

The City of Monticello, Iowa

RESOLUTION #2024-45

Acknowledging Monticello Library Director and Library Staff wages for FY '25

WHEREAS, Most City employees' wages are covered by employment agreements where wages and planned increases were bargained for and previously determined, and

WHEREAS, the Library Director and Library staff are not covered by the employment agreement and their wages are set by the Library Board which approved 5% wage increases as part of the FY '25 budget, and Compensation Committee recommended a 6½% increase.

WHEREAS, the Council acknowledges the Monticello Library Director and Library Staff wages for FY '25, as are set by the Library Board which approved 5% wage increases as follows:

Faith Brehm (Library Director)	\$45,864.00	Salary
Molli Hunter (Technology and Adult Services)	\$16.32	per hour
Penny Schmit (Youth Services and Outreach)	\$19.37	per hour

And

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 25th 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.

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, the Council recognizes that the Library Board is vested with the power to set library staff wages and that the purpose of the Council approval of this Resolution is to acknowledge the wage increases and to give direction to the City Payroll Clerk.

NOW THEREFORE BE IT RESOLVED that the City Council of Monticello, Iowa does hereby acknowledge the wage increases noted herein.

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 4th day of March, 2024.

Wayne Peach, Mayor

Attest:

Sally Hinrichsen, City Clerk/Treasurer