24</b>				
	<b>Description</b>	<b>FY23</b>	<b>FY24 request</b>	<b>Comments</b>
60100	Salary	\$ 213,094.00	\$ 242,506.00	3%, replace part time librarian
61990	Personnel Expense	\$ 900.00	\$ 1,300.00	Conference, Rotary
63100	Building-Maintenance	\$ 12,260.00	\$ 14,000.00	Clean carpets
63310	Vehicle	\$ 350.00	\$ 350.00	
63730	Communication	\$ 1,000.00	\$ 1,800.00	Service increase \$150/month
63810	Utilities	\$ 27,398.00	\$ 35,000.00	3% increase
64090	Janitorial/paper sup.	\$ 1,000.00	\$ 1,000.00	
64092	Lot	\$ 2,000.00	\$ 2,500.00	Mowing, snow removal
64950	Schmitt Contract	\$ 13,500.00	\$ 14,560.00	8% increase, last increase FY16
65041	Equipment	\$ 800.00	\$ 800.00	
65060	Office Sup/Postage	\$ 2,600.00	\$ 3,000.00	
65072	Enrich Iowa	\$ -		
65077	Passport	\$ 800.00	\$ 800.00	
65130	Computer-Apollo	\$ 2,890.00	\$ 2,790.00	Apollo-10%, Biometric pd thru FY25
65210	Open Access	\$ -		
65220	Books, AV, Mags.	\$ 28,000.00	\$ 28,000.00	
	<b>TOTAL</b>	<b>\$ 306,592.00</b>	<b>\$ 348,406.00</b>	

October 11, 2022

TO: The Mayor, City Council and the City Administrator  
FROM: The Board of Trustees, Oelwein Public Library

The Oelwein Public Library Board of Trustees requests the following appropriation from the Library Bequest Fund for Fiscal Year 2024.

