

C O N T R A C T S U M M A R I E S

P O L I C E and F I R E F I G H T E R U N I T S

1987-1988

P E R B I N F O R M A T I O N S E R V I C E

Public Employment Relations Board
507 Tenth Street
Des Moines, Iowa 50309

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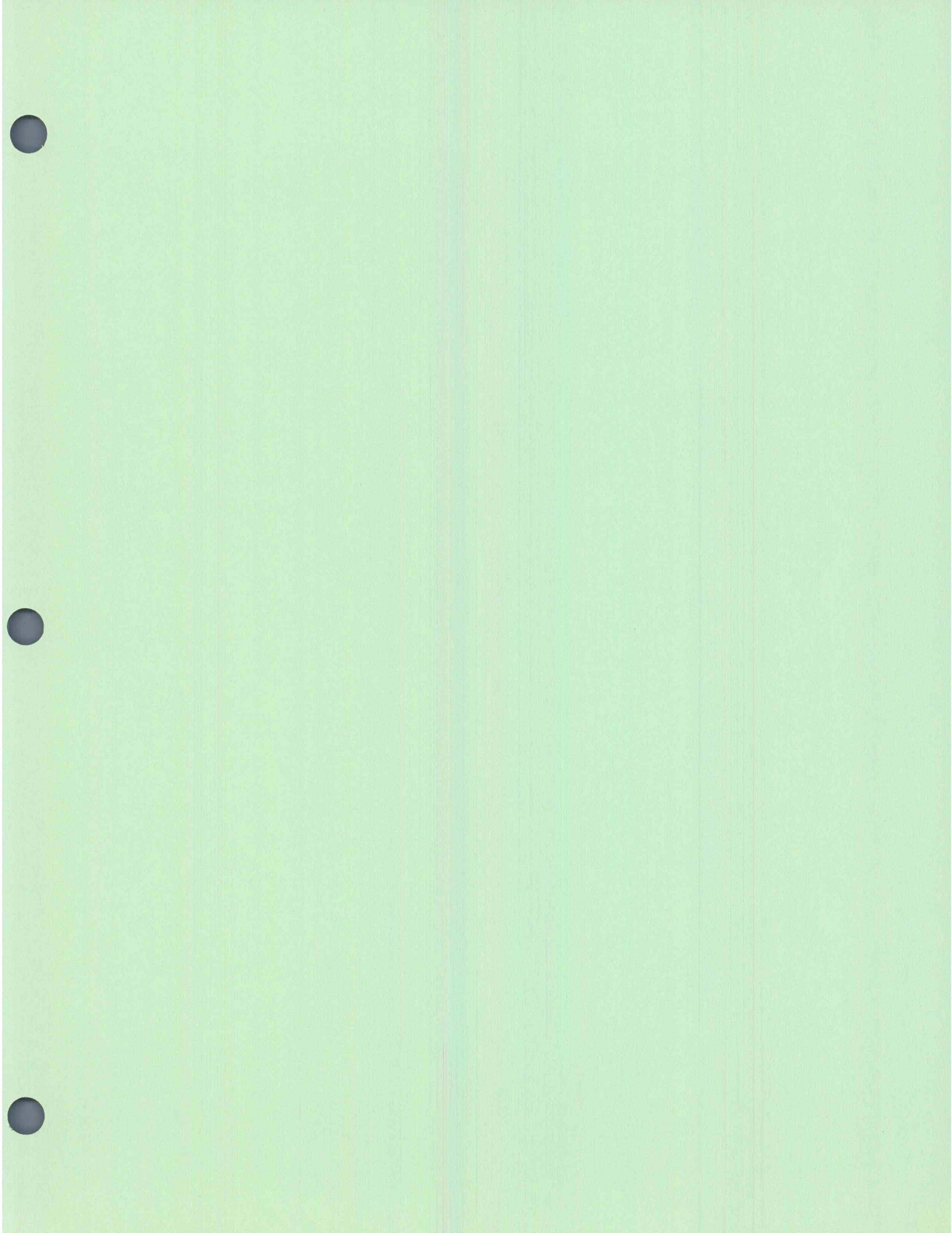


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INTRODUCTION

This document includes brief summaries of major contract articles in the 1987-1988 collective bargaining agreements between cities in Iowa and city bargaining units. These bargaining units include police officers and firefighters.

There are currently approximately 100 certified employee organizations representing police and firefighters in Iowa. Eighty-five of those collective bargaining agreements are summarized in this document.

The contract summaries appear in alphabetical order according to the name of the City involved. Each summary contains the name of the employer (City), the name of the employee organization, a brief summary of positions included in the bargaining unit, and the duration, or effective dates, of the contract. The following major contract provisions are then briefly summarized for each unit: Hours, Overtime, Vacations, Holidays, Leaves of Absence, Transfers, Staff Reduction, Insurance and Wages.

The summaries were prepared by PERB staff persons from copies of complete collective bargaining agreements submitted to PERB by public employers. While care was taken to maintain accuracy and clarity in summarizing contract articles, parties intending to utilize this information for impasse procedures or other purposes requiring accuracy are urged to verify the information by reviewing the original contracts in their entirety.

Hopefully, this document will provide useful resource material for the public employers and employees involved in the collective bargaining process.

Any comments you may have regarding the usefulness of the materials, the desirability of continuing this service on an annual basis, or any suggestions for improving the document would be greatly appreciated. If you have comments or suggestions, please contact:

Public Employment Relations Board
507 Tenth Street
Des Moines, Iowa 50309

EMPLOYER: Albia

EMPLOYEE ORGANIZATION: UAW Local 74

UNIT (SUMMARY): Police officers

DURATION: July 1, 1986 - June 30, 1988 (reopener on wages)

HOURS: 5 consecutive 8 hr days

OVERTIME: 1 1/2 time over 8 hrs/day or 40 hrs/week; court appearance pay at straight time, minimum 2 hours

VACATION:	Years of service	weeks
	0 - 1	0
	1 - 2	1
	2 - 8	2
	9 - 14	3
	15+	4

HOLIDAYS: 10 paid days
New Years Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving and Friday after, Christmas Eve Day and Christmas

LEAVES OF ABSENCE:

- A. Sick - 1 day/mo to max accumulation of 90 days
- B. Bereavement - 5 days for spouse or child; 3 days for parents, siblings, grandparents; 1 day for in-laws, aunts, uncles
- C. Maternity - up to 2 months w/o pay after sick and vacation days used
- D. Military - leave w/pay for 30 days

STAFF REDUCTION: least senior first, recall in inverse order

INSURANCE:

- 1. Hosp/Maj Med - employee provides
- 2. Life - \$10,000
- 3. Dental - N/A
- 4. Other - N/A

WAGES:	Probationary employees	\$15,588.73
	Police Officers	16,818.73
	Red Circle Rate	17,480.23
	Assistant Police Chief	18,050.16

Longevity -	years of service	
	5 - 10	1 1/4% base pay
	10 - 15	1 1/2% base pay
	15 +	1 3/4% base pay

Clothing & equipment allowance of \$350/year

EMPLOYER: City of Altoona

EMPLOYEE ORGANIZATION: Teamsters Local 147

UNIT (SUMMARY): All full-time and part-time hourly police dept employees

DURATION: July 1, 1983 - June 30, 1986

HOURS: Normal work week 5 consecutive days, 8 hrs/day.

OVERTIME: 1 1/2 time over 40 hrs/week

VACATION:	<u>Years of Service</u>	<u>Weeks of Vacation</u>
	less than 1	4 hrs/mo.
	1 - less than 7	10 days/yr.
	7 - 14	15 days/yr.
	14 +	20 days/yr.

HOLIDAYS: 9 paid holidays

New Year's Day, Memorial, Independence, Labor, Thanksgiving and day after, Christmas and one additional holiday, floating holiday.

LEAVES OF ABSENCE:

- A. Sick - after probation (90 days) employee credited with 3 days. Thereafter 1 day/mo.
- B. Funeral - Up to 3 paid days for death in immediate family (defined).
- C. Military Leave - with pay for first 30 days.
- D. Jury Duty/Legal Leave - receive regular wage.
- E. Personal Leave - unpaid, all benefits cease. Leaves up to 30 days granted at the discretion of the Major. Leaves of 31 days - 1 year granted at discretion of the City Council.

TRANSFERS: Employee's qualifications, ability, aptitude and work record are considered. If these factors are reasonably equal, then seniority shall prevail.

STAFF REDUCTION: Seniority prevails.

INSURANCE:

- 1. Health/Major Medical - full cost for employee and his/her dependents.
- 2. Life - N/A.
- 3. Dental - full cost of single.
- 4. Prescription - N/A.

WAGES:

Base pay not specified.

Present Employees: .40/hr. increase 83/84
.35/hr. increase 84/85
.50/hr. increase 85/86

Longevity Pay: 1% of base after 5 years service
2% of base after 10 years service
3% of base after 15 years service
4% of base after 20 years service

Subpeona Pay: 2 hours pay

EMPLOYER: City of Ames

EMPLOYEE ORGANIZATION: Public Professional & Maintenance Employees Local 2003

UNIT (SUMMARY): Police, detectives, dispatchers, matrons, parking meter attendants, senior clerks

DURATION: July 1, 1985 - June 30, 1987

HOURS: 8 hrs/day

OVERTIME: 1 1/2 time for all hours beyond 8 in one workday; paid 1 1/2 time per call back and comptime, minimum of 1 hr.

VACATIONS:

<u>Years</u>	<u>Accrue</u>
1 - 7 years	6 hrs. 40 min/mo
7 - 14	10 hrs/mo
14+	13 hrs. 20 min/mo

Accumulated compensatory time up to 3 days may be used to extend vacation.

HOLIDAYS: 10 Paid Holidays

New Years, Washingtons, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas, floating Christmas Holiday

LEAVES OF ABSENCE:

- A. Sick - accrue 1 day/ month of service, no maximum accumulation. On retirement employee entitled to 25% of last regular hourly rate in excess of 720 hours
- B. Injury - City pays to employee full regular pay either as a direct payment from salary fund or as workmen's compensation
- C. Funeral - up to 3 days in event of death in immediate family (defined); 2 days additional emergency leave may be granted and charged to sick leave. Up to 4 hrs for fellow employee

- D. Leave of Absence Without Pay - City manager may grant if such leave will serve the best interests of the city. Police Chief may grant leave without pay for period of up to 2 weeks.
- E. Maternity - paid sick leave will only be granted if employee is physically unable to perform her job. MLOA may be requested for pregnancy and interval following delivery.

INSURANCE:

1. Hosp/Maj Med - City pays premium for single; Employees pays \$15/mo toward family coverage, City pays balance
2. Life - \$10,000
3. Dental - N/A
4. Other - N/A

WAGES:

City furnishes uniforms; detectives receive \$350/yr for clothing allowance.

Longevity:

5 Years	\$100	16 Years	\$320
6 Years	120	17 Years	340
7 Years	140	18 Years	360
8 Years	160	19 Years	380
9 Years	180	20 Years	400
10 Years	200	21 Years	420
11 Years	220	22 Years	440
12 Years	240	23 Years	460
13 Years	260	24 Years	480
14 Years	280	25 Years	500
15 Years	300		

JULY 1, 1986 - JUNE 30, 1987

Senior Clerk (Records)	\$13,746	\$15,253	
Parking Meter Attendant	12,512	13,786	
Police Dispatcher	16,638	17,470	
Police Officer	20,155	22,113	\$24,367
Police Detective and Juvenile Officer	23,241	25,656	

FY 86-87

Third Shift (3 PM - 11 PM)	\$380/Year
First Shift (11 PM - 7 AM)	\$575/Year
Special Shift - If a majority of the regularly scheduled hours fall between 3 PM - 11 PM	\$380/Year

Special Shift - If a majority of the regularly scheduled hours fall between 11 PM - 7 AM

\$575/Year

Detectives - those detectives requires to work shifts which rotate each month. Detectives assigned to a permanent evening or night shift will be governed by the special shift provision

\$250/Year

EMPLOYER: City of Ames

EMPLOYEE ORGANIZATION: Int'l. Association of Fire Fighters, Local 625

UNIT (SUMMARY): Firefighters including Lieutenants and Fire Inspector

DURATION: July 1, 1987 - June 30, 1989

HOURS: 24 hrs on duty, 48 hrs off.

