RESOLUTION 2022-04

2023 City Employee Wage Chart

WHEREAS, below is the Employee Wage Chart:

The following hourly positions have yearly increases built in:

TABLE A

<table>
<thead>
<tr>
<th>POSITION</th>
<th>YEAR 1</th>
<th>YEAR 2</th>
<th>Year 3</th>
<th>Year 4</th>
<th>Year 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Works Director</td>
<td>$21/hour</td>
<td>$22/hour</td>
<td>$23/hour</td>
<td>$24/hour</td>
<td>$25/hour</td>
</tr>
<tr>
<td>Clerk Treasurer</td>
<td>$21/hour</td>
<td>$22/hour</td>
<td>$23/hour</td>
<td>$24/hour</td>
<td>$25/hour</td>
</tr>
<tr>
<td>Public Works Crew</td>
<td>$18/hour</td>
<td>$18.75/hour</td>
<td>$19.50/hour</td>
<td>$20.25/hour</td>
<td>$21/hour</td>
</tr>
<tr>
<td>Deputy Clerk</td>
<td>$18/hour</td>
<td>$18.75/hour</td>
<td>$19.50/hour</td>
<td>$20.25/hour</td>
<td>$21/hour</td>
</tr>
</tbody>
</table>

The following positions are paid by yearly stipend:

TABLE B

<table>
<thead>
<tr>
<th>Position</th>
<th>Yearly Stipend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mayor</td>
<td>$13,020.84</td>
</tr>
<tr>
<td>Building Inspector</td>
<td>$4,236.86</td>
</tr>
</tbody>
</table>

WHEREAS, any new employee is guaranteed the above wage. Wages for employees are at the discretion of the above charts;

WHEREAS, any employee will need to accrue 1300 hours of regular work hours (not including holiday/vacation/sick) from the previous year to be moved to the next year’s hourly wage;

WHEREAS, any employee’s yearly wage increase will take effect on January 1st of each new year;

WHEREAS, the positions in table A also have options to increase their hourly rate based on the following conditions;

1. PUBLIC WORKS DEPARTMENT
   a. Public works employees who are able to obtain a Water Distribution Manager 2 certificate will be eligible for an additional $1.00 per hour.
   b. Public works employees who are able to obtain a Wastewater Operator level 1 certificate will be eligible for an additional $1.00 per hour.
• Each aforementioned increase will take effect the month after proof of their certification status is presented to the Mayor. If at any time certification is expired or if the employee is out of compliance for CEUs to maintain certification, the hourly increase will be removed the month following non-compliance/expiration.
• Certification-specific wage increases are capped at $2.00 per hour for each employee.

2. CITY HALL
   a. Clerks who are able to prove they received two (2) certificates of training/attendance for any grant-specific topic will be eligible for an additional $1.00 per hour starting on January 1st of the next year. This task will need to be completed each year to keep the hourly increase. These classes will need to be pre-approved by either the department head or the Mayor.
   b. Clerks who are able to prove they received two (2) certificates of training/attendance from any open public records, open public meetings, records retention/management, budgeting classes or software classes that are currently being utilized by the city will be eligible for an additional $1.00 an hour starting on January 1st of the next year. This task will need to be completed each year to keep the hourly increase. These classes will need to be preapproved by either the department head or the Mayor.
   • Certification-specific wage increases are capped at $2.00 per hour for each employee, $1.00 per hour/per category.

WHEREAS, any rehired employee will be considered a year 1 employee regardless of previous years’ employment and/or length of time separated from employment;

WHEREAS, 2 letters of discipline or more received in a calendar year will keep that employee at their current wage level.

NOW THEREFORE BE IT RESOLVED, the City Council of the City of Republic, approves the current 2023 City Employee Wages from above to take effect January 1, 2023.

PASSED THIS 6th DAY OF December 2022 by the City Council of the City of Republic during its regular meeting.

ATTEST:

ELBERT KOONTZ, MAYOR

NICOLAS OLSEN, CLERK TREASURER