

# The City of Monticello, Iowa

## RESOLUTION #2024-98

Adopting FY '25 Salary for the non-hourly employees

**WHEREAS**, Department Heads and several other employees or positions are not covered by multiple-year pay Resolutions and do not have negotiated employment agreements (Police Chief, City Clerk, Public Works Director, Water/Wastewater Director, Park and Rec. Director and Park and Recreation Superintendent), and

**WHEREAS**, Other employees or positions still need salaries set forth annually (City Administrator, Police Chief), and

**WHEREAS**, The City Council has historically approved wage or salary increases for those positions annually, and

**WHEREAS**, The Airport Manager is a “contract” position with the manager being paid an annual stipend by the City with the annual increase normally being based upon the recommendation of the Airport Commission, which met, and recommended a stipend of \$30,000 for FY’25, and

**WHEREAS**, the Council finds that the following positions: Public Works Director, Water/Wastewater Superintendent, City Clerk, Park and Rec. Director, Park and Rec Superintendent and Police Chief should receive a salary as stated below to take effect with the 1<sup>st</sup> pay period including July 1, 2024:

Nick Kahler (Director of Public Works)	\$65,997.00
Sally Hinrichsen (City Clerk)	\$80,926.00
Jacob Oswald (Park and Rec Director)	\$65,882.00
Grace DuPuy (Park and Rec Superintendent)	\$43,050.00
Jim Tjaden (Water/Wastewater Superintendent)	\$74,571.00
Britt Smith (Police Chief)	\$91,554.00

**WHEREAS**, in Resolution 2023-68, the Council granted revisions to the Longevity Pay, which shall apply to all permanent, full-time staff as follows:

**Longevity Pay:**

- A. Longevity Pay, as outlined in the Employee Handbook, shall herein be modified and apply for all full-time 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, and

**WHEREAS**, in Resolution 2023-68, the Council granted revisions to the City contribution toward health insurance, which shall apply to all permanent, full-time staff as follows:

**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 health insurance coverage 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, and

**WHEREAS**, all of the above wage increases have been accounted for within the proposed FY '25 Budget,

**NOW THEREFORE BE IT RESOLVED** that the City Council of Monticello, Iowa does hereby approve of the wages and salary increases as set out above, all of said wages and salaries shall be retroactive, if necessary, in order to take effect and be applicable to the first payroll issued during the month of July, 2024.

**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 17<sup>th</sup> day of June, 2024.

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Wayne Peach, Mayor

*Attest:*

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Sally Hinrichsen, City Clerk/Treasurer