OVERTIME: 1 1/2 time; call back minimum of 2 hrs at 1 1/2 time

VACATION:	1 - 7 years	2 weeks
	7 - 14 years	3 weeks
	14+	4 weeks

HOLIDAYS: 56 hr week employees - 9 holidays and floating Christmas holiday
40 hr week employees - 9 holidays and 1 floating Christmas holiday

LEAVES OF ABSENCE:

- A. Sick - accrue at rate of one shift per month with no maximum
- B. LOA without pay - may be granted on recommendation of fire chief if leave serves best interest of Fire Department.
- C. Injury - granted to employees who are incapacitated as a result of injury or occupational disease for as long as necessary. At end of 6 mos §411.6, Code of Iowa invoked
- D. Emergency - up to 4 hours to attend funeral of fellow employee; up to 24 hrs/yr without loss of pay for personal family emergencies. 2 shifts with pay may be granted in the event of death or serious illness in immediate family.

TRANSFER: Fire Chief decision based on city service needs with consideration of seniority.

STAFF REDUCTION: §400.28 and 400.12, Code of Iowa

INSURANCE:

- 1. Hosp/Maj Med - City pays for 77%/mo. toward single and family premiums

2. Life - \$15,000

WAGES:

Uniforms furnished, safety shoes and safety glasses max. once annually.

\$2.38 per/mo for each credit hour job-related course completed with a "C" grade or above; Associate Degree up to \$50/mo. \$10 per/mo for certification of an EMT. Employer reimburses for educational costs

Longevity:

5 years	\$100/yr
10 years	200/yr
15 years	300/yr
20 years	400/yr
25 years	500/yr

	1987-1988			1988-1989		
	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>
Fire Fighter	19,838	21,421	23,583	20,533	22,171	24,409
Fire Lieutenant	25,532			26,426		
Fire Inspector	29,505			30,537		

EMPLOYER: City of Ankeny

EMPLOYEE ORGANIZATION: Teamsters, Local 147

UNIT (SUMMARY): Police Officers, Detectives and Dispatchers

DURATION: July 1, 1985 - June 30, 1987

HOURS: Total of 2,080 work hours, 8 hrs/day, or 10 for 4 day/week

OVERTIME: 1 1/2 the rate of regular hourly pay

VACATION:	<u>Years of Service</u>	<u>Vacation</u>
	Over 1	2 weeks
	Over 5	3 weeks
	Over 10	4 weeks
	Over 15	5 weeks

HOLIDAYS: 6 Paid Holidays plus 2-4 personal days
New Years, Memorial, Independence, Labor, Thanksgiving & Christmas

LEAVES OF ABSENCE:

- A. Sick - Accumulate 1.5 days/mo; maximum accumulation 200 days
- B. Funeral - 3 days for death in immediate family (defined); other relatives, sick leave may be utilized

- C. Jury - difference between jury compensation and regular wages
- D. Voting - LOA if not sufficient time outside work hours to vote
- E. Unpaid Leave - Up to 6 months
- F. Maternity - generally limited to 6 mos; leave deducted from sick leave
- G. Education - not to exceed one year
- H. LOA W/O Pay - for illness or injury beyond an employee's earned sick leave
- I. Military - 30 days leave with pay

TRANSFERS: Knowledge, training and ability considered first, but if equal among individuals on the promotion list, length of service will govern

STAFF REDUCTION: Layoff and recall based on seniority

INSURANCE:

- 1. Hosp/Maj Med - City pays \$200/mo toward employee and family
- 2. Life - \$10,000 or 125% of gross annual salary, whichever greater
- 3. Dental - single person coverage per employee
- 4. Other - N/A

WAGES:

Shift differential: Employees on 11-7 receive 23 cents/hour; 3 -11 receive 14 cents/hour; split shift 19 cents/hr

Uniform - Employer provides pants, shirt and hat; detectives receive \$300/yr

Master patrolman and detectives upon appointment, receive bonus of \$20 per pay period. Incentive plan for formal education during off duty hours.

Police/Detectives

17,518	18,919	20,432	22,067	23,831
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Communications & Records Officer I

13,965	14,477	14,989	15,499	16,010
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Communications & Records Officer II

16,182	17,032	17,884	18,737	20,098
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EMPLOYER: City of Boone

EMPLOYEE ORGANIZATION: International Association of Firefighters, Local 678

UNIT (SUMMARY): Captain, Firemen

DURATION: July 1, 1987 - June 30, 1988

HOURS: 24 hr. shifts with 2 meals at the station

OVERTIME: 1 1/2 times the base rate of pay; call back pay at least 2 hours minimum at 1 1/2 time

VACATION: 1 wk or 3 working shifts after 1 year service
2 wk or 5 working shifts after 2 years service
3 wk or 7 working shifts after 5 years service
4 wk or 10 working shifts after 10 years service
Can accumulate to twice annual entitlement

HOLIDAYS: 10 Paid Holidays

New Years, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas, Columbus, Washington's Birthday

LEAVES OF ABSENCE:

- A. Death - up to 3 shifts off for death in immediate family (defined), or if more is needed, this will be at the discretion of the fire chief. Other leave at discretion of chief.
- B. Sick - earn 1 1/2 days/mo. of service; accumulate unlimited amount. When permanently separated, employees compensated for 80% of unused accumulated leave with a maximum of 120 days
- C. Leave of absence without pay - request decided on basis of work load existing or anticipated in the Dept., the circumstances of the request, service rating, and then will be acted on by the city council.
- D. Military Leave - Section 29A.28 of Code of Iowa.

STAFF REDUCTION: on basis of seniority with 30 day notice.

INSURANCE:

1. Hosp/Maj Med - employer pays single and family coverage.
2. Life - \$5,000, AD & D \$5,000
3. Dental - N/A
4. Other - Civil disability protection

WAGES:

1. Employer pays 1/2 cost of replacing or repairing eyeglasses or contacts damaged or destroyed or lost while performing required duty on the job.

2. Longevity - After 3 years each employee receives \$3/mo/yr. of service up to the maximum age of 65.
3. Clothing allowance - \$300 year

4.	<u>Position</u>	<u>1985-86 Salary</u>
	Captain	\$1,923.11
	Fireman 2 years	1,770.49
	Fireman 18 mos.	1,682.65
	Fireman 12 mos.	1,595.91
	Starting	1,396.72

EMPLOYER: City of Boone

EMPLOYEE ORGANIZATION: Boone Police Bargaining Unit

UNIT (SUMMARY): Sergeants, Patrolmen, Records Secretary, Parking Meter Attendants

DURATION: July 1, 1986 - June 30, 1988

HOURS: 8 hr shifts

OVERTIME: 1 1/2 time over 40 hrs/week; call back pay of doubletime for 1st 2 hrs; 1 1/2 time thereafter, 2 hr minimum callback; except parking meter attendants at straight 1 1/2 time callback pay.

VACATION: 1 week after 1 year service
 2 weeks after 2 years service
 3 weeks after 5 years service
 4 weeks after 10 years service

The above vacation time shall be accrued during the 12 mo. period prior to the date granted per the following schedule:

Police Officers and Patrolmen	Records Secretary	Parking Meter Attendants
1 week 1/2 day/mo	.417 day/mo	1/4 day/mo
2 weeks 1 day/mo	.833 day/mo	1/2 day/mo
3 weeks 1 1/2 day mo	1.25 days/mo	3/4 day/mo
4 weeks 2 days/mo	1.66 days/mo	1 day/mo

Vacation time may be accumulated to twice the annual entitlement.

HOLIDAYS: 10 Paid Holidays

New Years, Washington's Birthday, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas; Patrolmen or police officers paid premium of 8 hrs. for each of the above holidays. All other members of the unit receive a day off for each holiday with pay

LEAVES OF ABSENCE:

- A. Sick - Accrue 1 1/2 day for each mo of service, except parking meter attendants who accrue leave at the rate of 1 day for each mo of service. No limit on accumulation. Members who are separated from service with the employer are compensated in cash at their regular rate for 80% up to maximum of 180 days
- B. Death - up to 5 paid days in event of death in immediate family (defined). More time granted at discretion of police chief or assistant chief if needed. Any other leave at Chief's or Assistant Chief's discretion.
- C. Leave of Absence Without Pay - request considered on the basis of work load existing or anticipated in the Dept., the circumstances of the request, and the members service rating. The request then will be acted upon by city council.

TRANSFERS: Seniority used in determining preference for the purpose of assignments and shifts, but the ultimate decision is made by the Chief after determining manpower needs.

INSURANCE:

- 1. Hosp/Maj Med - employer provides single and family coverage
- 2. Life - \$5,000 plus \$5,000 AD & D
- 3. Dental - N/A
- 4. Other - Civil Liability protection

WAGES:

- 1. Longevity Pay - all members of unit except parking meter attendant, having 3 yrs of service, receive longevity increment in the sum of \$3/mo/yr of service up to a maximum of 65 yrs of age
- 2. Clothing Allowance - patrol and officer receive \$400/yr; 100 rounds of ammunition. Parking meter attendants and records secretary get \$200/yr clothing allowance

Position

Captain		\$1,918.70/mo.
Patrolman:	2 years	1,766.82/mo.
	18 months	1,679.41/mo.
	1 year	1,593.09/mo.
	Starting	1,394.49/mo.
Records Secretary		1,219.40/mo.
Parking Meter Attendants		6.34/hour

EMPLOYER: City of Burlington

EMPLOYEE ORGANIZATION: Communications Workers of America, AFL-CIO

UNIT (SUMMARY): Communications operator, police officer, police matron

DURATION: July 1, 1985 - June 30, 1988. Reopener for hours, holidays, and vacation

HOURS: Schedule posted by employer - 100 days off during each fiscal year of which no more than 9 days and no fewer than 8 days shall be given in any calendar month

Non-shift employees; 104 days off each fiscal year; no more than 10 days and no fewer than 8 days shall be given in any calendar month. (Within Fair Labor Standards Act).

OVERTIME: 1 1/2 times regular rate. 3 times/holiday for a minimum of 4 hours callback minimum is 3 hrs at applicable overtime rate.

VACATIONS:

	Annual Vacation Accrual Stated as a Number of <u>Work Days or Work Shifts</u>	
	Non-Shift	Shift
After 1 year	5	7
2 - 6	10	14
7 - 13	15	21
14 - 24	20	28
25+	25	35

HOLIDAYS: 10 Paid Holidays

New Years, Washington's Birthday, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas, Christmas Eve

LEAVES OF ABSENCE:

- A. Family Death - 3 days with pay for certain relatives (defined), additional time if needed up to 3 days without pay
- B. Leave Without Pay - pre-determined time approved by the Mayor
- C. Maternity Leave - without pay if sick leave is exhausted
- D. Voting Leave - sufficient time off if needed
- E. Military Leave - entitled to leave with pay for first 30 days
- F. Sick Leave - 2 work shifts/month up to 180 shifts

TRANSFERS: See below

STAFF REDUCTION: All appointments, promotions, demotions, suspensions, discharges, and personnel reductions shall be made in the manner provided for by Iowa Civil Service Law, when applicable.

INSURANCE:

1. Hosp/Maj Med - single & family
2. Life - \$10,000 plus \$10,000 AD & D
3. Dental - full single and family
4. Other - N/A

WAGES: Employees shall advance from Step A to Step B, to Step C in accordance with the language of this Agreement.

Range	Position	<u>A</u>	<u>B</u>	<u>C</u>
Effective July 1, 1987				
1	Communications Operator	1273 15,276	1396 16,752	1472 17,664
2	Police Officer	1583 18,996	1750 21,000	1843 22,116

Longevity:

<u>Years of Service</u>	<u>\$/Yr</u>
5	\$300
10	\$400
15	\$500
20	\$700
25	\$800

Uniform and equipment furnished all employees; \$300/yr uniform allowance. Repair or replace property damaged in performance of duty.

EMPLOYER: City of Burlington

EMPLOYEE ORGANIZATION: Local 301, International Association of Firefighters,

UNIT (SUMMARY): Captains, Lieutenants, Firefighters and Ambulance Personnel

DURATION: July 1, 1985 - June 30, 1988

HOURS: 3 platoon system; 24 hours on duty then 48 hours off duty; shall not exceed 168 work hours within 21 consecutive calendar days

OVERTIME: 1 1/2 times the employees annual salary divided by 2704 hours, Call time: overtime rate for minimum of 3 hrs.

VACATIONS:

	<u>Annual Vacation Accrual Stated as a Number of Work Shifts</u>	<u>Monthly Vacation Accrual Stated as a Number of Work Shifts</u>
1 - 4	5	.417
5 - 9	6	.5
10 - 14	7	.583
15 - 19	10	.833
20 - 24	12	1.0
25+	15	1.25

HOLIDAYS: 10 Paid Holidays

New Years, Washington's Birthday, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas Eve, Christmas, 6 work shifts off for regularly working on holidays; accrued 1/2 per mo.

LEAVES OF ABSENCE:

- A. Family Death - 48 hours (and possible additional time) charged against sick leave for immediate family (defined)
- B. Sick Leave - 1 work shift/mo to a maximum of 45 work shifts, after which 2/3 work shifts/mo to a total maximum of 90 work shifts
- C. Injury - if incapacitated while performing duties, employer will not deduct from sick leave, and sick leave is accrued during this time
- D. Personal Leave - 1 day/year
- E. Emergency Leave - 3 hours/shift max.