BOOKS, AV MATERIALS, PERIODICALS	20,000
<u>LIBRARY ENHANCEMENT AND SERVICES</u>	<u>30,000</u>
TOTAL	\$50,000

Budget Line	Account Number	Account Title	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual	FY 2021 Actual	FY 2022 Budget	FY 2023 Budget	DH 2024
	REVENUE		6/30/2018	6/30/2019	6/30/2020	6/30/2021	6/30/2022	6/30/2023	
<b>INSPECTION</b>									
C.7	001-1700-60100	SALARY	14,883	52,788	107,727	119,812	153,200	159,328	164,107
C.7	001-1700-61990	EMPLOYEE PERSONNEL EXPENSE	445	1,502	2,729	332	3,000	4,000	4,000
C.7	001-1700-63310	VEHICLE	148	830	267	1,093	500	1,000	1,000
C.7	001-1700-63730	COMMUNICATIONS	150	1,965	0	435	500	500	500
C.7	001-1700-63750	CELLULAR/PAGING	380	629	1,287	1,825	2,000	2,800	2,800
C.7	001-1700-63810	UTILITIES	350	0	0	0	1,000	1,000	1,000
C.7	001-1700-64080	INSURANCE CLAIMS	0	0	0	0	0	1,000	1,000
C.7	001-1700-64090	JANITORIAL	0	0	0	0	250	250	250
C.7	001-1700-64110	LEGAL EXPENSE	0	0	0	0	15,000	15,000	20,000
C.7	001-1700-64915	REFUNDS	0	4,920	1,083	1,108	1,000	1,000	1,000
C.7	001-1700-64950	CONTRACTS	0	1,774	3,046	3,873	3,500	3,500	6,500
C.7	001-1700-65041	EQUIPMENT	0	5,514	658	440	1,500	1,500	1,500
C.7	001-1700-65060	OFFICE SUPPLIES	249	10,355	4,422	6,930	3,000	4,000	4,000
C.7	001-1700-65070	SUPPLIES	0	2,218	1,180	27	2,000	2,000	2,000
C.7	001-1700-67990	CAPITAL OUTLAY	0	195	0	1,595	4,000	4,000	4,000
<b>INSEPTION Total</b>			<b>16,605</b>	<b>82,690</b>	<b>122,398</b>	<b>137,469</b>	<b>190,450</b>	<b>200,878</b>	<b>213,657</b>
<b>NUISANCE/ABATEMENTS</b>									
C.21	001-2510-60101	SALARY-WEED MOWING	0	160	0	0	200	200	200
C.21	001-2510-60105	SALARY-SNOW REMOVAL	123	1,071	1,485	241	1,500	1,500	1,500
C.21	001-2510-60107	SALARY-ABATEMENTS	0	0	894	0	2,500	2,500	2,500
C.49	001-2510-64110	LEGAL EXPENSE	0	0	7,420	14,179	16,000	14,000	16,000
C.21	001-2510-64950	CONTRACTS	2,145	2,925	3,645	2,318	3,500	10,000	20,000
C.21	001-2510-64992	DISPOSAL EXPENSE	0	0	732	79	500	5,000	5,000
C.21	001-2510-65060	OFFICE SUPPLIES	63	100	480	96	200	200	200
<b>NUISANCE/ABATEMENTS Total</b>			<b>2,330</b>	<b>4,257</b>	<b>14,656</b>	<b>16,912</b>	<b>24,400</b>	<b>33,400</b>	<b>45,400</b>
<b>ABATEMENT</b>									
