

**RESOLUTION 2024-63**

**A RESOLUTION AMENDING THE FISCAL YEAR 2025  
PAY SCALE FOR REGULAR FULL-TIME EMPLOYEES**

**WHEREAS**, a salary survey committee consisting of staff and council members conducted a market wage study in 2022 which was approved by the City Council with the passage of Resolution 2022-52; and

**WHEREAS**, the City Administrator is now recommending that the cost of living (COLA) is added to the pay scale for Fiscal Year 2025 (See Exhibit A & B); and

**WHEREAS**, it is the intention of the City Administrator to conduct a wage study every three years to evaluate each position salary to remain competitive in the market and attract an experienced workforce.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of West Branch, Iowa, the amended pay scale for regular full-time employees for Fiscal Year 2025 and is hereby approved.

**Passed and approved this 17th day of June, 2024.**

  
Roger Laughlin, Mayor

ATTEST:

  
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Leslie Brick, City Clerk

EXHIBIT A

3.4% COLA Increase Over FY-25 - Added to Midpoint		FY 25 Pay Scale					Hiring Range				
		A Low Midpt ÷ Hourly 1.15 Annual		B 10 year Current Midpoint Midpoint		C High Midpt x Hourly 1.15 Annual		D Low		E 5%>Midpt High	
Position											
1	PW Director	\$34.60	\$71,974	\$39.79	\$82,770	\$45.76	\$95,185	\$34.60	\$71,974	\$41.78	\$86,908
2	Finance Officer	\$29.50	\$61,367	\$33.93	\$70,572	\$39.02	\$81,158	\$29.50	\$61,367	\$35.63	\$74,101
3	Lead Water/WW Employee	\$26.00	\$54,080	\$33.17	\$68,990	\$38.14	\$79,338	\$26.00	\$54,080	\$34.83	\$72,439
4	City Clerk	\$25.64	\$53,334	\$29.49	\$61,335	\$33.91	\$70,535	\$25.64	\$53,334	\$30.96	\$64,401
5	Parks & Rec Director	\$24.23	\$50,402	\$27.87	\$57,962	\$32.05	\$66,656	\$24.23	\$50,402	\$29.26	\$60,860
6	Library Director	\$22.84	\$47,510	\$26.27	\$54,637	\$30.21	\$62,832	\$22.84	\$47,510	\$27.58	\$57,369
7	Publicworks Employee	\$21.50	\$44,720	\$25.88	\$57,530	\$29.76	\$61,904	\$21.50	\$44,720	\$27.17	\$56,521
8	Utility Clerk	\$21.48	\$44,671	\$24.70	\$51,371	\$28.40	\$59,077	\$21.48	\$44,671	\$25.93	\$53,940
9	Librarian	\$19.48	\$40,513	\$22.40	\$46,590	\$25.76	\$53,578	\$19.48	\$40,513	\$23.52	\$48,919

EXHIBIT B

FY 25 West Branch PD Wage Scale Matrix

Job Classification Start		Certification					
Non Certified	\$62,400.00		\$66,560.00				
Certified Experience Only							
	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years	20 Years
Police Officer	\$69,017	\$71,474	\$73,931	\$76,388	\$78,845	\$81,302	
Police Sergeant			\$76,000	\$79,500	\$81,000	\$84,500	\$86,000
Police Chief					\$86,000	\$93,600	\$98,600

The values above should be adjusted annually for COLA. The FY26 table values can be adjusted by changing the COLA value.

The year value is given for total years of paid law enforcement service, and is laterally transferrable from another agency. For example, if an Officer is hired and they have 15 years of law enforcement experience they could be started in the 10 year position on the matr Pay is given each new fiscal year not on actual anniversary dates