TRANSFERS: In accordance with Iowa Civil Service Law

STAFF REDUCTION: In accordance with Iowa Civil Service Law

INSURANCE:

- 1. Hosp/Maj Med - full single and family
- 2. Life - \$10,000 + \$10,000 AD & D
- 3. Dental - full single and dependent
- 4. Other - N/A

WAGES: Employees shall advance from Step A to Step B after completion of their probationary period

<u>Range</u>	<u>Position</u>	<u>Monthly Salary</u>		<u>Annual Salary</u>	
		A	B	A	B
1	Firefighter	1,480	1,712	17,760	20,544
2	Lieutenant	1,630	1,889	19,560	22,668
3	Captain	1,730	2,009	20,760	24,108

Longevity:

<u>Years of Service</u>	<u>\$/Year</u>
After 5	\$300
After 10	400
After 15	500
After 20	700
After 25	800

AMBULANCE PAY: \$1.50/response/person

CERTIFICATION PAY: (non-cumulative) Emergency Medical Tech - \$25/mo; Emergency Medical Tech I - \$35/mo; Emergency Medical Tech II - \$60/mo; Paramedic - \$75/mo

Employer provides all required protective clothing, safety equipment and protective devices as well as the first uniform. Uniform replacement allowance of \$225/year FY 85 and \$250/year beginning FY 86.

EMPLOYER: City of Cedar Falls

EMPLOYEE ORGANIZATION: Teamsters Local 844

UNIT (SUMMARY): Police

DURATION: July 1, 1986 - June 30, 1989 - wage reopeners for 1987 & 1988

HOURS: 8 hrs/day; 40 hrs/week; work week 5 days on duty & 2 days off

OVERTIME: 1 1/2 time over 8 hrs day or 40 hrs/week; double time for non-shift employees called to work on holiday; 1 1/2 time for employees called to work scheduled day off

VACATION:

Years	Weeks
1	2
6	3
11	4
18	5

HOLIDAYS: 11 paid Holidays

New Years, Memorial, Independence, Labor, Good Friday, 3 floating days, Thanksgiving and Friday after, Christmas.

LEAVES OF ABSENCE:

- A. Sick - 1 day after first 7 days of employment, another day after 30 days employment, another day for each month of employment (13 days year)
- B. Bereavement - 1 week in event of death of immediate family (defined); up to 3 days for other family
- C. W/out pay - max 30 days
- D. Professional - paid leave to attend training conferences for chosen employee reps

TRANSFER: Post notice of job opening, filled first by qualified employees from dept., then by other qualified persons.

STAFF REDUCTION: By department-probationary employees first, least seniority next

INSURANCE:

- 1. Hosp/Maj Med - employer provides single coverage, employee pays \$15/mo on family policy
- 2. Life - \$10,000

3. Dental - N/A

4. Other - false arrest insurance provided; \$10,000 - \$25,000 - \$50,000

WAGES:

Longevity:	Years	\$/month
	0 - 4	none
	5 - 7	12
	8 - 10	22
	11 - 13	32
	14 - 16	42
	17 - 19	52
	20 - 22	62
	23 - 25	72
	26 - 28	82
	29 - 31	92
	32 - 34	102
	34 - 37	112

Shift differential:

1st	none
2nd	9
Special Operations	9
3rd	27

	A	B	C	D
Parking Meter Attendant	6.44	6.71	7.00	7.25
Office Assistant	6.56	6.80	7.10	7.38
Radio Dispatcher				
Secretary I	7.24	7.54	7.85	8.23
Police Officer	9.39	10.37	10.83	12.41
Police Investigator	10.55	11.04	11.53	12.06
Senior Police Officer				
Master Patrol Officer	11.13	11.63	12.04	12.72
Master Investigator				
Asst. Shift Supr.				
Crime Prevention Off.				
Police Trng. Officer				
Police Record Supr.				

Part time and
Crossing guard \$5.54/hour

EMPLOYER: City of Cedar Falls

EMPLOYEE ORGANIZATION: Cedar Falls Firefighter's Assn. 1366

UNIT (SUMMARY): Firefighters, Lieutenants (fire line), training officer

DURATION: July 1, 1987 - June 30, 1989

HOURS: Work schedule for employee shall be established by the Fire Chief in accordance with State and Federal regulations. 24 hrs/standard tour day, 56 hrs/standard work week

OVERTIME: 1 1/2 time over tour day or tour week, double time for Sunday or holiday; callback 15 min. of 2 hrs, payable at applicable overtime rate.

VACATION:	<u>Shift Personnel</u>	<u>Non-Shift Personnel</u>
	1 yr - 6 tour days	1 yr - 10 working days
	7 yrs - 9 tour days	7 yrs - 15 working days
	12 yrs - 12 tour days	12 yrs - 20 working days
	20 yrs - 15 tour days	20 yrs - 25 working days

HOLIDAYS: 11 Paid Holidays
New Years, Memorial, Independence, Labor, Thanksgiving and day after, Christmas, Good Friday, and 3 floating days

LEAVES OF ABSENCE:

- A. Bereavement - Up to 5 days for certain relatives (defined), 3 days for other relatives (defined); max. of 3 additional days under special circumstances.
- B. Sick Leave - 1 tour after first 7 days employment; an additional tour after first month and after each additional mo. 1 yr - 13 total tour earned. Then 1 tour/mo. There is no limit on accumulation
- C. Jury Duty - paid difference between jury compensation and regular wages.
- D. Without Pay - request submitted to division head, will be considered on basis of the work load existing or anticipated in employee's division

INSURANCE:

- 1. Hosp/Maj Med - single & full dependent
- 2. Life - \$5000 single & \$5000 AD & D
- 3. Dental - N/A
- 4. Other - N/A

WAGES:

\$250 clothing allowance
\$150 food allowance

Firefighters	19,375.20	20,225.92	21,060.00	24,080.16
Lieutenants				
Asst. Fire Marshal	23,008.96	24,165.44	24,916.32	25,708.80
Training Officer	24,916.32	25,708.80	26,544.96	27,379.04

*Based on 56 hr work week

In addition employees shall receive longevity pay as follows:

<u>Years of Service</u>	<u>\$/Month</u>
0 - 4	None
5 - 7	\$12.00
8 - 10	22.00
11 - 13	32.00
14 - 16	42.00
17 - 19	52.00
20 - 22	62.00
23 - 25	72.00
26 - 28	82.00
29 - 31	92.00
32 - 34	102.00
35 and over	112.00

EMPLOYER: City of Cedar Rapids

EMPLOYEE ORGANIZATION: Cedar Rapids Assn. of Firefighters, Local #11, IAFF

UNIT (SUMMARY): Captains, Lieutenants, Firefighters, typists, mechanics, firealarm operators, maintenance persons.

DURATION: July 1, 1987 - June 30, 1988

HOURS: Office Employees 8 AM - 4:30 PM, Monday - Friday; Maintenance workers, 7 AM - 4 PM, Monday - Friday; Mechanic Assistant 7:30 AM - 4 PM, Monday - Friday; Fire Alarm Operator 3 shifts 7 AM - 3 PM, 3 PM - 11 PM, 11 PM - 7 AM; Line Personnel 24 hr tour of duty 7 AM - 7 AM averaging 56 hrs/week; Fire Prevention Bureau 40 hrs/week; Monday - Friday, 8 AM - 4:30 PM; Training Dept 7:30 AM - 4:00 PM, Monday - Friday, 40 hrs/week

OVERTIME: 1 1/2 times over 40 hrs/week, except line personnel who are paid for over 56 hrs/week; call back minimum 3 hrs; call in 2 hrs or less early for shift paid 1 1/2 times; call in on holiday receive 1 1/2 time + regular pay

VACATION:	<u>Yrs of Service</u>	<u>Weeks of Vacation</u>
	1	1
	2	2
	7	3
	12	4
	17	5

HOLIDAY: 13 Paid Holidays

New Years & Day before, Lincoln, Washington, Good Friday, Memorial, July 4, Labor, Veterans, Thanksgiving & Friday after, Christmas & Day before

LEAVES OF ABSENCE:

- A. Jury - receive regular pay minus jury pay.
- B. Sick - full time accrue 1 work period with pay for each completed mo of service; part time earn pro-rated; unlimited accrual;
- C. Job injury sick leave (Non-Civil Service Employees only) first 3 consecutive calendar days on the basis of regular sick leave which employee is entitled under the pay plan; after 3 days entitled to 30 further days without the same deducted from regular sick leave, further leave may be granted; all workmen's comp assigned to employer
- D. Maternity - may use vacation & sick leave, then carried in unpaid status
- E. Funeral - up to 5 consecutive calendar days for death in immediate family, (defined); up to 3 consecutive days for death of parents; for other members up to 3 consecutive calendar days; in all cases 1 day must be spent in attendance at the funeral
- F. Military - as per law
- G. Special - without pay for personal reasons not to exceed 10 work days/yr or 5 days for one instance; longer than 6 days requires approval of city council; special leave granted with or without pay for attendance at a college, university, or business school for purpose of training related to work, or for medical necessity.

TRANSFER: Job posted, employee bids, filled by departmental seniority & qualifications; jobs not filled by this method filled by new hired or transfers from other depts; qualifications are to be followed in the filling of such jobs, and where 2 or more employees have equal skill, ability, & qualification for the job, then seniority shall be the determining factor

STAFF REDUCTION: Civil Service Act followed for those positions under the Act; for other positions employees with least seniority laid off first if remaining employees qualified; recall on basis of seniority

INSURANCE:

- 1. Hosp/Maj. Med- 100% single and family coverage up to age 65 then 100% Medicare or appropriate coverage
- 2. Life - \$10,000 AD & D to age 65, then \$5,000 till 80 when it is terminated
- 3. Dental - full single, employee pays dependent coverage
- 4. Other - N/A

WAGES:

1. Longevity	<u>Years of Service</u>	<u>Per Month</u>
	5	\$20
	10	40
	15	60
	20	80
	25	100

2. Employee on standby paid \$25/week for all off-duty hours; for 1 day holiday paid \$12.50; standby for 3 or 4 day holiday, \$25 for weekend (or 2 days off) and \$12.50 for extra day(s).
3. Uniform Allowance - employer furnishes all required clothing, equipment, and allowances for repairs, and dry cleaning
4. Central Station Captain (regular or acting) receives \$12.50/pay period above regular salary unless on vacation.
5. Entry level salary: 10% less than amount shown for position on Schedule F until completion of 1 yr in position

WAGE SCHEDULE

07	6.14	6.80	Clerk Typist I
14	5.77	6.39	Bldg Maint Worker
16	6.85	7.57	Secretary-Typist
20	8.21	9.10	Fire Comm Specialist
29	8.89	9.84	Auto Equip Mech I
30	6.54 6.71 7.10	7.57 8.24	Firefighter
32	10.35	11.47	Fire Equip Mech II
36	11.93		Lieutenant
40	12.46		Captain

Based on 53-hour workweek

EMPLOYER: City Of Cedar Rapids

EMPLOYEE ORGANIZATION: Chauffeurs, Teamsters & Helpers, Local 238

UNIT (SUMMARY): Police Department, Public Safety Dept.

DURATION: July 1, 1987 - June 30, 1988

HOURS: 5- 8 hr days, no split shifts (shifts for each division indicated);
30 min. lunch, non-accumulative; 15 min break for each 1/2 shift,
non-accumulative

OVERTIME: 1 1/2 time over 40 hrs/week, accumulated to nearest 1/10 hr.
can accumulate up to 60 hrs of comp time; Call back entitled to
minimum of 2 hrs past own shift. Call in 2 hrs or less before
start of shift paid for time worked. Call back rate is 1 1/2 time.

VACATION:

After 1 Yr Service	40 hrs (1 week)
After 2 Yrs Service	80 hrs (2 weeks)
After 7 Yrs Service	120 hrs (3 weeks)
After 12 Yrs Service	160 hrs (4 weeks)
After 17 Yrs Service	200 hrs (5 weeks)

If employed more than 12 mos, payment for vacation days earned will be paid upon retirement, resignation, or dismissal, if an employee gives 5 days notice in case of resignation or retirement. Selection of a split vacation will be allowed, but no smaller than 1 week will be permitted. Part-time employees receive pro-rated time.

HOLIDAYS: 13 Paid Holidays

Legal holidays observed by employees unless employees are required to be on regular duty; New Years, Washington, Good Friday, Memorial, July 4, Labor, Personal day, Veterans, Thanksgiving and Friday after, Christmas Eve, Christmas Day, day before New Years. Employees entitled to holiday time coming under this agreement will observe the holiday on the day on which it falls. For all other employees, the holiday will be celebrated on Friday or Monday.