D.40	160-1710-60100	SALARY	27,769	28,302	28,990	29,839	47,521	49,422	51,000
D.40	160-1710-61810	UNIFORMS	0	0	230	0	800	800	800
D.40	160-1710-61990	EMPLOYEE PERSONNEL EXPENSE	175	63	371	88	400	400	400
D.40	160-1710-63100	BUILDING	0	1,132	0	0	100	100	100
D.40	160-1710-63310	VEHICLE	479	556	346	335	500	500	500
D.40	160-1710-63730	COMMUNICATIONS	150	0	0	0	500	500	500
D.40	160-1710-63750	CELLULAR/PAGING	380	252	281	544	500	500	500
D.40	160-1710-63810	UTILITIES	350	0	0	0	500	500	500
D.40	160-1710-64080	INSURANCE-LIABILITY	299	287	492	931	500	500	500
D.40	160-1710-64090	JANITORIAL	0	0	0	0	250	250	250
D.40	160-1710-64110	LEGAL EXPENSE	112	0	0	0	5,000	5,000	500
D.40	160-1710-64950	CONTRACTS	3,600	612	3,046	2,856	3,500	3,500	6,500
D.40	160-1710-65041	EQUIPMENT	0	1,820	394	1,162	1,500	1,500	1,500
D.40	160-1710-65060	OFFICE SUPPLIES	0	302	1,188	778	2,000	2,000	2,000
D.40	160-1710-65070	SUPPLIES	0	470	207	729	500	500	500
D.43	160-1710-67250	CAPITAL OUTLAY	0	0	0	0	1,000	1,000	1,000
<b>ABATEMENT Total</b>			<b>33,314</b>	<b>33,794</b>	<b>35,545</b>	<b>37,262</b>	<b>65,071</b>	<b>66,972</b>	<b>67,050</b>

Based on approx 3% increase

new attorneys and combination of Bruces budget/ Jeff and I start going after nuicanse structures

GovBuilt Yearly cost is 12,800, split in half between abatement contract line, even with keeping CS it's now 9600, was 7200

Based on current usage of Bruces budget combined with 1700-64110, currently already at \$18,838 as of November  
Plan to outsource abatements approx \$20k based on approx \$15k cost at city rate.  
Could combine with 64992. A lot of this budget was used on structural engineers this year

approx 3% raise

Includes GOVBuilt price or CS price increase

# City of Oelwein Capital Improvement Program Detail Sheet



**Department: Community Development**

**Project Title: Permitting Software Replacement**

Project Number:	Project Start Date:	Jul-24
GL Number:	Completion Date:	Sep-24
Funding Source(s):	Project Location:	City Hall

FY19	FY20	FY21	FY22	FY23	FY24	Total
\$0	\$0	\$0	\$0	\$0	\$37,000	\$37,000

Project Description: Replace CitizenServe software, which is extremely deficient, with GovBuilt software.

