



Agenda

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

December 12, 2022
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 Police Budget.
- [2.](#) Discussion on the proposed Fire Budget.
- [3.](#) Discussion on Public Safety Funding Requests.
- [4.](#) Discussion on Oelwein Teardown Progress.

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

Capital Improvement Program Detail Sheet



Department: Police

Project Title: Protect Those that Protect Us

Project Number: Project Star Date: 7/1/2023
GL Number: Completion Ongoing
Funding Source(s): Franchise Project Location P. D. Facility

FY24	FY25	FY26	FY27	FY28	Total
\$9,800	\$	\$	\$	\$	\$

Project Description:

The Oelwein Police Department duty weapons are approximately fourteen years old. The duty life of a police firearm is projected to be twelve to fourteen years with many departments rotating firearms out of service every eight to ten years. The springs in the magazines begin to develop a memory, subjecting the firearms to malfunctions, and other parts of the firearms start to wear.

Additionally, federal studies indicate law enforcement officers are now better served by utilizing a 9 mm firearm. The Oelwein Police Department presently utilizes a 40 caliber firearm. This project would replaced the current firearms, sights, gun lights, and holsters.



Budget Approval

FY24 _____ FY25 _____ FY26 _____ FY27 _____ FY28 _____

City of Oelwein Capital Improvement Program Detail Sheet



Department: Police

Project Title: A Little Dab of Color

Project Number:

Project Star Date: 9/1/2023

GL Number:

Completion Ongoing

Funding Source(s): Franchise

Project Location P. D. Facility

FY24	FY25	FY26	FY27	FY28	Total
\$6,500	\$	\$	\$	\$	\$

Project Description:

The Oelwein Police Department facility was constructed in 2013 and opened in 2014. In an effort to maintain the appearance of the facility, repainting the high traffic areas is necessary. All hallways, the lobby, the break room, copy room, and the meeting/magistrate room is included in this proposal.



Budget Approval

FY24 _____

FY25 _____

FY26 _____

FY27 _____

FY28 _____

City of Oelwein Capital Improvement Program Detail Sheet



Department: Police

Project Title: Protect Those that Protect Us

Project Number:	Project Star Date: 8/1/2023
GL Number:	Completion Ongoing
Funding Source(s): Franchise	Project Location P. D. Facility

FY24	FY25	FY26	FY27	FY28	Total
\$12,000	\$	\$	\$	\$	\$

Project Description:

The Oelwein Police Department Tactical Team trains regularly to respond to high risk situations, tactical entries, and active shooter incidents. This past year, the department has been sharing training events and working to combine tactical teams with the newly created tactical team for the Independence Police Department. The current tactical body armor utilized by the Oelwein team is approximately 15 years old and not capable of stopping a round fired by a rifle. This project would acquire six tactical vests with armor plates rated to stop a rifle round.



Budget Approval

FY24 _____ FY25 _____ FY26 _____ FY27 _____ FY28 _____

City of Oelwein Capital Improvement Program Detail Sheet



Department: Police

Project Title: "Car 54, Where Are You?"

Project Number:	Project Start Date: 7/1/2023
GL Number:	Completion Date: 06/30/2029
Funding Source(s): Franchise	Project Location

FY24	FY25	FY26	FY27	FY28	Total
\$66,000	\$66,000	\$66,000	\$68,000	\$69,000	\$335,000

Project Description:

Annual replacement of a patrol vehicle. These vehicles endure many miles annually and that doesn't take into consideration the tens of thousand of "run time" hours. There is a specific need to maintain a vehicle rotation plan. Our present system has reduced vehicle maintenance costs. It is imperative that we maintain a rotation plan to continue to see costs savings on maintenance and future acquisition. In recent years, we have seen a reduction in vehicle line expenses, due to the return to a regular vehicle rotation. The reduction in maintenance costs aided us in maintaining or slightly increasing the overall vehicle maintenance line, despite the significant increases in fuel costs. This cost estimate covers vehicle purchase, some lighting replacement & equipment install. The newly acquired hybrid police package vehicles have allowed for a fuel savings. We would anticipate continuing down this path.



