

City of Monticello, Iowa

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Monticello City Council Special Meeting March 23, 2026 at 6:00 p.m.
Monticello Renaissance Center, 220 E. 1st Street, Monticello, Iowa

Mayor:	Jake Ellwood	Staff:	
City Council:		City Administrator:	Russell Farnum
At Large:	Josh Brenneman	City Clerk/Treas.:	Sally Hinrichsen
At Large:	Scott Brighton	Police Chief:	Britt Smith
At Large:	Ben Duehr	Library Director:	Faith Brehm
At Large:	Dave Goedken	Public Works Dir.:	Nick Kahler
At Large:	Candy Langerman	Water/Wastewater Sup.:	Jim Tjaden
At Large:	Mary Phelan	Park & Rec Director:	Jacob Oswald
		Ambulance Director:	Lori Lynch
		City Engineer:	Patrick Schwickerath

- **Call to Order – 6:00 P.M.**
- Pledge of Allegiance
- Roll Call
- Agenda Addition/Agenda Approval

Open Forum: If you wish to address the City Council on subjects pertaining to today's meeting agenda please wait until that item on the agenda is reached. If you wish to address the City Council on an item not on the agenda, please approach the lectern and give your name and address for the public record before discussing your item. Individuals are normally limited to speaking for no more than three (3) minutes on a topic and the Open Forum is by rule limited to a total of twenty (20) minutes.

Work Sessions:

1. Work Session – Budget Fiscal Year 2027
 - a. Presentation from Jones County Tourism
 - b. Presentation from Monticello Main Street
 - c. Staff Wages and Salaries

Adjournment: Pursuant to §21.4(2) of the Code of Iowa, the City has the right to amend this agenda up until 24 hours before the posted meeting time.

“This employer is an equal opportunity provider & employer”

City Council Meeting
Prep. Date: 03/18/2026
Preparer: Russell Farnum



Agenda Item: # 1 c
Agenda Date: 03/23/2026

Communication Page

Agenda Items Description: Discussion of Wages and Salaries Part 2

<u>Type of Action Requested:</u> Discussion								
<u>Attachments & Enclosures:</u> <table border="1"><tr><td> </td></tr><tr><td> </td></tr><tr><td> </td></tr></table>				<u>Fiscal Impact:</u> Budget Line Item: <table border="1"><tr><td> </td></tr></table> Budget Summary: <table border="1"><tr><td> </td></tr></table> Expenditure: <table border="1"><tr><td> </td></tr></table> Revenue: <table border="1"><tr><td> </td></tr></table>				

Synopsis:

Attached is a new wage grid projecting current wages (FY26) for the next three years (FY27, 28 and 29) per the prior worksession discussion held March 9.

This wage grid includes the following:

1. Per Council directions, most of the pay scales adjust 3.75% annually over the next three years;
2. To address the Ambulance staff concerns raised at the work session, the \$1 raise after probation was split to 50 cent steps in the first two years, then 55 cent steps the following 3 steps;
3. Non-certified officer pay was limited to one step at probation – I have not discussed this with Britt as he was on vacation – I did this for discussion purposes as I think a non-certified officer should become certified or remain at the entry level of the pay scale;
4. Our School Resource Officer pay is determined by our contract with the School District – I just didn't put that line in the chart;
5. The PD Admin position (Madonna) was approved for a 5% adjustment; I have it proposed at 5% for FY27 and 3.75% thereafter.

I think this works out really well.

I am working on Department Head evaluations and will have something for more discussion soon.

		Wages by Position and Fiscal Year 3.75% Raises Next 3 years					
Position	Starting *	Year 1	Year 2	Year 3	Year 4	Year 5	
Water/Wastewater							
Licensed Operator							
	FY26	28.93	29.51	30.08	30.66	31.24	31.82
	FY27	30.01	30.61	31.21	31.81	32.41	33.01
	FY28	31.14	31.76	32.38	33.00	33.62	34.25
	FY29	32.31	32.95	33.60	34.24	34.89	35.53
Operator **							
	FY26	24.57	25.56	26.13	26.71	27.29	27.87
	FY27	25.49	26.52	27.11	27.71	28.31	28.91
	FY28	26.45	27.51	28.13	28.75	29.37	29.99
	FY29	27.44	28.54	29.18	29.83	30.47	31.12
Public Works							
Public Works Laborer or Cemetery Sexton							
	FY26	24.23	24.81	25.39	25.97	26.54	27.12
	FY27	25.14	25.74	26.34	26.94	27.54	28.14
	FY28	26.09	26.71	27.33	27.95	28.57	29.19
	FY29	27.06	27.71	28.35	29.00	29.64	30.29
City Clerk's Office							
Payroll/Utility Billing							
	FY26	26.09	26.67	27.25	27.83	28.40	28.98
	FY27	27.07	27.67	28.27	28.87	29.47	30.07
	FY28	28.09	28.71	29.33	29.95	30.57	31.19
	FY29	29.14	29.78	30.43	31.07	31.72	32.36
Account Clerk							
	FY26	24.90	25.47	26.05	26.63	27.21	27.78
	FY27	25.83	26.43	27.03	27.63	28.23	28.82
	FY28	26.80	27.42	28.04	28.66	29.28	29.91
	FY29	27.80	28.45	29.09	29.74	30.38	31.03
Ambulance							
Lead Paramedic							
	FY26						31.94
	FY27						33.14
	FY28						34.38
	FY29						35.67
Paramedic							
	FY26	28.11	28.61	29.11	29.66	30.21	30.76
	FY27	29.16	29.68	30.20	30.77	31.34	31.91
	FY28	30.26	30.80	31.33	31.93	32.52	33.11
	FY29	31.39	31.95	32.51	33.12	33.74	34.35
AEMT							
	FY26	24.79	25.29	25.79	26.34	26.89	27.44
	FY27	25.72	26.24	26.76	27.33	27.90	28.47
	FY28	26.68	27.22	27.76	28.35	28.94	29.54
	FY29	27.68	28.24	28.80	29.42	30.03	30.64
EMT							
	FY26	21.49	21.99	22.49	23.04	23.59	24.14
	FY27	22.30	22.81	23.33	23.90	24.47	25.05
	FY28	23.13	23.67	24.21	24.80	25.39	25.98
	FY29	24.00	24.56	25.12	25.73	26.34	26.96
Police Department							
Non-Certified Officer							
	FY26	28.37					
	FY27	29.43					
	FY28	30.54					
	FY29	31.68					
Police Officer							
	FY26	32.75	34.28	35.80	36.71	38.23	38.54
	FY27	33.98	35.56	37.14	38.08	39.66	39.99
	FY28	35.25	36.90	38.54	39.51	41.15	41.48
	FY29	36.58	38.28	39.98	40.99	42.69	43.04
Sergeant							
	FY26						41.04
	FY27						42.58
	FY28						44.18
	FY29						45.83
Admin Assistant							
	FY26						23.82
	FY27				5%		25.01
	FY28				3.75%		25.95
	FY29				3.75%		26.92