- Unlimited users (VS \$2,400 per user as CitizenServe currently charges)
- Direct integration with PSN payment processing (CS cannot do this)
- Nightly integration with Civic to reconcile all received payments into the system (CS cannot do this)
- Full Microsoft Outlook Integration (CS can do this in a very limited manner)
- Schneider Beacon GIS Integration (CS cannot do this)
- Map-based graphical interface that permits drawing on the city map and highlighting any selection within the drawn lines to view all kinds of data including number of rentals, abatements, code enforcement cases and more (CS cannot do this)
- App-based inspection system streamlines process for inspectors saving time spent creating inspection reports and speed up the turnaround time (CS cannot do this)
- Media library that allows for easy organization of photos and other documents whether for internal or external users (CS cannot do this)



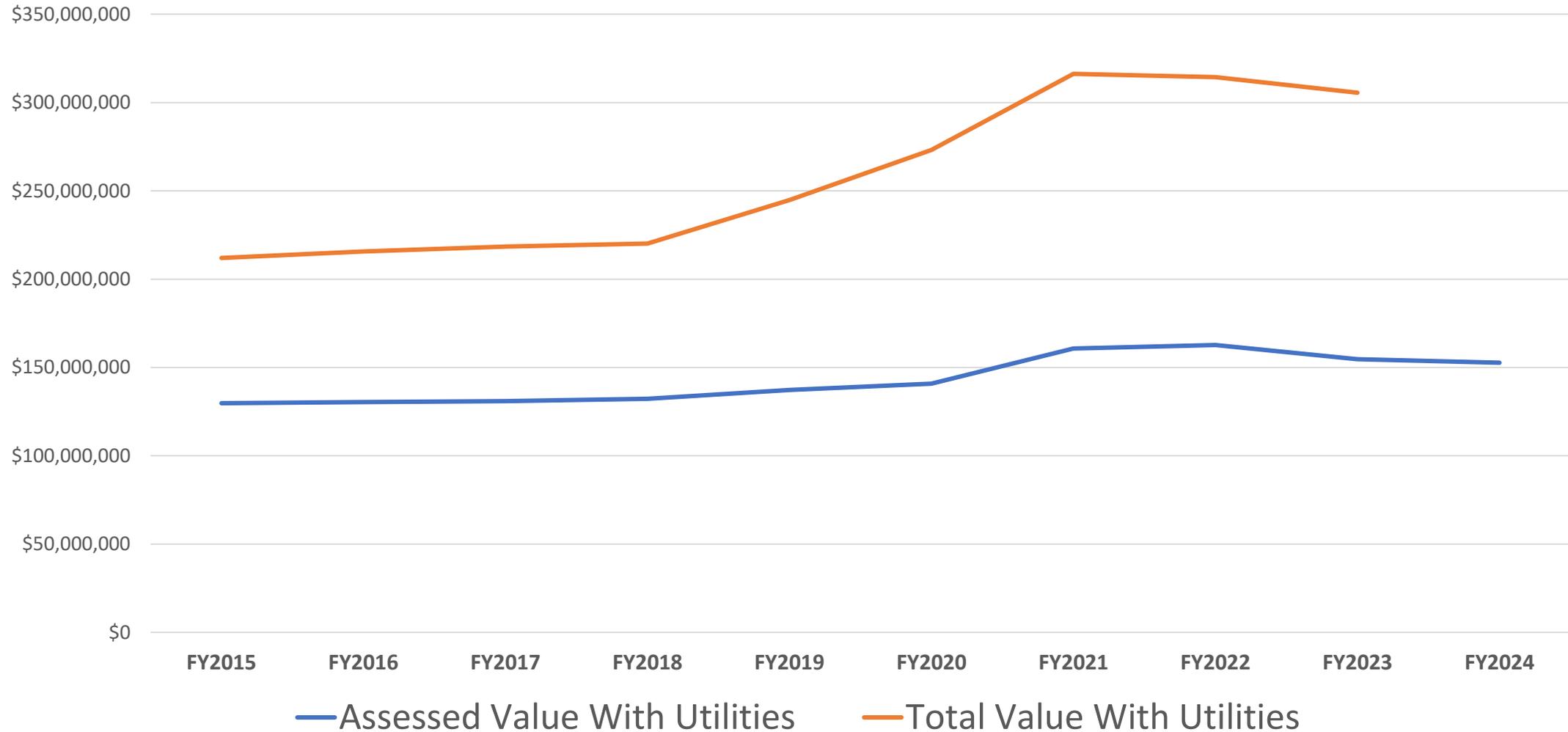
### Budget Approval

Amended 17  
 FY20 \_\_\_\_\_ FY21 \_\_\_\_\_ FY22 \_\_\_\_\_ FY23 \_\_\_\_\_ FY24 \_\_\_\_\_