Budget Approval

FY24 _____ FY25 _____ FY26 _____ FY27 _____ FY28 _____

City of Oelwein

Capital Improvement Program Detail Sheet



Department: Police

Project Title: Police Department Website Re-design

Project Number:

Project Start Date: 9/1/2023

GL Number:

Completion Date: 12/31/2023

Funding Source(s): Franchise

Project Location P.D. Facility

FY22	FY23	FY24	FY25	FY26	Total
\$6,000					\$6,000

Project Description:

The Oelwein Police Department has utilized a department website to provide pertinent information to the public and to provide press releases to media since approximately 2003. The department last performed a major update to the overall website in 2009. The department also utilizes the website for recruitment and ordinance information for community members. The uniqueness of the website has received significant praise from other agencies, communities, and community members.



Budget Approval

FY22 _____ FY23 _____ FY24 _____ FY25 _____ FY26 _____

OELWEIN POLICE DEPARTMENT



PROPOSED FISCAL BUDGET FISCAL YEAR: 2024

Jeremy P. Logan
Chief of Police

OELWEIN POLICE DEPARTMENT
2024 BUDGET PROPOSAL

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Oelwein Police Department

Item 1.

001-1100-

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	Line item		Approved 2022-2023		Proposed 2023-2024
60100	Salary (Sworn-Officer)		\$823,000		\$856,000 ↑
60110	Salary (Non-Sworn)		\$90,000		\$89,900 ↓
61810	Uniform		\$5,000		\$5,000 ✓
61990	Personnel Expense		\$16,000		\$16,000 ✓
63100	Building		\$4,000		\$4,000 ✓
63310	Vehicle		\$28,000		\$32,000 ↑
63510	Radio Repair		\$1,500		\$1,500 ✓
63730	Communications		\$1,000		\$1,000 ✓
63750	Cellular/Paging		\$3,500		\$3,500 ✓
63810	Utilities		\$16,000		\$16,000 ✓
64080	Insurance Claims		\$0		\$0 ✓
64090	Janitorial		\$6,000		\$6,000 ✓
64110	Legal Expense		\$500		\$500 ✓
64300	Abatement (vehicle/junk)		\$4,000		\$2,000 ↓
64910	Teletype		\$5,570		\$5,570 ✓
64950	Contracts		\$40,706		\$34,774 ↓
65041	Equipment		\$7,800		\$9,000 ↑
65051	Special Equipment/donation		\$0		\$0 ✓
65060	Office Supplies		\$4,800		\$4,800 ✓
65070	Bike Patrol-Supplies		\$200		\$200 ✓
65071	Tobacco Prevention		\$2,000		\$2,000 ✓
65100	Reserves		\$1,500		\$1,500 ✓
65102	Investigation		\$2,000		\$2,000 ✓
65130	Computer Supply		\$4,800		\$4,800 ✓
		Total:	\$1,067,876	Total:	\$1,098,044 ↑
	Fiscal 2024				

Oelwein Police Department					
Animal Control					
001-1900-					
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			Approved		Proposed
	Line item		2022-2023		2023-2024
65060	Office		\$100		\$100 ✓
64250	Animal Control		\$3,600		\$3,600 ✓
64950	Contracts		\$2,500		\$2,500 ✓
65070	Supplies		\$100		\$100 ✓
		Total:	\$6,300	Total:	\$6,300 ✓
	Fiscal 2024				

Oelwein Police Department					
Magistrate					
001-1220-					
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			Approved		Proposed
	Line item		2022-2023		2023-2024
63730	Communications		\$100		\$100 ✓
64950	Contracts		\$5,400		\$5,400 ✓
65060	Office Supplies		\$100		\$100 ✓
		Total:	\$5,600	Total:	\$5,600 ✓
	Fiscal 2024				

City of Oelwein, Iowa
 Capital Improvements Program
 FY 2024 through FY 2028
OELWEIN DEPARTMENT