LEAVES OF ABSENCE:

- A. Jury - receive pay less jury pay
- B. Sick - full-time receive 1 day/mo, permanent employees who render part-time service entitled to pro-rated amount; unlimited accrual; If non-civil service employee is injured on job and sick for 3 days, employee entitled to 30 further sick days if recommended by city physician and approved by city council
- C. Maternity - must be permanent or permanent part-time employee, may use accrued sick leave and vacation, after which carried in unpaid status.
- D. Funeral - for death in immediate family (defined) up to 5 days, one of which must be spent in attendance at the funeral; up to 3 paid days for non-member of immediate family (defined); paid time off also allowed to attend funeral of a fellow worker
- E. Voting - employees w/o 3 consecutive hours off outside their shift when the polls are open, are entitled to enough time off with pay so they will have 3 consecutive hours of time off while polls are open.
- F. Military - as per law
- G. Special Leave - w/o pay for personal reasons not to exceed 10 working days in any calendar year; or 5 working days in any one instance; city council may authorize special leave with or w/o pay for any period not to exceed 3 mos in any 1 calendar year for following purposes: to attend seminar, school, or conference for the mutual benefit of the employee and employer or to settle estate or liquidate business. Seniority and longevity dates adjusted to reflect time lost during such absence when leave at their request.

TRANSFER: The Iowa Civil Service Act in relation to all jobs falling within such statute shall be followed in the filling of vacancies, promotions, demotions, discipline or voluntary return to a former job.

Job posted, employees apply, qualifications are to be followed in the filling of such jobs and where 2 or more employees have equal skill, ability & qualifications, then seniority shall be determining factor.

STAFF REDUCTION: Civil Service Act will be followed for those positions coming under such Act. In relation to positions other than these, employees with least seniority shall be laid off first if the remaining employees can qualify to do the work

WAGES:

Auto Mech II	29	9.79	10.63			
Police Officer	30	8.65	8.71	8.87	9.66	11.53
Property Dis. Mgr. Auto Mech III	32	10.18	11.09			
Detective I.D. Officer	40	11.37	11.97	12.56	13.15	

Longevity Pay

After 5 years	\$20.00	mo
After 10 years	40.00	mo
After 15 years	60.00	mo
After 20 years	80.00	mo
After 25 years	100.00	mo

Special Duty Pay. In any month in which more than ten hours of flying is completed --

Helicopter Pilot	\$120.75 per mo.
Helicopter Observer	75.00 per mo.

Bomb Squad SPAN Team	Employees in these two groups to be paid 50% of regular rate of pay in addition to regular pay for all time spent while on special assignment.
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Employees on Stand-by, compensation as follows:

- a. Between shifts: the employee will be paid \$7.50 for the 24 hour period after his last assigned shift.
- b. On day off (24 hour period after end of shift); shall be paid \$7.50 per day.

- c. For a one day holiday; shall be paid \$7.50 per day.
- d. Stand-by for week-ends (two off days in succession): the rate shall be \$15.00.
- e. Stand-by for a three or four day holiday, shall be paid \$15.00 for the weekend (or two off days) and \$7.50 for the extra day or days.
- f. In addition to the stand-by rate, each employee will receive a minimum of two hours at time and one-half for each call in. All time spent above two hours will be paid at time and one-half.

All future employees who are required to carry firearms shall receive an authorized firearm from the Employer.

EMPLOYER: City of Centerville

EMPLOYEE ORGANIZATION: Iowa State Policemen's Association, Unit #33

UNIT (SUMMARY): Patrolmen and Sergeants

DURATION: July 1, 1986 - June 30, 1988

HOURS: 8 hrs/day, 40 hrs/week, 1/2 hr paid meal period

OVERTIME: 1 1/2 times over 40 hrs/wk, call back - min of 1 hr/1 1/2 time, report time and not needed - min 3 hrs pay

VACATION:	Year	Days	
	1	5	Vacation time may be carried over to the next year at a rate not to exceed 1 wk/yr
	2	10	
	9	15	
	20	20	

HOLIDAYS: 8 paid holidays

New year's, Memorial, Independence, Labor, Veterans, Thanksgiving and day after, Christmas

LEAVES OF ABSENCE:

- A. Sick - 1 1/4 days/mo, max accumulation 120
- B. Funeral - 3 days for immediate family (defined), may request additional time.
- C. Jury - regular wages less jury fees
- D. Military - paid for first 30 days
- E. Voting - time off if required to work while polls are open
- F. Maternity - sick leave used until out then may request LOA w/out pay

TRANSFER: per provisions of Chapter 400, Code of Iowa, 1983

STAFF REDUCTION: Seniority qualification, ability to perform and physical fitness are considered, recall in reverse order of layoff

INSURANCE:

1. Hosp/Maj Med - paid for employee, \$20 toward family plan
2. Life - \$10,000
3. Dental - Paid for employee, \$20 toward family plan
4. Prescription - paid for by employee

WAGES:

	Beginning	Effective July 1, 1987 After 1 year	After 2 yrs
Patrolman	\$14,779	\$16,550	\$18,317
Sergeant	18,990	19,979	

A patrolman assigned to duties as Detective receives the sum of \$124/mo additional

Longevity:	5 yrs of service	\$120
	10 yrs of service	240
	15+ yrs of service	360

EMPLOYER: City of Charles City

EMPLOYEE ORGANIZATION: Teamsters Local 828

UNIT (SUMMARY): Patrolmen, Investigators, Radio Operators

DURATION: July 1, 1987 - June 30, 1989

HOURS: 8 hrs/day, 40 hrs/week

OVERTIME: 1 1/2 time over 8 hrs, Sunday, and holidays; minimum for call out- 2 hours. Overtime shall include hours spend in court while not on duty, min call out - 3 hrs.

VACATION:	Years	Weeks
	1	1
	2	2
	8	3
	15	4
	21	5

HOLIDAYS: 11 Paid Holidays

New Years, President, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas, an additional 1/2 day Christmas Eve afternoon if it falls on Monday through Thursday. 2 floating

LEAVES OF ABSENCE:

- A. Sick - Accrue 1 day/mo to maximum of 120 days
- B. Personal - up to 10 unpaid days for employee for personal reasons

- C. Military - paid leave up to 30 days
- D. Maternity - sick leave may be used
- E. Funeral - up to 3 days from day of death to and including day of funeral for immediate family (defined); death of husband, wife or child maximum of 5 days off with compensation; other relatives (defined) 1 day
- F. Leave of Absence - recommended by dept. head and approved by mayor; cannot extend beyond 12 mos without written approval of mayor.

TRANSFER: Newly created vacant position filled from Civil Service list

STAFF REDUCTION: Departmental seniority shall govern layoffs and recalls.

INSURANCE:

- 1. Hosp/Maj Med - employer pays single & family
- 2. Life - equal to annual base wage rounded to nearest \$1,000 + additional \$5,000 available at employee expense
- 3. Dental - possible, if trust funds are adequate
- 4. Other - N/A

WAGES:

SERVICE	ANNUAL PATROLMEN	ANNUAL INVESTIGATIONS	HOURLY RADIO OPERATORS
Start	\$16,986.32	\$21,195.06	Start \$7.35
1 yr.	17,679.55		6 mos. 7.47
2 yrs	18,401.67		12 mos. 7.60
3 yrs	19,153.87		18 mos. 7.70
4 yrs	19,937.42		2 yrs. 7.80

Longevity

<u>Years of Service</u>	<u>\$/Mo</u>
4	\$20
8	30
12	40
16	50
20	60
24	70
28	80

Shift Differential - employees assigned the following shifts on permanent basis receive additional \$19/mo 7 PM - 3 AM; 5 PM - 1 AM; 6 PM - 2 AM; 8 PM - 4 AM; 4 PM - 12 AM
 Employees assigned the following shifts on a permanent basis receive an additional \$22/mo, 10 PM - 6 AM; 11 PM - 7 AM; 12 AM - 8 AM

Clothing Allowance - Non-Dispatchers: \$325 uniform allowance per year and employer provides new employees certain items (listed); employer will replace items of uniform and equipment destroyed; dispatchers receive \$225/yr and employer provides new employees certain items (Listed). All full time employees granted course privileges at Wildwood Golf Course and individual or family memberships to Charles City Municipal Pool.

EMPLOYER: City of Charles City

EMPLOYEE ORGANIZATION: Teamsters Local 828

UNIT (SUMMARY): Firemen and Lieutenants

DURATION: July 1, 1987 - June 30, 1989

HOURS: Hours should not exceed 53 hrs/week. Normal tour 24 consecutive hours on duty, from 7:30 a.m. - 7:30 a.m.

OVERTIME: 1 1/2 times over an average of 56 hrs/week; fallback min. of 2 hrs.

VACATION:	<u>Yrs of Service</u>	<u>Weeks of Vacation</u>
	1	1
	2	2
	8	3
	15	4
	21	5

HOLIDAYS: 10 Paid days
New Years, Presidents Day, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas and 1 floating

LEAVES OF ABSENCE:

- A. Sick - 1 1/2 day/mo to maximum of 90 days
- B. Personal - unpaid leave up to 10 days/year for personal reasons
- C. Military - paid leave up to 30 days
- D. Maternity - sick leave may be used
- E. Funeral - up to 3 consecutive paid days from day of death to and including day of the funeral for death in immediate family, (defined); upon death of spouse or childrer up to 5 days allowed; in case of some relatives (defined), 1 day of funeral leave.

INSURANCE:

- 1. Hosp/Maj Med - employer pays single & family coverage
- 2. Life - equal to annual base rounded to nearest \$1,000; \$5000 additional available at employee's expense.
- 3. Dental - possible, if trust funds are adequate
- 4. Other - available at group rates by payroll deduction

- WAGES:
- 1. All full-time employees granted Wildwood Municipal Golf Course privileges and single or family memberships to Charles City Municipal Pool.
 - 2. Uniform allowance \$325/year

FIREMEN

SERVICE

ANNUAL SALARY BASE

Start	\$16,986.32
1 yr.	\$17,679.55
2 yrs.	\$18,401.67
3 yrs	\$19,153.87
4 yrs	\$19,937.42

LIEUTENANTS

Start - unfilled classification:
 1 year - wages not yet negotiated

Longevity

Years of Service

\$/Mo.

4	20
8	30
12	40
16	50
20	60
24	70
28	80

EMPLOYER: City of Cherokee

EMPLOYEE ORGANIZATION: Cherokee Police Association

UNIT (SUMMARY): Police officers, sergeants

DURATION: July 1, 1987 - June 30, 1988

HOURS: 40 hr work week for sergeants, and patrol officers, in any 7 day period

OVERTIME: 1 1/2 time over 40 hrs/week; ballback pay, minimum 2 hrs at 1 1/2 times, includes required court attendance outside of shift time.

VACATION: 0 - 1 yrs of service 6 days
 2 - 6 yrs of service 12 days
 7 - 14 yrs of service 18 days
 15+ yrs of service 24 days

Cumulative to max of twice amount employee is entitled to earn

HOLIDAYS: 9 Paid Holidays

New Years, Lincoln's, Washington's, Memorial, Labor, Independence, Veterans Thanksgiving, Christmas

Officers permitted day off for each holiday worked.

LEAVES OF ABSENCE:

- A. Sick - 1 day/mo to probationary & full-time employees, max 90 days
- B. Military - unpaid LOA for military service
- C. Jury - regular pay less fees received
- D. Funeral - 3 paid days in case of death of immediate family, (defined); in case of death of city employee chief of police will excuse 1 hr prior to funeral 'til 1 hr after funeral
- E. Unpaid - Not to exceed 30 days
- F. Maternity - employee to use accrued sick leave.

INSURANCE:

- 1. Hosp/Maj Med - city pays full cost for employee & family
- 2. Life - \$6,000 furnished, employee may purchase additional coverage
- 3. Dental - N/A
- 4. Other - N/A

WAGES: Longevity pay - This plan applies to all employees.

