

# THE CITY OF MONTICELLO, IOWA

IN THE NAME AND BY THE AUTHORITY OF THE CITY OF MONTICELLO, IOWA

## RESOLUTION #2023-68

### Adopting Wage Chart for Full Time Hourly Employees and Adopting Other Employee Benefits for July 1, 2023 through June 30, 2026

**WHEREAS**, The City Council has determined adjustments to the wage scales and other benefits are necessary;

**NOW THEREFORE BE IT RESOLVED** that the City Council of Monticello, Iowa does hereby approve the amendment of the wage increases and benefit changes as set out below, all of said changes to take effect and be applicable to the first payroll issued during the month of July:

#### Section 1, Wages for Full Time Hourly Employees:

- A. The City shall pay its full-time hourly employees the wages as shown on Exhibit A attached hereto and made a part of this Resolution by this reference
- B. Wage increases as noted within Exhibit A hereto shall take effect with the first payroll issued during the month of July.
- C. The City Council shall have the right to place new employees at a starting wage at any point in the wage scale, taking account the new employee's years of experience.

#### Section 2, Longevity Pay:

- A. Longevity Pay, as outlined in the Employee Handbook, shall herein be modified and apply for all full-time hourly employees, for continuous service to the City, as follows:
  - i. At the beginning of the 10th year of employment, employee will receive an additional \$ 0.25 per hour wage increase, in addition to any steps or other adjustments in effect at the time.
  - ii. At the beginning of the 15th year of employment, employee will receive an additional \$ 0.50 per hour wage increase, in addition to any steps or other adjustments in effect at the time.
  - iii. At the beginning of the 20th year of employment, employee will receive an additional \$ 0.75 per hour wage increase, in addition to any steps or other adjustments in effect at the time.
  - iv. At the beginning of the 25<sup>th</sup> year of employment, employee will receive an additional \$1.00 per hour wage increase, in addition to any steps or other adjustments in effect at the time.

- B. Longevity Pay shall be subject to the same payroll deductions that are applied to regular wages.
- C. Longevity Pay shall not be retroactive. It shall be effective as of the date of this Resolution, moving forward.

**Section 3, City Contributions toward Health Insurance:**

- A. Beginning July 1, 2023, the City shall provide the following contribution toward employee health insurance coverage:
  - i. For Single coverage, the City shall pay the full premium;
  - ii. For Single + Spouse, or Single + Dependent coverage, the City shall pay the equivalent of:
    - a) the Single premium, plus
    - b) \$70.00, plus
    - c) \$250.00.
  - iii. For Family coverage, the City shall pay the equivalent of:
    - a) the Single premium, plus
    - b) \$70.00, plus
    - c) \$500.00.
- B. The difference between the City contribution and the cost of the selected contribution shall be the responsibility of the Employee.
- C. The City has the right to change insurance plans to provide coverage and deductibles similar to, but not necessarily identical to, the coverage outlined in the Employee Handbook.

**Section 4, Other:**

- A. This Resolution shall be effective July 1, 2023 and shall continue through June 30, 2026.
- B. This Resolution shall be interpreted under the laws of the state of Iowa.
- C. If any term or provision of this Resolution is held invalid or unenforceable, the remaining provisions and terms shall not be affected.

**IN TESTIMONY WHEREOF**, I have hereunto subscribed my name and caused the Great Seal for the City of Monticello, Iowa to be affixed. Done this 1<sup>st</sup> day of May, 2023.

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David Goedken, Mayor

*Attest:*

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Sally Hinrichsen, City Clerk/Treasurer