							TOTAL
Police	Project Number	FY 2024	FY 2025	FY2026	FY2027	FY2028	FY24 to FY28
Police Server Replacement			\$25,000.00				\$25,000.00
Car Computer, Car/Body Camera Replacement					\$25,000.00	\$25,000.00	\$50,000.00
Vehicle Replacement		\$66,000.00	\$66,000.00	\$66,000.00	\$68,000.00	\$69,000.00	\$335,000.00
Facility Camera					\$40,000.00		\$40,000.00
Taser Replacement				\$24,000.00			\$24,000.00
Paint interior of police facility		\$6,500.00					\$6,500.00
Mobile Data Control Systems				\$23,500.00			\$23,500.00
Replace Voice Stress Analyzer Computer				\$6,000.00			\$6,000.00
Lexipol Policy and Training Product		\$6,600.00	\$6,600.00	\$6,600.00	\$6,600.00	\$6,600.00	\$33,000.00
Tactical Body Armor for Officers		\$12,000.00					\$12,000.00
Quick Deploy Ballistic Shields			\$20,000.00				\$20,000.00
Police Website Re-design		\$6,000.00					\$6,000.00
Search & Rescue Drone with FLIR			\$12,000.00				\$12,000.00
Duty Outer Vest Carriers - Class A		\$7,100.00					
Duty Weapon Replacement - with holster		\$9,800.00					\$9,800.00
TOTAL FOR DEPARTMENT		\$114,000.00	\$129,600.00	\$126,100.00	\$139,600.00	\$100,600.00	\$602,800.00

JUSTIFICATION REPORT

**601010 Sworn Officers:
\$856,000**

Increase requested.

This proposal accounts for the approved increase in the base wages of patrolman and additions to wage steps and increases related to those steps. The law enforcement applicant pool has decreased over the past many months. Communities, counties, and state government has increased their wages and benefits in order to attract new and current law enforcement officers to their law enforcement agencies. The City of Oelwein has taken the appropriate steps to be competitive in the market and will need to constantly evaluate our position in this market in order to retain current employees and to attract new employees. The goal is not to be equal to the larger cities, but instead to have a compensation plan that retains current employees, while being competitive with those agencies that we are challenged with drawing from the same applicant pool.

Oelwein Police Department
Sworn Staff Wage Compilation

Position	Hourly Wage	Annual Base Wage	Longevity	Holiday	Overtime	Total
Patrolman	\$29.76	\$61,900.80	\$0.00	\$1,476.00	\$1,221.00	\$64,597.80
Patrolman - 123	\$31.54	\$65,603.20	\$0.00	\$1,476.00	\$1,221.00	\$68,300.20
Patrolman - 130	\$29.76	\$36,098.88	\$0.00	\$738.00	\$610.50	\$37,447.38
<i>Patrolman - 130</i>	<i>\$31.54</i>	<i>\$27,345.18</i>	<i>\$0.00</i>	<i>\$738.00</i>	<i>\$610.50</i>	<i>\$28,693.68</i>
Patrolman - 129	\$31.54	\$65,603.20	\$0.00	\$1,476.00	\$1,221.00	\$68,300.20
Patrolman - 128	\$31.54	\$65,603.20	\$0.00	\$1,476.00	\$1,221.00	\$68,300.20
Patrolman - 125	\$32.82	\$68,265.60	\$0.00	\$1,476.00	\$1,221.00	\$70,962.60
Patrolman - 124	\$34.49	\$71,739.20	\$0.00	\$1,476.00	\$1,221.00	\$74,436.20
Second Lieutenant	Salary	\$80,340.00	\$0.00	N/A	N/A	\$80,340.00
Second Lieutenant	Salary	\$80,340.00	\$0.00	N/A	N/A	\$80,340.00
Captain	Salary	\$97,045.88	\$0.00	N/A	N/A	\$97,045.88
		<i>Includes 01-24 step increase of 1%</i>				
Chief	Salary	\$118,937.00	\$0.00	N/A	N/A	\$118,937.00
Shift Differential	\$0.25	Multiplied by average of 24 hours per day (rated by number of officers working those hours) = \$6.00 per day		\$6 x 365		\$2,190.00
Funding credited from Animal Control Services		\$3,600.00				-\$3,600.00
Grand Total:						\$856,291.14

60110 Non-sworn Staff:
\$ 89,900

Decrease requested

A status of the present position that this line is in displays that the budgeted amount for 2021/2022 was consistent with the need for the authorized staffing levels. This proposal includes the elimination of longevity pay and replacing longevity with wage steps to be consistent with the balance of the department

Oelwein Police Department

Non-Sworn Staff Wage Compilation

Position	Hourly Wage	Annual Base Wage	Longevity	Holiday	Overtime	Total
Clerk	\$21.82	\$45,385.60	\$0.00	\$0.00	\$65.00	\$45,450.60
Administrative Asst.	\$23.07	\$47,985.60	\$0.00	\$0.00	\$65.00	\$48,050.60
			Less OFD Salary-Other Line			-\$3,600.00
			Grand Total:			\$89,901.20

61810 Uniforms
\$5,000.00

No increase requested

Clothing for law enforcement officers & communications operators: 10 sworn officers, 5 operators. By contract, officers receive \$450.00 per year. This is a mandated total of \$5,000.00. There is a potential of additional exposure, by contract, for the replacement of damaged items. In addition, patches for uniforms, awards, etc... come out of this line item. The initial start-up expense for a new officer is approximately \$2,000.00.