EXPLANATION OF LONGEVITY SYSTEM WITH HIGH SCHOOL DIPLOMA OR SUCCESSFUL PASSING OF G.E.D. TEST

after 3 yrs service	25 Cents/hr + reg. wage
after 6 yrs service	"
after 9 yrs service	"
after 12 yrs service	"
after 15 yrs service	"

EXPLANATION OF LONGEVITY SYSTEM WITH 2 YR ASSOCIATE OF SCIENCE OR ASSOCIATE OF ARTS DEGREE FROM AN ACCREDITED INSTITUTION. That Degree being in one of these Areas: POLICE SCIENCE, CRIMINAL JUSTICE, PENOLOGY, CORRECTIONS, CRIMINOLOGY OR OTHER RELATED FIELDS.

after 3 yrs service	30 cents/hr + reg. wage
after 6 yrs service	"
after 9 yrs service	"
after 12 yrs service	"
after 15 yrs service	"

EXPLANATION OF LONGEVITY SYSTEM WITH 4 YR BACHELOR OF SCIENCE OR BACHELOR OF ARTS DEGREE FROM AN ACCREDITED INSTITUTION. That Degree being in one of these Areas: POLICE SCIENCE, CRIMINAL JUSTICE, PENOLOGY, CORRECTIONS, CRIMINOLOGY, CRIMINALISTICS, PRE-LAW OR OTHER RELATED FIELDS.

after 3 yrs service	35 Cents/hr + reg. pay
after 6 yrs service	"
after 9 yrs service	"
after 12 yrs service	"
after 15 yrs service	"

2. Policeman Assoc. dues - city pays employees dues to Iowa State Patrolmen Assn.
3. Uniforms - city furnishes uniforms, leather goods, and sidearms; for sergeants and patrol officers only, the city provides a pair of shoes or boots, two-piece insulated coveralls.

The City and the Association agree that the salary structure for Employees shall be as follows:

	Longevity	Total Reg'r	
	Step Incr.	Ann'l Salary	Regular
Annual	As of	As of	Salary per
Base	+ July 1, 1987 (=)	July 1, 1987	Pay Period
Salary	<u>(1)</u>	<u>(1)</u>	<u>(1)</u>

- | | |
|--|---|
| 1. Regular salary for non-probationary sergeants without considering longevity 18,439.45 | 2. Base Salary for Non-probationary patrol officers without considering longevity 17,939.45 |
|--|---|

EMPLOYER: City of Clear Lake

EMPLOYEE ORGANIZATION: Teamster, Chauffeurs, Warehousemen, & Helpers Local 828

UNIT (SUMMARY): Police Officers, Dispatchers, Matrons, Parking Enforcement Personnel

DURATION: July 1, 1987 - June 30, 1989

HOURS: 6 days on, 3 days off, 8 1/2 hrs/day for police; dispatchers, matrons, & parking enforcement personnel work 5 days on & 2 days off for 8 hrs/day

OVERTIME: Recall paid minimum of 2 1/2 hrs; scheduled on holiday paid regular pay + 1 1/2 time

VACATION:	<u>Yrs of Service</u>	<u>Weeks of Vacation</u>
	1	1
	2	2
	7	3
	15	4
	20	5

HOLIDAYS: 10 paid days

New Years, Washington, Good Friday, Memorial, July 4, Labor, Veterans, Thanksgiving, Christmas Day, 1 floating day

LEAVES OF ABSENCE:

- A. Sick - accrue 1 1/2 day/mo to maximum 100 days
- B. Funeral - death of immediate family (defined) 4 days; other relatives (defined) 3 days
- C. Other Leaves of Absence - may be granted when requested by employee at the discretion of the chief of police
- D. Jury Duty - employee receives difference between jury pay and regular pay

TRANSFER: Iowa Code 1977 Section 601A.13

STAFF REDUCTION: By seniority provided remaining employees are qualified to perform work

INSURANCE:

- 1. Hosp/Maj Med - employer pays single & dependent premium; first \$100 deductible paid by employee; next \$400 by employer.
- 2. Life - \$15,000
- 3. Dental - N/A
- 4. Other - N/A

WAGES:

	<u>Beginning</u>	<u>After 6</u>	<u>After 12</u>	<u>After 18</u>	<u>After 24</u>
Patrolman	\$7.92	\$8.02	\$8.16	\$8.40	N/A No Academy
Patrolman I	\$8.01	\$8.11	\$8.25	\$8.49	\$9.34 with Academy
Patrolman II	N/A	N/A	N/A	N/A	\$9.41 Aceadmy & 30 SHRS
Patrolman III	N/A	N/A	N/A	N/A	\$9.48 Academy & L.E. Degree
Detective	\$9.60	N/A	N/A	N/A	N/A With Academy
Detective I	\$9.67	N/A	N/A	N/A	N/A Academy & 30 SHRS
Detective II	\$9.74	N/A	N/A	N/A	N/A Academy & L.E. Degree
Sergeant	\$9.60	N/A	N/A	N/A	N/A With Academy
Sergeant I	\$9.67	N/A	N/A	N/A	N/A Academy & 30 SHRS
Sergeant II	\$9.74	N/A	N/A	N/A	N/A Academy & L.E. Degree
Matron/Com-Officer	\$5.58	\$5.94	\$6.14	\$6.32	\$7.01
Parking Officer	\$5.73	\$6.11	\$6.19	\$6.38	\$7.07
P.D. Clerk	\$5.67	\$6.02	\$6.13	\$6.77	\$7.01
Radio Operators	\$5.37	\$5.72	\$5.80	\$6.00	\$6.73

Longevity -	<u>Add'l Mo. Amt.</u>	<u>Total Monthly Amt.</u>
After 5 yrs	\$25.00	\$25.00
After 10 yrs	\$25.00	\$50.00
After 15 yrs	\$25.00	\$75.00
After 20 yrs	\$25.00	\$100.00

Clothing Allowance - employer continues supplying clothing to employees now receiving it

When a patrolman is assigned to fill the position of an Acting Sergeant for at least 3 days within a 9 day period, patrolman receives the Sergeant's pay

EMPLOYER: City of Clinton

EMPLOYEE ORGANIZATION: Clinton Police Dept Bargaining Unit

UNIT (SUMMARY): Sergeants, Corporals, Patrolman

DURATION: July 1, 1987 - June 30, 1988

HOURS: 40 hr work week

OVERTIME: 1 1/2 time over 8 hrs/day or 87 hrs in a pay period, 1 1/2 time for call time, minimum 2 hrs; court time min. of 2 hrs straight time plus 1 1/2 times after 2 hrs.

VACATION:	<u>Yrs of Service</u>	<u>Weeks of Vacation</u>
	1	1
	2 - 4	2
	5 - 9	3
	10 - 19	4
	20 - 29	5
	30 +	6

HOLIDAYS: 10 Paid Holidays

New Years, Washington, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas Eve & Christmas Day

LEAVES OF ABSENCE:

- A. Funeral - in event of death in immediate family (defined), up to 7 paid days; other immediate family death (defined), 3 day; other (defined), 1 day
- B. Sick - 14 days/yr, maximum accumulation 105 days
- C. Maternity - Sick leave, leave of absence w/o pay if sick leave exhausted
- D. Military - As per law
- E. LOA - up to 6 mos at discretion of Police Chief and Mayor
- F. Voting - As per Chapter 49.109, 1981 Code of Iowa

TRANSFERS: Management rights section; employer has right to hire, examine, classify, promote, train, transfer, assign, & retain employees

STAFF REDUCTION: Employee with least seniority laid off first, time in the department shall be given the utmost consideration; no new employee shall be hired until laid off employee has been given the opportunity to return to work

INSURANCE:

1. Hosp/Maj Med - Employer pays single & family coverage for BC-BS,
2. Life - \$10,000 term + \$10,000 A D & D
3. Dental - Employer pays single and family coverage; maximum coverage \$750/member per yr; \$25 deductible for single coverage, maximum \$75 deductible on family coverage
4. Other - N/A

WAGES:

1. Employer agrees to reimburse employees for expenses incurred in taking college credit courses required for an AA degree in Law Enforcement or 60 hours of credit toward a degree in Law Enforcement whichever occurs first
2. Clothing allowance - \$460/yr
3. Stand-by: 4 hrs pay for each day of stand-by plus overtime.
4. Employee paid salary of higher classification for all hrs assigned and worked in said higher classification.

	A	B	C	D	E	F	G	H
	0	1	3	5	10	15	20	25
3rd class	18,313							
2nd class	19,046							
1st class		19,835	20,628	21,453	22,311	23,203	24,131	25,096
Corporal				22,311	23,203	24,131	25,096	26,100
Sergeant					24,131	25,096	26,100	27,144

EMPLOYER: City of Clinton

EMPLOYEE ORGANIZATION: International Association of Firefighters, Local 609

UNIT (SUMMARY): Firefighters, Engineeres, Fire Lieutenants, Fire Captains

DURATION: July 1, 1987 - June 30, 1989

HOURS: 52.3 hrs/week

OVERTIME: 1 1/2 time over 52.3 hrs/week; Callback is minimum of 4 hrs at straight time pay; court time is min. of 2 hrs at straight time pay

VACATION:	<u>Yrs of Cont. Service</u>	<u>Weeks of Vacation</u>
	1	1
	2 - 4	2
	5 - 9	3
	10 - 19	4
	20 - 29	5
	30+	6

HOLIDAYS: 10 paid

New Years, Washington, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas Eve, Christmas

LEAVE OF ABSENCE:

- A. Sick - accrue 12 days/yr to maximum 60 days
- B. Maternity - Sick leave, leave of absence w/o pay if sick leave exhausted
- C. Funeral - up to 3 paid days for death in immediate family (defined); for death of other relatives (defined), 1 day; up to 4 hrs to attend funeral of an individual not in employee's immediate family
- D. Military - as per law
- E. Voting - If required to work all the hours the polls are open, given sufficient time off with pay to vote
- F. On the Job Injury - Can be charged to sick leave pay, difference between workmen's comp and regular pay

TRANSFER: Management Rights Section, employers right to transfer, assign & retain employees

STAFF REDUCTION: Employee with least seniority is laid off first. Time in fire department given utmost consideration. During lay off, no one hired.

INSURANCE:

- 1. Hosp/Maj Med - BC/BS coverage for employee & family provided by employer
- 2. Life - \$10,000 and \$10,000 AD & D
- 3. Dental - Employer pay for BC/BS Delta Dental Group for employee and dependents
- 4. Other - N/A

- WAGES:
- 1. Certified EMT/A receives \$25/mo, certified EMT/D receives \$35/mo and \$3 per ambulance run.
 - 2. Clothing allowance - \$350/yr
 - 3. Food Allowance - \$20/mo

Out of Rank pay for all hrs worked in higher classification.

	<u>1 yr</u>	<u>2 yr</u>	<u>4 yr</u>	<u>6 yr</u>	<u>10 yr</u>	<u>15 yr</u>	<u>20 yr</u>
3rd class 17,100							
2nd class 17,800							
1st class	20,622	21,086	21,561	22,046	22,542	23,049	23,568
Engineer	21,447	21,929	22,423	22,928	23,444	23,971	24,510

Lieutenant	22,305	22,807	23,320	23,845	24,381	24,930	25,491
Captain	23,197	23,719	24,253	24,799	25,357	25,927	26,510

EMPLOYER: City of Colfax

EMPLOYEE ORGANIZATION: Teamsters Local 147

UNIT (SUMMARY): Police Dept, City Crew

DURATION: July 1, 1987 - June 30, 1990

HOURS: City Crew Workers: 8 hrs/day, 5 consecutive days, 40 hrs/week
 Police officers: Not more than 198 work hrs/mo shifts not less than 3 nor more than 6 consecutive days, which period of consecutive days worked shall be followed by not less than 2 consecutive days off; the total hrs worked during any period of consecutive days shall not exceed 60 days. No work shift shall begin less than 12 hrs after the scheduled end of the previous shift; shifts of 9 hrs or less include paid break time of 1 hr.

OVERTIME: 1 1/2 time regular rate or comp time

VACATIONS:	<u>Length of Service</u>	<u>Vacation Days</u>
	6 mo - 12 mo	5
	12 mo - less than 5 yr	10
	5 - less than 10 yrs	15
	10+	20

HOLIDAYS: 9 paid days
 New Years, Memorial, Independence, Labor, Thanksgiving & day after, Christmas, the day before or after at discretion of the city, Employee's birthday

LEAVES OF ABSENCE:

- A. Sick - full time employees eligible, accrued at 1 1/2 days/mo of service up to maximum of 30 days
- B. Jury - regular salary minus fees paid
- C. Casual day - 3 paid days for purpose employee sees fit, can be for funeral
- D. Funeral - up to 3 paid days for immediate family (defined)

STAFF REDUCTION: First temporary employees, then probationary employees, then permanent employees in reverse order of their seniority. Recall on basis of seniority for 1 yr

INSURANCE:

Employer to pay Union Health & Welfare Fund \$60/wk/employee. Each employee to contribute \$25/mo. toward cost.

WAGES:

1. City provides all equipment (except firearms), protective vest for police, protective clothing, police shoes or boots, hardhats, protective boots, protective clothing & equipment, as may from time to time be necessary for the safety of the employees; \$300 clothing allowance for police
2. Reimbursement for educational costs of course work directly related to current job duties, successfully completed.