# Oelwein Budget FY2024

Forecasting, but not like a meteorologist

# Current Valuations



Year	Value With Utilities	Total Value With Utilities
FY2015	\$129,745,267	\$212,060,375
FY2016	\$130,439,178	\$215,679,338
FY2017	\$131,025,560	\$218,460,639
FY2018	\$132,229,212	\$220,163,986
FY2019	\$137,314,421	\$244,790,360
FY2020	\$140,825,764	\$273,102,855
FY2021	\$160,811,504	\$316,291,144
FY2022	\$162,688,441	\$314,430,317
FY2023	\$154,746,651	\$305,567,445
FY2024	\$152,759,512	

Year	Property Taxes	If stable 3 percent
FY2015	\$1,050,937	\$1,082,465
FY2016	\$1,056,557	\$1,114,939
FY2017	\$1,061,307	\$1,148,387
FY2018	\$1,071,057	\$1,182,839
FY2019	\$1,112,247	\$1,218,324
FY2020	\$1,140,689	\$1,254,874
FY2021	\$1,302,573	\$1,292,520
FY2022	\$1,317,776	\$1,331,296
FY2023	\$1,217,916	\$1,371,234
FY2024	\$1,237,352	\$1,412,371

Item 3.

# ROLLBACK NUMBERS

## FY 2023



**AGRICULTURAL – 89.0412%**



**COMMERCIAL – 90%**



**INDUSTRIAL – 90%**



**RAILROAD – 90%**



**RESIDENTIAL – 54.1302%**

**MULTI-RESIDENTIAL – 63.75%**

Stolen from the  
League of Cities

# The Back Fill is gone!

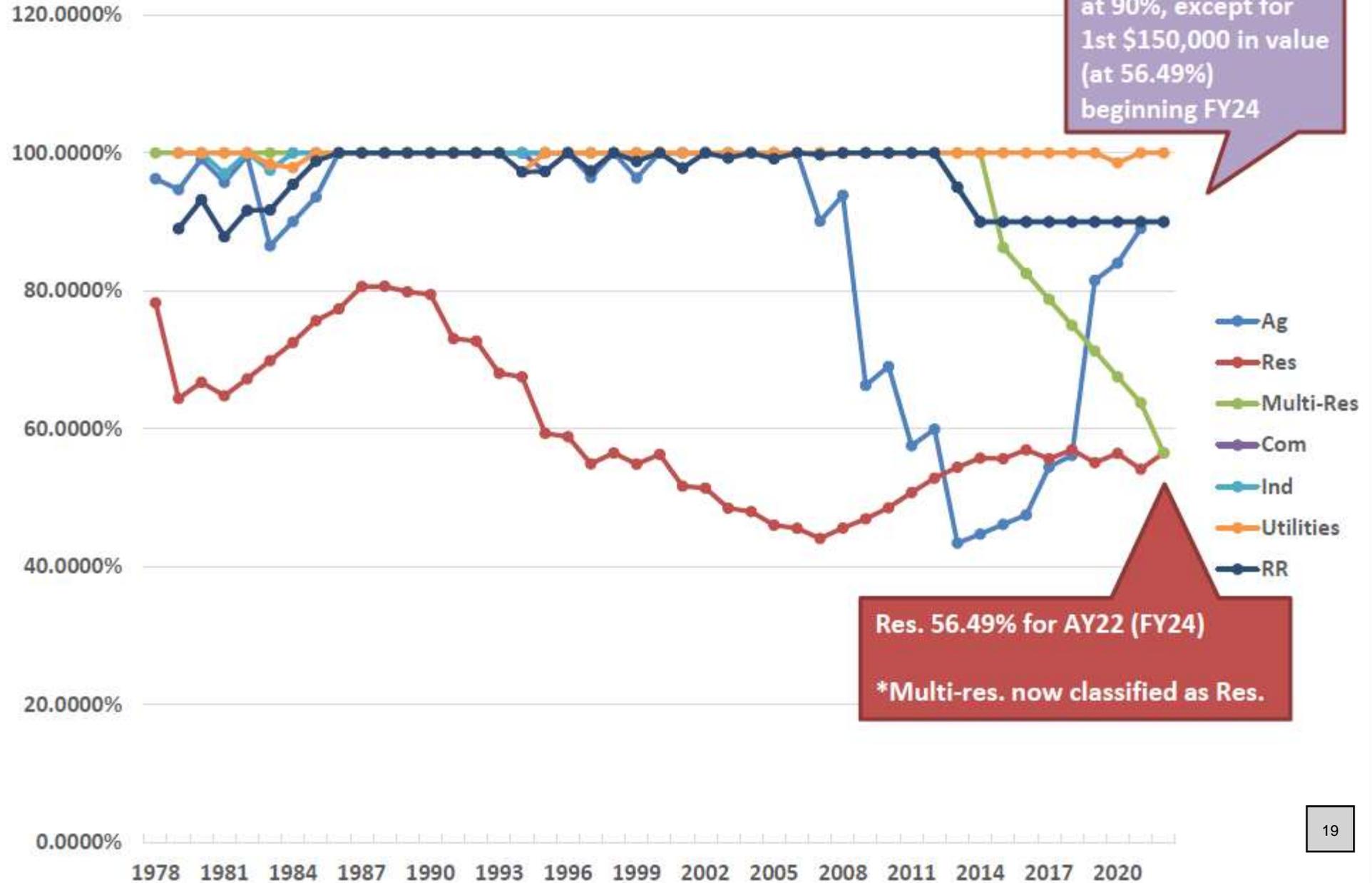
FY2022	FY2023	FY2024	FY2025	FY2026	FY2027
\$114,331.63	\$91,465.31	\$68,598.98	\$45,732.65	\$22,866.33	\$0.00

# Other Tax Cuts Affecting Local Taxes

- State Roll Backs
- Elimination of Multi-Residential Property Tax Class
  - This took taxable valuation from 90 percent to
- Business Property Tax Cut

Stolen from the League of Cities

### History & Projection of Property Tax Rollback Trend Iowa League of Cities, 11/2022



Item 3.