61990 Personnel
\$16,000.00

No increase requested

Training costs, hiring a new officer/dispatch expense and contractual obligations. Training, lodging, meals, professional journals, other personal charges. This proposal reflects a \$2,000 increase to regain half of what has been reduced in recent years. With the increase in state mandated training, this line will need to have incremental increases.

63100 Building
\$ 4,000.00

No increase requested

General building and grounds maintenance, repairs and up-grade. The State Fire Marshall has instituted new guidelines that require more frequent fire alarm system testing which has added to the cost to maintain the system.

63310 Vehicle
\$32,000.00

Increase requested.

Police vehicle maintenance, oil, fuel, repairs, parts, tires & equipment for vehicles. Cost of goods and fuel has increased significantly.

63510 Radio Repairs
\$1,500.00

No increase requested

Installation of radio equipment and radio software.

63730 Communications \$1,000.00	No Increase requested Telephone, Internet & Facsimile & phone service agreement. High-speed connection for records management to Fayette County Sheriff's Department. Grant funds received have allowed for much of this area to be paid for until the year 2029.
63750 Cellular/Paging \$3,500.00	No Increase requested Purchase air time for cellular phones for Administration and Captain/Lieutenant. Repair/replacement of equipment. This line historically provided for the monthly wireless air-cards, to allow for mobile data computing in cars and also to allow for patrol car location tracking. Grant funds received have allowed for much of this area to be paid for until the year 2030.
63810 Utilities \$16,000.00	No Increase requested Electric, Gas, Water & Sewer
64080 Insurance Claims \$00,000.00	No Increase requested Expenses associated with insurance claims for property damage.
64090 Janitorial: \$6,000.00	No Increase requested Covers the contract for janitorial services plus other maintenance and building supplies.
64110 Legal Expense \$ 500.00	No Increase requested Attorney fees for labor law matters. We have been fortunate to have not had the need for this in recent times but there is a need to maintain this line for unexpected labor legal matters.
64300 Abatement/Impound \$2,000.00	Decrease requested To cover expense of impounding nuisances and criminal impounds.
64910 Teletype \$5,570.00	No Increase requested o Data usage charges from Iowa D.P.S. \$5,566.08 Our rate is estimated to be \$463.84 per month.
64950 Contracts \$34,774.00	Decrease requested Services contracted by Oelwein Police <ul style="list-style-type: none"> • Dispatch Contract – Fayette County Sheriff's Department \$25,000 • Shield (Records Database) See Attachment A \$ 3,775.00 Paid annually.

- Copy Machine Maintenance Agreement
\$ 800.00
-- Covers maintenance & toner.
- \$ 1,800 for annual G-Suite business email. **See Attachment C**
- \$ 1,475 Annual licensing for mobile routers **See Attachment D**
- \$ 1,000 Annual licensing for shared investigative software with the Independence Police Department
- \$ 699 Annual Fitness Tracker for officers
- \$ 225 Annual Building Surveillance software support

64080 Equipment
\$9,000.00

Increase requested.

This proposal provides the necessary funds to maintain equipment replacement for the department.

***This increase request is due to the increase in the cost of goods.**

Ie. Ammunition costs have increased 32% year to year.

- o Equipment for police officers & police operations
- o Ammunition for training
- o Equipment/items utilized for mandated training and recertification.

65060 Office Supplies
\$4,800.00

No increase requested

This line is for supplies used within the office areas of the Police Department. (Ie: forms ordered for police use, paper, forms, postage, pens). We plan to continue to replace office furniture, as needed.

65070 Bike Patrol
\$ 200.00

No increase requested

Training and equipment for bicycle patrol.

65071 Tobacco Prevention
\$2,000.00

No increase requested

This line item receives its revenue from the tobacco compliance checks that we perform and the tobacco fees.