POLICE:

- P-1: Less than 2 yrs experience and non-completion of the Iowa Law Enforcement Academy Basic Training (ILEABT)
- P-2: Over 2 yrs experience as a full-time law enforcement officer and completion of ILEA BT or equivalent
- P-3: Over 2 yrs experience as a full-time law enforcement officer and completion of ILEABT

Police pay shall be monthly salary.

PAY GRADE	DEPARTMENT SENIORITY		
	UNDER 6 MOS	6 MOS	1 YR
P-1 July 1, 1987	1,389.31	1,419.43	1,449.56
P-2 July 1, 1987	1,491.74	1,503.79	1,521.86
P-3 July 1, 1987	1,515.84	1,527.88	1,545.96

City crew workers pay grade is determined by the employees' ability to operate motorized city equipment, which includes: all city wells & pumps, all sewer plant machinery, all trucks including snow plow & sander, back hoe, grader, air compressor and jackhammer, ford tractor, mowers and garden tractors, street sweeper

- W-1 - Qualified to operate 4 or fewer of the above, requires valid Iowa Operators License
- W-2 - Qualified to operate more than 4 but fewer than all of the above, requires valid Iowa Chauffeurs license
- W-3 - Qualified to operate all of the above

PAY GRADE	DEPARTMENTAL SENIORITY		
	UNDER 6 MOS	6 MOS	1 YR
W-1 July 1, 1987	6.00	6.63	6.93

W-2	July 1, 1987	7.15	7.84	8.42
W-3	July 1, 1987	7.79	8.42	9.35

The holding of a valid Class II Sewer Plant license shall increase the preceding by 25¢ per hour

EMPLOYER: City of Coralville

EMPLOYEE ORGANIZATION: Coralville Police Officer's Association

UNIT (SUMMARY): Police

DURATION: July 1, 1987 - June 30, 1988

HOURS: 8 hrs; 2 - 15 minute rest periods; 30 min lunch

OVERTIME: In accordance with FLSA, in excess of 8 hrs/day, 40 hrs/week, Holiday work - compensatory time at rate of 1 day for each holiday worked and 4 hrs straight time; Recall, 2 hrs minimum

HOLIDAYS: 11 paid

New Years, Washington, Good Friday, Memorial, July 4, Labor, Veterans, Thanksgiving, Christmas, 2 Personal Days

VACATION:	<u>Years of Service</u>	<u>Days Earned/Mo.</u>
	0 - 1	1/2
	1 - 3	1
	3 - 5	1 1/4
	5 - 10	1 1/2
	10 - 15	1 3/4
	15 - 20	2
	20+	2 1/4

Maximum annual carryover from one year to the next shall be twice the annual entitlement.

LEAVES OF ABSENCE:

- A. Sick - 1 1/2 days/mo up to 120 days; upon termination paid for all sick leave on basis of years of service
- B. Funeral - up to 3 days for relatives (defined)
- C. Jury - receives regular pay, less jury pay
- D. Military - As per law
- E. Voting - If not reasonably possible to vote in off duty hours, granted enough time to vote
- F. Maternity - sick leave used, if sick leave exhausted, granted LOA

STAFF REDUCTION: Employer shall determine whenever necessary to relieve officers for layoff

INSURANCE:

1. Hosp/Maj Med - city provides single & family coverage, \$100 deductible, 80/20
2. Life - \$15,000, including short and long term disability
3. Dental - N/A
4. Other - Employer provides police professional liability with min. policy limit of \$500,000

WAGES:

Clothing Allowance - \$300/year

Personal property damaged in the line of duty shall be provided up to a maximum of \$100

City provides uniforms and equipment necessary; also regulation weapon and 50 rounds of target ammunition

1987-88					
Start-12 months	12-24 months	24-42 months	42-60 months	60-78 months	After 78 mos.
17,510	18,643	23,020	24,977	25,570	25,791

Employees must remain in probationary status a minimum of 12 months, but may become eligible for permanent status after completing 23 months of satisfactory performance with the City.

SHIFT DIFFERENTIALS: 3 PM - 11 PM, 15¢/hr; 11 PM - 7 AM, 20¢/hr

OUT OF RANK PAY: for all hrs worked in higher classification, if for period of 15 days+

EMPLOYER: City of Council Bluffs

EMPLOYEE ORGANIZATION: Fraternal Order of Police, Lodge #1

UNIT (SUMMARY): Police

DURATION: July 1, 1987 - June 30, 1988

HOURS: 168 hours in the form of seven consecutive 24 hr periods. (5) 8 hr/days or (4) 10 hrs/days, 15 min break, 30 min lunch

OVERTIME: 1 1/2 time over scheduled hours; may receive comp time at rate of 1 1/2; call back at 1 1/2 time - 2 1/2 hr min., 1 1/2 time for work on holiday; off duty felony arrest, 1 1/2 time for time spent.

VACATION:	<u>Years of Service</u>	<u>Weeks of Vacation</u>
	After 1	2
	7	3
	14	4
	20	5

HOLIDAYS: 9 designated holidays

New Years, President's, Memorial, July 4, Labor, Veterans, Thanksgiving and Friday after, and Christmas (paid 1 1/2 time if required to work, may take comp time)

LEAVES OF ABSENCE:

- A. Sick - 5 days for emergency in family; each calendar quarter in which employee has perfect attendance, eligible for one day of pay. Disability pay at 80% regular pay for first 180 days.
- B. Court - full pay, fees received turned over to City
- C. Funeral - death in immediate family (defined), up to 5 days; additional time may be granted at discretion of chief
- D. Union - w/o pay up to one month

TRANSFERS: Management rights section, employer has right to ...transfer, assign, retain ... employees within the agency. Bidding of shifts, seniority considered

STAFF REDUCTION: Management rights section, employer has right to relieve employees from duties for lack of work or other legitimate reasons.

INSURANCE:

- 1. Hosp/Maj Med - City provides single coverage, less \$1.20/premium cost, with dependant coverage where employee contributes \$10 for 24 pay periods.
- 2. Life - \$10,000 double indemnity

WAGES:

- 1. Education -.46/credit hour/month for "C" or above, max \$50.76/bi-weekly pay period.
- 2. Uniform Allowance - \$600/yr
- 3. Motorcycle duty - \$13.85/bi-weekly pay period
- 4. Shift Differential - Afternoon or evening shift paid \$25.00/mo
- 5. Perfect attendance - earns 8 hrs pay/calendar quarter
- 6. Personal loss - up to \$100 for glasses, watches or watchbands damaged while on duty.

Longevity	Years of Service		Bi-Weekly
	5	10	\$8.81
	14	18	14.15
	18	22	21.23
	22		28.62
			36.15

Years	6 Mos.	1	2	3	4	6
Step	1	2	3	4	5	7
7-1-87 through 6-30-88						

Police Officer	13.62	14.01	14.46	14.87	15.38	15.87	17.00
Detective/Inv				15.68	16.16	16.68	17.51

EMPLOYER: City of Council Bluffs

EMPLOYEE ORGANIZATION: IAFF Local 15

DURATION: July 1, 1987 - June 30, 1990

UNIT (SUMMARY): Firefighters

HOURS: 24 hours on duty, average 53 hours week

OVERTIME: call back minimum 2 1/2 hrs at 1 1/2 and double time on holidays, 1 1/2 time for work in excess of regular schedule

HOLIDAYS: 11 paid

New Years, Washingtons Birthday, Independence, Thanksgiving and Friday after, Christmas, Christmas Eve, Lincolns Birthday, Memorial, Labor and Veterans.

VACATION: after 1 year 6 tours (24 hr period)
 7 years 9 tours
 14 years 12 tours
 20 years 15 tours

LEAVES OF ABSENCE:

- A. Funeral - 2 tour absences for death in immediate family (defined) additional day may be granted
- B. Sick - beginning 1st day of non-related job illness or injury, employees eligible for sick pay of rate of 80% pay for 180 days of disability, 3 tours off w/pay for immediate family illness or injury
- C. LOA - up to 1 year if in best interest of City to do so
- D. Jury - wages minus fees
- E. Union - w/o pay for up to 1 month
- F. Emergency - up to 2 hours w/pay as determined by shift supervisor
- G. Vote/Military - as per law

STAFF REDUCTION: City reserves right to lay off for lack of work or funds

TRANSFERS: Management rights section

INSURANCE:

- 1. Hosp/Maj Med - full premium less \$1.20/yr for employee plus 100% for dependants less \$20/month.
- 2. Life - \$10,000 with double idemnity
- 3. Dental - N/A
- 4. Other - N/A

WAGES: Longevity - after 5 yrs \$20/month
 10 yrs \$30/month

14 yrs \$40/month
 18 yrs \$50/month
 22 yrs \$60/month

Yrs Service	6 mos	1	2	3	4	5	6	
Firefighter	9.37	9.64	10.26	10.54	10.90	11.25	11.37	11.59
Engineer				11.28	11.65	12.03	12.15	12.40
Captain				12.07	12.48	12.88	13.00	13.27

EMPLOYER: City of Creston

EMPLOYEE ORGANIZATION: Chauffers, Teamsters, and Helpers, Local 147

UNIT (SUMMARY): Lieutenant & Firemen

DURATION: July 1, 1987 - June 1989

HOURS: 24 hrs on, 48 hrs off; work schedules posted

OVERTIME: 1 1/2 time for all time worked in excess of 56 hrs per average work week.
 Double time for holidays.

HOLIDAYS: 10 paid

New Years, Washingtons Birthday, Good Friday, Memorial, July 4th,
 Labor, Veterans, Thanksgiving & Friday after, and Christmas

LEAVES OF ABSENCE:

- A. Without pay - 10 days, authorized by Fire Chief
- B. Long-term w/o pay - up to 90 days with City Council approval
- C. Unpaid sick leave - up to 6 mos with mutual agreement of employer and employee
- D. Funeral - 3 days for certain relatives (defined), 2 days for others (defined), 1/2 day for pallbearer, other time taken on vacation time
- E. Sick - 36 hrs/mo up to 2880 hrs

TRANSFERS: Seniority with qualifications will prevail.

STAFF REDUCTION: 1-temporary appointees; 2-probationary employees; 3-permanent employees in reverse order of seniority

INSURANCE:

- 1. Hosp/Maj Med - single and full family
- 2. Life - \$10,000
- 3. Dental - available at employee's expense
- 4. Other - N/A

VACATION:	1 - 6 years	2 weeks
	7 - 13 years	3 weeks
	11 - 20 years	4 weeks
	20+ years	5 weeks

WAGES:

Lieutenant \$16,852.03 annual
Fireman \$16,393.95 annual

1 1/2 time for call in time, minimum 2 hrs

Longevity - \$50/yr for each year of service up to 15 yrs

Uniforms and Equipment furnished by employer

EMPLOYER: City of Creston

EMPLOYEE ORGANIZATION: Chauffeurs, Teamsters & Helpers, Local 147

UNIT (SUMMARY): Police Department, Captain, Sergeant, Patrolmen, Dispatcher

DURATION: July 1, 1987 - June 30, 1989

HOURS: Dispatcher - 8 hrs/day, 40 hrs/week; others - 6 days on, 3 days off,
48 hrs/week

OVERTIME: 1 1/2 times for time over 48 hrs/week, double time on holidays; For
court time receive 1 1/2 normal rates; call in at 1 1/2 time, 2 hr min

VACATION:

<u>Years of Service</u>	<u>Weeks</u>
1 - 6	2
7 - 13	3
14 - 20	4
20+	5

HOLIDAYS: 10 Paid Days

New Years, Washingtons, Good Friday, Memorial, Independence, Labor, Veterans,
Thanksgiving and day after, Christmas; employee work on holiday earns subsequent
day off in addition to holiday pay.

LEAVES OF ABSENCE:

- A. General Conditions - 10 days with Police Chief authorization; 90 days with Creston City Council approval.
- B. Funeral - 3 days for certain relatives (defined), 2 days for others (defined); 1/2 day as pallbearer; additional time against vacation.
- C. Sick - 1 1/2 days/mo up to 120 days
- D. Family Illness - 5 days/year for immediate family (defined)

TRANSFERS: Seniority with qualifications will prevail; however, the term qualification will in no way be used to subvert the advancement of a longer term employee; if qualifications are not clearly superior, seniority will prevail.

STAFF REDUCTION: (1) Temporary appointees (2) probationary employees (3) permanent in reverse order of seniority provided they (remaining employees) have qualifications.

