

A work session of the Grundy Center City Council was called to order at 6:30 p.m. on Wednesday, January 15, 2025, in the Council Chambers by Mayor Eberline. Present: Smith, Kuester, McDonald, Lamp and Rasmussen. Absent: None. Visitors: Dan Bangasser.

Mayor Eberline opened the discussion on wage surveys and fiscal year 2026 wage increases for the next city budget. Sawyer explained the documents given as the wage survey showing twenty-seven cities ranging population from 700 – 5100 residents and the hourly wages their employees are currently making; a report given for our city employees showing current hourly rate and several percentage and dollar amount increases; and reports showing how much the city has expended in total salaries for all city funds. Bangasser explained that the public works department wages are very comparable to the average hourly wage on the survey provided and felt the department would not be able to afford more than the cost of living increase due to utility rates increasing by only 2% each July. If wages increase more, he feels we would fall behind. Bangasser did comment that he struggles with staff who are not interested in further licensing/certifications only increasing their hourly rate by \$.14 each currently and a possible increase to this amount would also encourage staff interest. Rasmussen asked if council should consider adding back in the longevity increase as was given to other departments in the past. Discussion led to the city will not be able to financially afford to do both a percentage increase and add longevity to the hourly wages, due to the majority of the city employees having been employed with us for many years. Mayor Eberline asked for a discussion on the City Clerk and Deputy Clerk wages, based on the wage survey their rates are on the low end of the average. Sawyer left the room during this discussion. Upon return, Council asked Sawyer to calculate the budget with wage increases from 3-5% across all departments, with more discussions in the future. No formal action was taken during this work session.

Rasmussen moved and Lamp seconded adjournment of the meeting at 7:30pm. Motion carried five ayes. Next regular meeting will be Monday, January 20, 2025, at 6:30pm.

---

Attest: Kristy Sawyer, City Clerk

---

Dr. Paul Eberline, Mayor