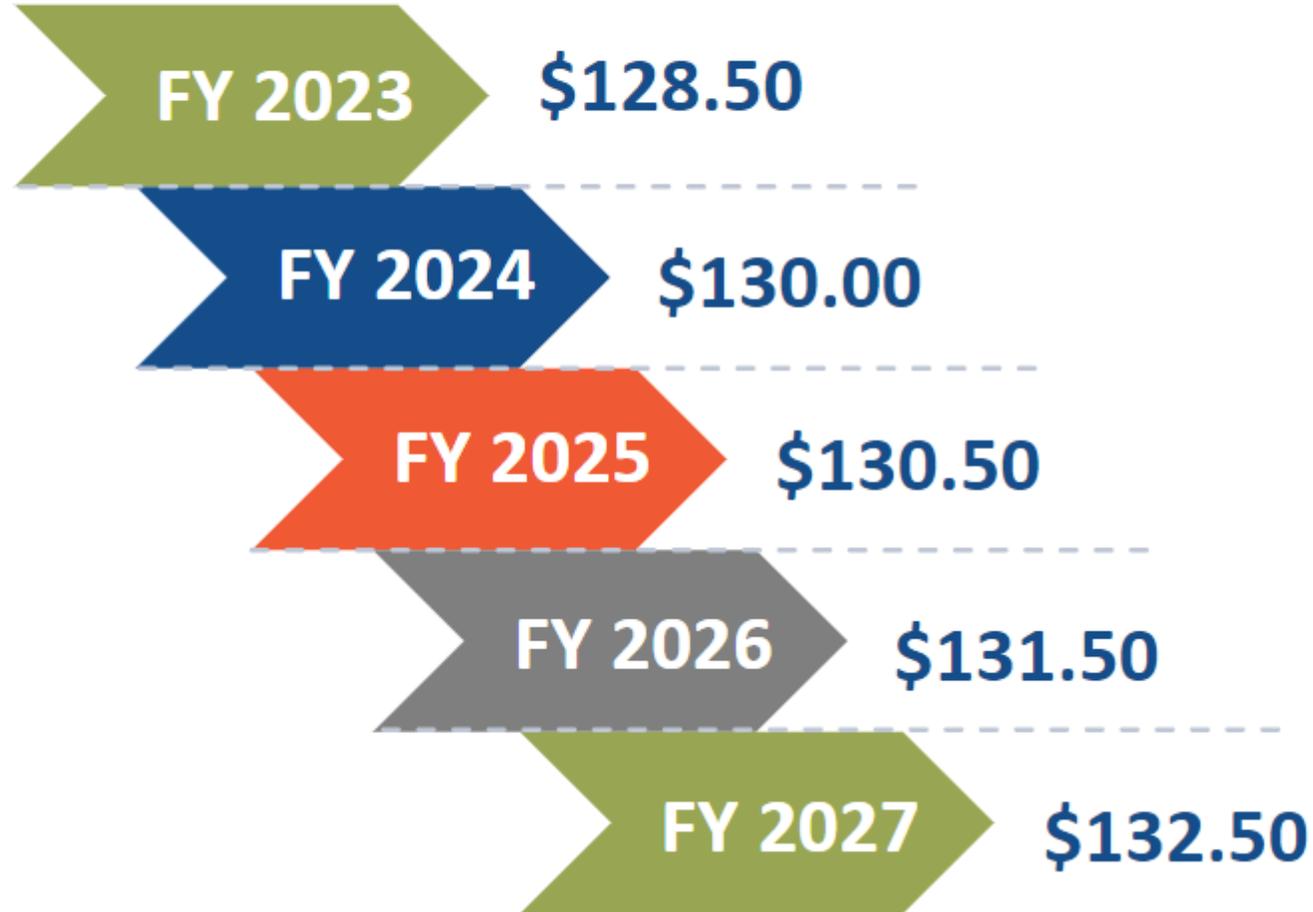
# Business Property Tax Cut

- (HF 2552): Creates a permanent partial rollback reduction on the first \$150,000 taxable value of business properties. Removes the old Business Property Tax Credit process.
  - “Backfill” from the state up to \$125M toward these revenue reductions
  - LSA estimates losses to exceed the \$125M by FY2030

# ROAD USE TAX FUND DISTRIBUTION

LATEST ESTIMATES FROM IDOT

IDOT PER CAPITA FORECAST\*



Stolen from the  
League of Cities

# Stable Revenues

- Franchise Fee
- Local Option Sales Tax
- Water and Sewer
  - Will need to be more aggressive on increases if the city wants a chance at keeping up with maintenance and repairs

# Major Items in 2023

- Library HVAC- \$175,000
- Library Roof- \$400,000
- Library Part Time position (adding back)- \$20,000
- Parks and Cemetery part time wage increase- \$31,432
- IT Managed Services- \$52,788

RESOLUTION NO. \_\_\_\_\_

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 18, 2023.

SECTION 1.

**City Hall**

	Biweekly Salary	Hourly
City Administrator	\$4,807.69	
City Clerk/Treasurer (deputy clerk)	\$3,392.78	
<b>Union</b>		
Clerk/Administrative Assistant		
Start		\$20.16
6 Months		\$20.57
12 Months		\$20.97
18 Months		\$21.38
24 Months		\$21.82
Clerk 1		
Start		\$21.32
6 Months		
12 Months		
18 Months		\$22.61
24 Months		\$23.07
Clerk 2		
Start		\$22.48
6 Months		
12 Months		
18 Months		\$23.85
24 Months		\$24.28

**Police Department**

	Biweekly Salary	Hourly
Clerical		
Start		\$20.16
6 Months		\$20.57
12 Months		\$20.97
18 Months		\$21.38
24 Months		\$21.82
Administrative Assistant		
Start		\$20.50