INSURANCE:

1. Hosp/Maj Med - Single and full dependent paid
2. Life - \$10,000 Single
3. Dental - Available at employee's expense
4. Other - N/A

WAGES:

Captain	\$17,798.59
Sergeant	17,167.73
Patrolman	16,314.55
Dispatcher	14,841.92

1. Uniforms, leather and footwear furnished by the City. Cleaning allowance for uniforms.
2. Longevity - \$50/yr for each year of service up to 15 years
3. Education Reimbursement - upon successful completion of city council approved course

EMPLOYER: City of Davenport

EMPLOYEE ORGANIZATION: Iowa State Policemen's Assoc., Unit 2

UNIT (SUMMARY): Police

DURATION: July 1, 1985 - June 30, 1986

HOURS: 8 hours/day preceded by 10 min. briefing session; 40 hours/week, 45 min. paid lunch, 15 min. paid break

OVERTIME: 1 1/2 time when employee called in to work and not given 96 hours notice and situation not emergency as defined in contract; overtime not applicable when employee volunteers; 1 1/2 time when called back, guaranteed 3 hours on call back; court time - 1 1/2 time, 2 hr minimum; holiday pay at 1 1/2 time plus 8 hrs comp time.

VACATION:

<u>Years</u>	<u>Hours</u>	<u>Workdays Off</u>
1	80	10
6	120	15
12	160	20
18	200	25
24	240	30

HOLIDAYS: 13 paid

President's Day, New Years, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas Eve, Christmas Day, 2 Floating Holidays

LEAVES OF ABSENCE:

- A. Discretionary - City may, at its discretion, grant a LOA to any employee for good and sufficient reason
- B. Military - As per Law
- C. Maternity - Female personnel shall not be arbitrarily forced to stop work because of pregnancy and shall be given opportunity to accept other appropriate duty in the Dept. until such time she is required to cease work for welfare of her and/or her child
- D. Jury - Paid difference between jury fees and regular salary
- E. Sick - Accrue 11/hr/mo. without limit; with min of 15 yrs service-receive pay for 75% of leave upon termination, except for cause, in excess of 720 hours.
- F. Funeral - Up to 3 consecutive paid days for death in immediate family (defined) possible extension of 2 days
- G. Unit Leave - Maximum 80 hours/yr. to attend educational conferences for the unit

STAFF REDUCTION: In accordance with Chapter 400.28, Code of Iowa

INSURANCE:

1. Hospital/Maj Med - City pays \$80/mo single & \$218/mo family
2. Life - \$15,000
3. Dental - 100% UCR coverage for check up and cleaning, 80% UCR coverage for other; \$25.00 max. deductible for single member, \$75.00 for family, maximum \$500.00/member per yr. City pays \$11/mo single and \$26/mo family.
4. Other - Vision Insurance-City pays coverage for employee up to \$5/mo

WAGES: 1. Uniform Allowance

Sworn Officer	\$600
Desk Clerks	\$350
Meter Crew	\$550

One time \$350 payment to defray cost of special protective clothing required to be worn or necessitated by such duty

2. Allowance for personal items - in event of loss or destruction, or damage to personal items of the employee, in the performance of their official duty

Dentures	100%	Watches	\$60.00
Glasses	100%	Flashlights	\$100.00

3. Temporary Appointment and Out of Rank pay in accordance with Section 400.11, Code of Iowa

4. Firearms Proficiency Program

<u>Score</u>	
210-234	\$15/paycheck
235-274	\$20/paycheck
275 & over	\$25/paycheck

5. Incentive - Annual educational incentive after completion of probationary period, and for a degree in an approved area of study related to police work pursuant to the following table:

min of 60 hrs	\$400
AA & AS Degree or 60 hrs	850
BA & BS Degree or 120 hrs	950
MA & MS Degree	1050

6. Tuition reimbursement - max of \$850/yr for tuition, books, materials for approved police service related courses.

7. Shift Differential - Per Hour

Second Shift	.25
Third Shift	.30
Power Shift	.35

8. Parking - Adequate free parking within 3 blocks of station

<u>E</u>	<u>1Yr</u>	<u>2Yr</u>	<u>3Yrs</u>	<u>4Yrs</u>	<u>5Yrs</u>	<u>10Yrs</u>	<u>15Yrs</u>	<u>20Yrs</u>	<u>25Yrs</u>
Desk Clerk									
17,001	17,472	17,980	18,160	18,705	19,079	20,510	20,817	21,129	21,446
Police Officer									
21,193	21,831	22,495	22,720	23,401	23,869	25,301	25,680	26,065	26,456
Police Corporal									
			23,780	24,493	24,983	26,482	26,879	27,283	27,692
Police Sergeant									
				25,178	25,682	27,223	27,631	28,046	28,466
Radio Dispatcher									
17,468	179425	18,450	18,635	19,194	19,577	21,046	21,361	21,682	22,007
Lead Dispatcher									
18,265	18,759	19,293	19,486	20,071	20,472	22,007	22,337	22,672	23,013
Meter Violations Checker									
14,591	14,983	15,396	15,550	16,016	16,337	17,562	17,825	18,093	18,364

EMPLOYER: City of Davenport

EMPLOYEE ORGANIZATION: Davenport Assoc. of Professional Fire Fighters, Local 17

UNIT: Firefighters

DURATION: July 1, 1985 - June 30, 1986

HOURS: Duty week 56 hours/3 wk average, normal duty day 24 consecutive hours; normal duty week for shift employees consists of 56 hours when averaged over a 3 week period on a schedule 24 hours on duty immediately followed by 48 hours off duty; 56 hour workweek reduced to an average of 53.2 hours when averaged over a one year period by granting each shift employee 6 Kelly Days,

OVERTIME: 1 1/2 time over normal duty day, call back 3 hr minimum

VACATION:

<u>Shift Employees</u>	<u>Hours/Mo.</u>	<u>Yr.</u>
<u>Years of Employment</u>		
1	4	1 week
1-5	10	2 weeks
5-12	14	3 weeks
12-20	20	4 weeks
20 +	24	5 weeks

HOLIDAYS: (120 hours/year)

LEAVES OF ABSENCE:

- A. Sick - 14 hours/mo to maximum of 168 hours/yr.; equivalent of 7 - 24 hour duty days; accumulated without limitation. Upon retirement or death receive payment of 75% of accumulated leave in excess of 720
- B. LOA - without pay in accordance with adopted personnel rules
- C. Leave to Vote - with pay for such time as necessary to vote
- D. Bereavement - in case of death of immediate family (defined) or resident family member, employee granted leave of 1 duty day; extensions granted at discretion of fire chief; if notified of death in immediate family while on duty, employee released from duty for balance of his/her shift, without loss of pay
- E. Jury - employee paid difference between jury pay and regular pay

TRANSFER: Employee seeking transfer to another station may file a request through the chain of command, transfer request given due consideration in filling vacancy, subject to unqualified right of the City to make final decision concerning the filling of vacancies and the transfer of employees between shifts

STAFF REDUCTION: Employees with least seniority in the affected classification first; lay off and recall in accordance with Chapter 400, Code of Iowa

INSURANCE:

- 1. Hospital/Major Med - Employer pays up to \$80/mo single and \$218/mo family
- 2. Life - N/A
- 3. Dental - Employer pays up to \$11/mo single & \$26/mo family
- 4. Other - Vision-employer pays up to \$5/mo for single

WAGES:	<u>E</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>5</u>	<u>10</u>	<u>15</u>	<u>20</u>	<u>25</u>
Firefighter	6.74	7.08	7.22	7.37	7.51	7.82	8.05	8.29	8.45
Firefighter/ Engineer				7.74	7.89	8.21	8.45	8.71	8.88
Fire Lieutenant					8.28	8.62	8.87	9.14	9.38
Fire Captain					8.70	9.05	9.32	9.60	9.79
Fire Captain (Maintenance Mechanic)					8.92	9.27	9.55	9.84	10.03

ERT - \$10/mo
EMT-A - \$35/mo
EMT-I - \$50/mo
EMT-P - \$60/mo

1. Out of Rank Pay after 4 hours when employee filling vacancy in a position of higher grade
2. Uniform Allowance - annual uniform allowance up to \$600/yr
3. Food Allowance - \$400/year
4. Allowance for Personal Items - Employee reimbursed for cost of repair or replacement of glasses or dentures
5. City pays cost of chauffeurs license if required

EMPLOYER: City of Decorah

EMPLOYEE ORGANIZATION: Decorah Municipal Employees Bargaining Unit

UNIT (SUMMARY): Police, Fire, Street, Water & Sewer Depts.

DURATION: July 1, 1986 - June 30, 1987

HOURS:

Water - Sewer Department

Monday through Friday; Shift 1 - 7:00 a.m. - 4:00 p.m. Shift 2 - 8:00 a.m. - 5:00 pm.

One employee is on call from Friday at 5:00 p.m. until Monday at 7:00 a.m., and shall get the following Thursday and Friday off for being on call. Said employee will receive overtime for any actual work performed during the period when on call.

One employee works Saturday from 8:00 a.m. until 12:00 Noon and receives Monday morning off.

Street Department

Monday through Friday
7:00 a.m. - 4:00 p.m.

Fire Department

(1) One shift of twenty-four (24) hours commencing at 6:00 p.m. and extending to 6:00 p.m. of the following day and followed by:

(2) Two shifts of twenty-four (24) hours each off, and a repetition of this schedule.

(3) There will be no unpaid meal periods.

Police Department

Shift 1	4:00 a.m. - 12:00 Noon
Shift 2	12:00 Noon - 8:00 p.m.
Shift 3	8:00 p.m. - 4:00 a.m.
Swing Shift	6:00 p.m. - 2:00 a.m.

Employee given 30 minute lunch period when possible.

Police Department - Clerk-Dispatchers

(1) Clerk-Dispatcher: 8:00 a.m. - 4:00 p.m.

(2) Other Dispatchers: 4:00 p.m. - 12:00 p.m.
12:00 p.m. - 8:00 a.m.

- (3) All employees normally work a five (5) day workweek.
- (4) Each employee will be given a thirty (30) minute on-site lunch period during the shift.

Police Department - Meter Attendants

Monday through Saturday

8:00 a.m. - 4:00 p.m.

9:00 a.m. - 5:00 p.m.

Part-Time

Custodian shall work part-time approximately 20 hours/wk as assigned by City Clerk, Radio dispatchers shall work part-time as assigned by Chief of Police.

Meter attendants will be given Sunday off plus one (1) other day of the employee's choice each week, provided that there may be no more than two (2) Saturday's off per month, and the employee must vary the day off.

OVERTIME: 1 1/2 times over 8 hrs/day or 40 hrs/week for employees on hourly wage. Employees on call back guaranteed one hour, does not apply when employee is ordered to work beyond his regular shift, or to uniformed members of the police department; police off duty hrs court time at 1 1/2 time

VACATION:

<u>Years of Service</u>	<u>Weeks of Vacation</u>
1	1
2	2
8	3
15	4
20	5

Week defined for fire fighters as two and one-half working days; for other employees, five working days.

HOLIDAYS: 9 Paid

New Years, Friday afternoon before Easter, Memorial, Independence, Labor, Veterans, Thanksgiving, one-half day before Christmas, Christmas and 1 floating holiday

LEAVES OF ABSENCE:

- A. Sick - All regular employees except firefighters granted one day/mo. to maximum of 120 days; firefighters granted one day/mo. to maximum of 40 days
- B. Funeral - Four paid days to arrange and attend funeral of spouse and up to three paid days for other relatives (defined)
- C. Leave Without Pay - Time off for whatever purpose which has been recommended by supervisor and approved by employer
- D. Jury - Receives regular pay less jury fees
- E. Voting - Employees required to work all of the hours during which the polls are open on election day given sufficient time off to vote

F. Military - 30 days paid

G. Personal - Two paid days for use by employee for emergency conditions which may arise in the home or for medical reasons involving a member of his family

H. Maternity - Employee granted leave without pay when sick leave exhausted

TRANSFER: Management Rights Section - Employer has right to transfer, promote and demote employees; all matters involving hiring, promotion, demotion, lay-offs of firefighters and policy, employer follows provisions of Chapter 400, Code of Iowa.

STAFF REDUCTION: Employer considers qualifications and seniority and, if qualifications are equal between or among affected employees, seniority shall govern; recall in the reverse order of lay-off.