65100 Reserves
\$1,500.00

No Increase requested

- o Uniforms, training & equipment

65102 Investigation
\$2,000.00

No Increase requested

Evidence examination, funds for drug investigations, evidence collection items & other investigation needs; come out of this line. This proposal returns this line item to previously allocated amounts to ensure that evidence collection supplies can be maintained.

65130 Computer Supplies
\$4,800.00

No increase requested.

Supplies used on the police in-house computer, ribbons, printer cartridges, cable. Upgrading of existing equipment. Replace aging computers.



Budget Totals



Police Line Item Proposal	\$1,097,345
Capital Outlay	\$114,000
Animal Control	\$6,300
Total:	\$1,217,645



Magistrate Budget Proposal	\$5,600
Total:	\$5,600

Fiscal 2024

OELWEIN FIRE DEPARTMENT



PROPOSED FISCAL BUDGET FISCAL YEAR: 2024

Jeremy P. Logan
Public Safety Chief

OELWEIN FIRE DEPARTMENT
2024 BUDGET PROPOSAL

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Oelwein Fire Department

001-1500-

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Line item	Approved 2022-2023	Proposed 2023-2024
60100 Salary	\$3,000	\$3,000 ✓
60110 Salary (Other)	\$3,600	\$3,600 ✓
61810 Uniform	\$10,000	\$10,000 ✓
61990 Personnel Expense	\$8,000	\$6,000 ↓
63100 Building	\$10,000	\$10,000 ✓
63310 Vehicle	\$10,000	\$10,000 ✓
63520 Warning Siren Repairs	\$500	\$500 ✓
63730 Communications	\$3,000	\$3,000 ✓
63810 Utilities	\$8,000	\$8,000 ✓
64950 Contracts	\$6,850	\$6,850 ✓
65041 Equipment	\$42,000	\$44,000 ↑
65060 Office Supplies	\$750	\$750 ✓
69045 Trans to Oel Vol Fire Dept	\$11,001	\$11,000 ↓
Total:	\$116,701	Total: \$116,700 ↓

Fiscal 2024

City of Oelwein, Iowa
 Capital Improvements Program
 FY 2024 through FY 2028
OELWEIN FIRE DEPARTMENT

Fire	Project Number	FY 2024	FY 2025	FY2026	FY2027	FY2028	TOTAL FY24 to FY28
SCBA Bottles - Masks - Air Packs						\$32,000.00	\$32,000.00
Hose Replacement		\$3,200.00	\$3,200.00	\$3,500.00	\$3,500.00	\$3,500.00	\$16,900.00
Turnout Gear Replacement (four annually)			\$12,400.00	\$13,000.00	\$13,000.00	\$13,500.00	\$51,900.00
Rural Firefighting & Rescue UTV		\$40,000.00					\$40,000.00
							\$0.00
							\$0.00
							\$0.00
							\$0.00
							\$0.00
TOTAL FOR DEPARTMENT		\$43,200.00	\$15,600.00	\$16,500.00	\$16,500.00	\$49,000.00	\$140,800.00

JUSTIFICATION REPORT

Item 2.

601010 Salary \$3,000.00	<i>No increase requested</i> This proposal accounts for the approved annual one-time benchmark payment to the Public Safety Chief.
60110 Salary - Other \$3,600.00	<i>No increase requested</i> This proposal accounts for 7% of the wage paid to the Police Administrative Assistant for data entry, inventory tracking, and miscellaneous task assignment associated with the fire department.
61810 Uniforms \$10,000.00	<i>No increase requested</i> Clothing allowance to reimburse members for wear and tear on their personal clothing/gear during training and fire incidents. This reimbursement is measured by policy through a flat-rate reimbursement multiplied by the number of meetings, drill, and incidents attended. Ie., Attendance at a Fire Call or Drill \$4.00 Attendance at a Meeting \$2.00 Attendance is calculated from November 1 through October 31 st with payment made to individuals at the end of November.
61990 Personnel \$6,000.00	<i>Increase requested.</i> Training costs, certification of new fire volunteers, breathing fit test and physical fitness certification.
63100 Building \$10,000.00	<i>No increase requested</i> General building and grounds maintenance, repairs and up-grade. The building is in need of several repairs and maintenance items. The plan is to progressively and systematically attend to those items over a three-year period and evaluate effectiveness.
63310 Vehicle \$10,000.00	<i>No increase requested</i> Fire vehicle maintenance, oil, fuel, repairs, parts, tires & equipment for vehicles.
63520 Warning Siren Repairs \$500.00	<i>No increase requested</i> Batteries and maintenance on the Early Warning Siren System.
63730 Communications \$3,000.00	<i>No increase requested</i> Telephone & Internet for the Fire Department facility.
63810 Utilities \$8,000.00	<i>No increase requested</i> Electric, Gas, Water & Sewer

64950 Contracts
\$6,850.00

No increase requested

Item 2.