6 Months		
12 Months		
18 Months		\$22.61
24 Months		\$23.07
Police Part-Time Certified	12-month Officer Rate	
Police Part-Time Non-Certified		\$20.22-\$25.19
<b>Union</b>		
Officer	Non - Resident Hourly	Resident - Hourly
Start - Uncertified	\$26.24	\$27.05
1 Year	\$28.87	\$29.76
2 Years	\$30.59	\$31.54
4 Years	\$31.21	\$32.18
7 Years	\$31.84	\$32.82
10 Years	\$32.48	\$33.48
15 Years	\$33.12	\$34.14
20 Years	\$33.46	\$34.49
25 Years	\$33.78	\$34.82
30 Years	\$34.11	\$35.17
	Bi-Weekly Salary	Hourly
Lieutenant - Second		
Start - Non-Resident	\$3,010.77	
Start - Resident	\$3,101.09	
7 Years Non-Resident	1%	
7 Years Resident	1%	
7 Years	1%	
10 Years Non-Resident	1%	
10 Years Resident	1%	
15 Years Non-Resident	1%	
15 Years Resident	1%	
20 Years Non-Resident	1%	
20 Years Resident	1%	
25 Years Non-Resident	1%	
25 Years Resident	1%	
30 Years Non-Resident	1%	
30 Years Resident	1%	
Lieutenant - First		
Non-Resident	\$3,050.39	

Resident		\$3,141.90	
7 Years Non-Resident	Department Supervisory Experience	1%	
7 Years Resident		1%	
7 Years		1%	
10 Years Non-Resident		1%	
10 Years Resident		1%	
15 Years Non-Resident		1%	
15 Years Resident		1%	
20 Years Non-Resident		1%	
20 Years Resident		1%	
25 Years Non-Resident		1%	
25 Years Resident		1%	
30 Years Non-Resident		1%	
30 Years Resident		1%	
Captain		\$3,713.96	
7 Years Non-Resident	Department Supervisory Experience	1%	
7 Years Resident		1%	
7 Years		1%	
10 Years Non-Resident		1%	
10 Years Resident		1%	
15 Years Non-Resident		1%	
15 Years Resident		1%	
20 Years Non-Resident		1%	
20 Years Resident		1%	
25 Years Non-Resident		1%	
25 Years Resident		1%	
30 Years Non-Resident		1%	
30 Years Resident		1%	
Police Chief		\$4,574.52	
7 Years	Department Supervisory Experience	1%	
10 Years		1%	
15 Years		1%	
20 Years		1%	
25 Years		1%	
30 Years		1%	

**Building and Inspections**

	Biweekly Salary	Hourly
Zoning Admin/Building Official	2538.44	

Building Inspector		
Start		\$23.84
Qualification- Residential Inspector		\$24.84
12 Months		\$25.61
18 Months		\$27.62
Code Enforcement Officer		
Start		\$21.00
6 Months		\$22.86
12 Months		\$23.66
18 Months		\$25.44
Administrative Assistant		
Start		\$20.16
6 Months		\$20.57
12 Months		\$20.97
18 Months		\$21.38
24 Months		\$21.82

**Parks and Recreation**

	Biweekly Salary	Hourly
Parks Superintendent	\$2,759.31	
Parks Lead		
Start		\$21.00
6 months		\$22.86
12 months		\$23.66
18 months		\$25.44
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		
Start		\$14.42
Second Season		\$14.85
Third Season		\$15.30
Fourth Season		\$15.76
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
Private Lessons with Water Safety Instructor		Additional \$.50
Season End Stipend for all hours worked*		Additional \$.25

\*Must work the entire regular season to earn the season end Stipend.

**Public Works**

	Biweekly Salary	Hourly
Public Works Director	\$4,311.39	
Assistant Public Works Director	\$3,115.38	
Water/Streets Lead		\$31.69
Wastewater Lead		\$32.23
<b>Union</b>		
Operator		
Start		\$21.41
6 Months		\$23.30
12 Months		\$24.12
18 Months		\$25.94
Grade I		
Start		\$23.27
6 Months		\$24.21
12 Months		\$25.03
18 Months		\$26.90
Grade II		
Start		\$24.04
6 Months		\$25.04

