

A work session of the Grundy Center City Council was called to order at 5:30 p.m. on Monday, July 1, 2024, in the Council Chambers by Mayor Eberline. Present: Smith, Kuester, Mcdonald, Lamp and Rasmussen. Absent: None. Visitors: None.

Mayor Eberline opened the discussion regarding Discussion on city employee wage increases for fiscal year 2025. Sawyer reviewed the data given from last wage survey and which positions were lower than the area market wage for the positions. Eberline mentioned that every employee of the City deserves a substantial boost in wage, however the City will be using reserve funds to cover the additional pay with the tax levy being set for fiscal year 2025. Smith explained by raising wages for all EMS departments by 10% and all other departments by 5%, the difference is about \$20,000 more in wages than what has been budgeted. This is doable. Discussion then led to the police department wages needing to have a market adjustment to retain the officers we have. Eberline discussed further department changes that need to be discussed such as scheduling for more reserves and changing to an 8- or 10-hour work shift instead of 12-hour shift, which may require hiring/training more than four officers. Mcdonald expressed that goal should be to have a police force that other departments look up to and not the bottom of the list. Interim Chief Natvig explained scheduling will need to be flexible for July, as there will be three officers and one is on vacation. Officer Oberle will be done with the academy mid-August. No further discussion, no formal action was taken during this work session.

Smith moved and Rasmussen seconded adjournment of the meeting at 6:15pm. Motion carried five ayes. Next regular meeting will be Monday, July 1, 2024, at 6:30pm.

Attest: Kristy Sawyer, City Clerk

Dr. Paul Eberline, Mayor