Services contracted by the Oelwein Fire Department

- American Test Center – Ladder Inspections
\$ 1,106.00
- Midwest Breathing Air LLC – Air bottle refill test
\$ 1,280.00
- Legacy Fire Apparatus – Contracted Apparatus Maintenance –
Each year, one of the two fire engine apparatus will receive a complete preventive maintenance and the other will receive the service in opposite years.
\$ 1,515.00
In alternating years, the fire engine apparatus that does not receive the full-service preventive maintenance will receive a pump service.
\$ 250.00
Both fire engine apparatus will receive an annual NFPA compliant pump testing.
\$ 980.00
On-Board Generator Test
\$ 315.00
Mobile Service Costs
\$ 300.00
\$3,360.00
- Janitorial Contract – Clean meeting space, work space, and truck bay floor two times per month. Clean windows and doors spring and fall.
\$1,104.00

64080 Equipment
\$44,000.00

Increase requested.

This proposal provides the necessary funds to maintain/replace equipment for the department.

- o Equipment for firefighters & fire operations
- o Equipment/items utilized for mandated training and recertification.

65060 Office Supplies
\$750.00

No increase requested

This line is for supplies used within the office areas of the Fire Department. (Ie: forms ordered for fire use, paper, postage, general supplies).

69045 Trans to Oelwein Volunteer Fire Department
\$11,000.00

No Increase requested

Monthly fee paid to volunteer fire account for services provided by the collective group.

City of Oelwein Capital Improvement Program Detail Sheet



Department: Fire

Project Title: Rural Fire & Rescue UTV

Project Number:	Project Star Date: 7/1/2023
GL Number:	Completion Ongoing
Funding Source(s): Franchise	Project Location OFD Facility

FY24	FY25	FY26	FY27	FY28	Total
\$40,000	\$	\$	\$	\$	\$40,000

Project Description:

The Oelwein Fire Department has a need to improve the effectiveness and safety of members while addressing rural fire suppression and rescue. The present system of operating a Ford truck that is equipped with fire suppression gear does not allow for rescue equipment storage and utilization, and requires members to sit on the truck tailgate as the truck moves while applying water to the fire. A UTV designed specifically for rural fire suppression and rescue will improve the efficiency and safety of our members.



Budget Approval

FY24 _____ FY25 _____ FY26 _____ FY27 _____ FY28 _____

City of Oelwein Capital Improvement Program Detail Sheet



Department: Fire

Project Title: Hose Replacement

Project Number:	Project Star Date: 7/1/2023
GL Number:	Completion Ongoing
Funding Source(s): Franchise	Project Location OFD Facility

FY24	FY25	FY26	FY27	FY28	Total
\$3,200	\$3,200	\$3,500	\$3,500	\$3,500	\$16,900

Project Description:

The Oelwein Fire Department intends to annually replace at approximately 800 to 1,000 feet of fire hose. This critical equipment sees a lot of use causing wear and tear. Failure of a hose during fire suppression can result in a loss of structure, but more importantly failure of a hose during fire suppression can result in the loss of life to our fire members or community members.



Budget Approval

FY24 _____ FY25 _____ FY26 _____ FY27 _____ FY28 _____

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	
Union		
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
Union		
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		\$12.36
Second Season		\$12.73
Third Season		\$13.11
Fourth Season		\$13.50
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		\$30.77
Wastewater Lead		\$32.23
Union		
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
July 1, 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

2022 current Demo List

303 2 nd st NW	Pending court litigation
218 3 rd ave NW	Demolished
531 3 rd ave SE	Demolished
407 3 rd st SW	Demolished
702 3 rd ave SW	Demolished
202 4 th ave NW	Demolished
217 4 th ave NW	Demolished
123 6 th ave NE	Demolished
22 7 th st SW	Demolished
517 N.Frederick ave	Demolished
513 1 st st NE	Demolished
33 S.Frederick	In progress
27 S.Frederick	Pending course of action recommendation