12 Months		\$25.82
18 Months		\$27.84
Grade III		
Start		\$26.46
6 Months		\$27.28
12 Months		\$28.24
18 Months		\$29.86
Grade IV		
Start		\$28.27
6 Months		\$29.12
12 Months		\$30.10
18 Months		\$31.80
Summer Help		
Start		\$12.36
Second Season		\$12.73
Third Season		\$13.11
Fourth Season		\$13.50
Administrative Assistant		
Start		\$20.16
6 Months		\$20.57
12 Months		\$20.97
18 Months		\$21.38
24 Months		\$21.82

**Library (As approved by the Library Board)**

	Biweekly Salary	Hourly
Director	\$3,041.63	
Assistant Director		21.82
Outreach Librarian		19.35
Part-Time		15.00-16.35
Pages		10.00-11.12

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. The total listed for longevity is not to be cumulative.

Service	
Over 3 years	\$102.00
Over 5 years	\$120.00
Over 10 years	\$140.00
Over 15 years	\$160.00
Over 20 years	\$180.00
Over 25 years	\$210.00
Over 30 years	\$230.00

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. All fulltime employees shall receive a paid membership (single or family) in the Williams Wellness Center including a 24-hour access key. One key per family, extra keys at the full annual rate of \$60.00. Oelwein Volunteer Fire Department members will receive a paid single membership to the Williams Wellness Center. Oelwein Police Reserve Officers will receive a paid single membership to the Williams Wellness Center following a one-year probationary period. Part time employees shall receive a single Wellness Center Pass. The pass is good for one year as long as the employee is in good standing with the city.

SECTION 6. 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 7. 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 8. The City will assist and pay for training for utility employees interested in obtaining grade certifications. The city will pay the highest-grade levels acquired by the employee.

Section 9. All training class cost (no labor) and suits for Lifeguards are reimbursed by the city. The city only reimburses upon successful completion of class.

Section 10. 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 11. Part time employees at the parks and cemetery shall receive boots after the successful completion of one full season with the city.

SECTION 12. Passed and adopted by the City Council of the City of Oelwein, Iowa this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
BRETT DEVORE, MAYOR

ATTEST:

\_\_\_\_\_  
DYLAN MULFINGER, CITY ADMINISTRATOR

Recorded this \_\_\_\_\_, 2022.

\_\_\_\_\_  
DYLAN MULFINGER, CITY ADMINISTRATOR



Things staff considered

- 32-hour work week
- 4 10 work week
- Raise longevity
- Consistent cost to benefits
- Higher life insurance
- Increase health care plans
- Additional holiday
- Pool passes
- More part time people for coverage
- Shorten the year requirements for additional vacation
- Health day with flu shots and blood draws
- Bring your child to work day
- Daycare and nursing home stipend
- CDL Bonus
- CPR and First Aid Training
- Additional work clothing
- Sabbatical for 20-year employees
- Take the week off after Christmas

**Proposal to council**

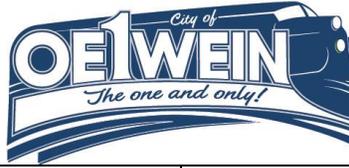
Family Pool Pass for employees

Add Washingtons Birthday to bring staff to 10 holidays

Current	Days	Hours
Service over one (1) year	5	40
Service over two (2) years	10	80
Service over seven (7) years	15	120
Service over fifteen (15) years	20	160
Service over twenty (20) years	25	200

Proposed	Days	Hours
Service over one (1) year	5	40
Service over two (2) years	10	80
Service over five (5) years	15	120
Service over ten (10) years	20	160
Service over fifteen (15) years	25	200

Current Longevity	
Service	



Over 3 years	\$49.90
Over 5 years	\$60.98
Over 10 years	\$72.08
Over 15 years	\$83.16
Over 20 years	\$94.26
Over 25 years	\$105.34
Over 30 years	\$116.42

Proposed Longevity	
Service	
Over 3 years	\$102.00
Over 5 years	\$120.00
Over 10 years	\$140.00
Over 15 years	\$160.00
Over 20 years	\$180.00
Over 25 years	\$210.00
Over 30 years	\$230.00

Expand Bereavement five-day category to include children and parents.

Add annual CPR and First Aid training

Work toward a bring your child to work day in June of 2023