INSURANCE:

1. Hospital/Major Med - Employer pays single and \$70/mo. for family coverage
2. Life - \$10,000
3. Dental - N/A
4. Other - N/A

WAGES:

1. Water & Sewer Dept. employees who obtain state certification entitled to additional 5¢/hr. compensation
2. Uniform Allowance - \$200/year for cleaning and maintaining uniforms
3. Replacement of Watches and Glasses - If employee required to wear glasses during hours of employment, the glasses shall be replaced or repaired at a reasonable price as determined by the Employer in event of damage through the performance of duty; in case of watch, employer will pay max of \$25

4. Longevity - Regular Employees

Required Year Completed	Amount Per Month
5 years	\$15.00
10 years	30.00
15 years	45.00
20 years	60.00

POLICE DEPARTMENT

<u>Classification</u>	<u>Beginning</u>	<u>After 1 Year</u>	<u>After 2 Years</u>
Patrolman	17,352 (8.32/hr)	18,249 (8.75/hr)	19,125 (9.17/hr)
Meter Attendant	5.78/hr.	6.23/hr.	6.58/hr.
Pt. Time Meter Att.	5.50/hr.	5.96/hr.	6.31/hr.
Chief Dispatcher	6.83/hr.	6.93/hr.	7.02/hr.
Dispatcher-Clerk	6.35/hr.	6.52/hr.	6.74/hr.
Dispatcher	5.95/hr.	6.36/hr.	6.74/hr.
Part-time Dispatcher	5.69/hr.	6.09/hr.	6.47/hr.
Pt. Time Dis/Clerk	6.08/hr	6.23/hr.	6.47/hr.

FIRE DEPARTMENT

<u>Classification</u>	<u>Beginning</u>	<u>After 1 Year</u>	<u>After 2 Years</u>
Fire Driver	14,306	14,991	15,674

STREET DEPARTMENT

<u>Classification</u>	<u>Beginning</u>	<u>After 1 Year</u>	<u>After 2 Years</u>
Operator-Mechanic	7.80/hr.	7.88/hr.	7.95/hr.
Operator I	7.46/hr.	7.58/hr.	7.71/hr.
Operator II	7.08/hr.	7.19/hr.	7.33/hr.

WATER AND SEWER DEPARTMENT

<u>Classification</u>	<u>Beginning</u>	<u>After 1 Year</u>	<u>After 2 Years</u>
Operator-Maintenance	7.51/hr.	7.74/hr.	7.97/hr.
Meter Reader-Maint.	7.31/hr.	7.54/hr.	7.77/hr.
Asst Meter Reader-Maint.	7.12/hr.	7.35/hr.	7.58/hr.
Laborer	6.53/hr.	6.76/hr.	6.98/hr.
Part-time Custodian	5.31/hr.		

EMPLOYER: City of Des Moines

EMPLOYEE ORGANIZATION: Des Moines Police Bargaining Unit Association

UNIT (SUMMARY): Detectives, Officers, Matrons

DURATION: July 1, 1985 - June 30, 1986

HOURS: 8 and one-half hour watch (8 hours street duty, 15 minutes roll call, and 15 minutes debriefing)

OVERTIME:

1 1/2 time over 40 hours/week for clerical, administrative, and office based employees; Shift employees: 1 1/2 time or comp time at 1 1/2

Double time + holiday pay for non-shift employees required to work on Sundays or holidays

Double time + holiday pay for shift employees who are normally scheduled to work on either Memorial, Independence, Labor, Thanksgiving, Christmas and New Years

Double time for hours actually worked for shift employees who work second day of their scheduled 2 days off

VACATION:	<u>Years of Service</u>	<u>Working Days</u>
	1-7	10
	7-12	15
	12-19	20
	19+	25

HOLIDAYS: 10 Paid

New Years, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Additional Christmas Holiday, Christmas, Employee's Birthday

LEAVES OF ABSENCE:

- A. Military - As per Law
- B. Jury Duty, conference and Other Meetings - Receive regular pay, with jury pay deducted from salary; conferences and other meetings must be approved.
- C. Funeral - 7 calendar days in case of death in immediate family (defined); 4 paid days for other death in family (defined); Police Chief may grant 3 calendar day extension
- D. Educational Leave Without Pay - Up to 12 months with approval of chief and city manager
- E. Leave Without Pay - Up to 12 months with approval of chief and city manager
- F. Sick - Accrue 1 day/mo without limit to accumulation; in event of retirement or death, employee paid 50% of accumulation to 1500 hours

TRANSFER: Jobs posted, employee applies, request for position honored by (1) overall ability to perform the job and (2) seniority; if no requests are received by the division, the selection then shall be effected by selecting the officer meeting the required qualifications with the least seniority to fill the vacancy

STAFF REDUCTION:

Order of Layoff

- (1) Temporary appointees
- (2) Employees extended beyond the mandatory retirement age
- (3) Provisional employees
- (4) Probationary employees
- (5) Permanent employees in reverse order of their seniority as defined in Article XXI of this Agreement

INSURANCE:

- 1. Hospital/Major Med - provides coverage comparable to plan designated as City of Des Moines Employee Health & Welfare Fund through Bankers Life
- 2. Life - \$10,000 term + option to purchase \$10,000
- 3. Dental - City contributes 100% of family coverage
- 4. Other - Insurance for Retirees; For each employee who elects to purchase retirees group insurance between the ages of 55 and 65, the City will contribute 50% of the monthly premium up to a maximum of \$7.50 per month.

WAGES:

1. Education Tuition Reimbursement Program - must be work-related course work, receive approval before enrollment, 100% reimbursement, limit of \$600/fiscal year
2. Uniforms - officer receives necessary clothing and equipment; personal property required to be carried on duty replaced or repaired at reasonable price, not to exceed \$75 in event of damage pursuant to police activity, up to \$200 toward a service revolver lost in the line of duty
3. Plain Clothes Allowance - up to \$400/year toward purchase of clothing
4. Recall - minimum 2 hrs at regular rate
5. Reporting Pay - employee who responds at regular time paid min 2 hrs

<u>Code</u>	<u>Classification Title</u>	<u>Range No.</u>
9757	Police Detective	23A
9748	Police Officer (4)	22
9725	Police Matron	22
9747	Senior Police Officer	23A

Effective July 1, 1986

<u>22</u> Hour	9.83	10.27	10.75	11.27	11.79
Annual	20,522	21,339	22,454	23,535	24,615
<u>23A</u> Hour	10.40	10.91	11.42	11.97	12.49
Annual	21,713	22,783	23,874	24,989	26,073

Longevity Annual

After 5 years	\$225
After 10 years	465
After 14 years	690
After 18 years	915
After 22 years	1135
After 26 years	1350

EMPLOYER: City of Des Moines

EMPLOYEE ORGANIZATION: Des Moines Assoc. of Professional Firefighters, Local 4

UNIT (SUMMARY): Fire Captain, Dispatcher, Engineers, Equip. Mechanic, Fighter, Lieutenant, Medic, Prevention Inspector

DURATION: July 1, 1987 - June 30, 1989 - reopener for wages only for 88-89

HOURS: Dispatchers work 3 - 12 hr shifts, with 3 days between shifts; Fire Prevention Bureau, Training Division & Maintenance Division work 5 - 8 hr shift per week; Fire Fighter Division works 56 hrs/week, on alternating shifts, with 3 platoons working 24 hr shifts starting at 0700 hours each day

OVERTIME: 56 hrs/week employees compensated at the discretion of the Fire Chief either by comp time at 1 1/2 time or by cash payment at 1 1/2 time. Double time for working on second day of 2 regularly scheduled days off; eligible for double time on Memorial, Independence, Thanksgiving & Christmas

VACATION:	<u>Years of Service</u>	<u>Vacation Hours</u>
	less than 7	80
	7 - 12	120
	12 - 19	160
	19+	200

Carryover for 1 yr of vacation

HOLIDAYS: 10 paid

New Years, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, additional Christmas Day, Christmas Day, Employee's Birthday

Employees whose shift work averages 56 hrs/week permitted to take off during the calendar year at the rate of 11.2 hrs/holiday granted all city employees

LEAVES OF ABSENCE:

- A. Military - As per law
- B. Jury - normal pay less fees received
- C. Funeral - up to 7 calendar days in case of death in immediate family (defined); 4 paid days in case of death in the "family" (defined); Fire chief may grant an additional 3 days
- D. Educational - with consent of Chief and City Manager for not more than 12 mos. - unpaid
- E. LOA - up to 12 mos with approval of Chief and City Manager. Leaves more than 30 days result in "adjusted start date" for purposes of vacation, longevity, and adjustments to anniversary date for salary increases;
- F. Sick - accrue 1 day/mo, part-time pro-rated; employees transferring from 40 hr to 56 hr/week credited 40% at time of transfer, those transferring from 56 to 40 hrs/week have reduction of 28%; at retirement or death paid 50% to max of 1,5000 hrs.
- G. Injury - with pay for those incapacitated as result of injury or occupational disease incurred through no mis-conduct of their own while performing duties

TRANSFERS: All transfer requests filed with Chief. Should a position vacancy occur, the Chief should consider all previously filed transfer requests.

The primary considerations are: (1) best interest of the Fire Dept; (2) employee's ability to perform work, (3) seniority

STAFF REDUCTION:

Order of Layoff:

1. Temporary appointees
2. Employees who have been extended beyond the mandatory retirement
3. Provisional employees
4. Probationary employees
5. Permanent part-time employees
6. Permanent employees in reverse order of their seniority

INSURANCE:

1. Hosp/Maj Med - City provides ins coverage comperable to City of DM Emps Health & Welfare Fund, Bankers Life
2. Life - \$10,000
3. Dental - 100% of family coverage
4. Other - the health, medical, and dental insurance continue in effect at city expense for surviving spouse and dependents of any employee who dies as a result of injury sustained in the line of duty

WAGES:

1. Recall - 2 hrs minimum
2. Witness pay - up to 3 hours at regular pay; on first day off, compensated at regular rate for minimum of 2 hrs; appearance on second or succeeding day at 1 1/2 time
3. Reporting Pay - min 2 hrs straight time
4. Temporary upgrade - when employee performs work in another grade, employee receives compensation at rate 1 step above current rate, or first step of higher rank
4. Education - 100% reimbursement, limit of \$600/yr, approved course work
5. Longevity

<u>Years of Service</u>	<u>% of Base Salary</u>
5	1%
10	2%
14	3%
18	4%
22	5%
26	6%

Classifications & Salary Range

<u>Title</u>	<u>Range</u>
Fire Captain	25
Fire Dispatcher	23
Fire Engineer	21
Fire Equipment Mechanic	23
Fire Fighter (4)	20
Fire Lieutenant	23
Fire Medic	22
Fire Prevention Inspector	24
Senior Fire Medic	23
Senior Fire Prevention Inspector	26

Effective July 27, 1987

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
20		788.53	822.61	859.74	900.04
21	788.53	822.61	859.74	900.04	943.31
22	822.61	859.74	900.04	943.31	986.69
23	851.90	891.74	934.67	977.62	1020.54
24	891.74	934.67	977.62	1020.54	1069.59
25	934.67	977.62	1020.54	1069.59	1121.77
26	977.62	1020.54	1069.59	1121.77	1170.78

Effective April 4, 1988

20		800.24	834.83	872.51	913.14
21	800.24	834.83	872.51	913.41	948.56
22	834.83	872.51	913.41	948.56	992.14
23	864.56	904.98	948.56	992.14	1035.70
24	904.98	948.56	992.14	1035.70	1085.48
25	948.56	992.14	1035.70	1085.48	1138.43
26	992.14	1035.70	1085.48	1138.43	1188.71

EMPLOYER: City of Dike

EMPLOYEE ORGANIZATION: Public, Professional & Maintenance Employees, Local 2003

UNIT (SUMMARY): employees of parks, utilities, public works, sanitation & police depts.

DURATION: July 1, 1987 - June 30, 1989

HOURS: 8 hrs/day, 40 hrs/week; except police - 40 hrs/week; 2- 15 min. breaks

OVERTIME: 1 1/2 time over 40 hrs/wk; holiday pay 1 1/2 time plus day off w/pay

VACATION:	<u>Yrs of Employment</u>	<u>Wks of Vacation</u>
	1	1
	2	2
	10	3
	13	4

HOLIDAYS: 11 paid

New Years Eve afternoon, New Years, Memorial, Independence, Labor, Thanksgiving and Friday after, Veterans, Christmas Eve afternoon, Christmas, and 2 personal days.

LEAVES OF ABSENCE:

- A. Sick - accrue 1 day/mo first year, and 20 day/yr thereafter, max accumulation to 120 days
- B. Funeral - for death in immediate family (defined) up to 5 days; for other relatives (defined) 3 days; other, up to 2 days
- C. Military - as per law
- D. Jury - receive salary less fees

TRANSFER: Job posted, employees apply, vacancy filled by applicant deemed most qualified in the judgment of the council. All factors being equal, seniority shall prevail.

INSURANCE:

- 1. Hosp/Maj Med - employer pays single & family coverage
- 2. Life - \$10,000
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

Uniform allowance - \$150/yr for police; employer pays for first pair of prescription safety glasses.

Police

	<u>Base</u>	<u>Rate Per Hour</u>	
		<u>Max 7-1-87</u>	<u>Max 7-1-88</u>
"A" (assistant)	3.35	4.75	4.80
"B"	4.00	8.73	8.82

EMPLOYER: City of Dubuque

EMPLOYEE ORGANIZATION: Dubuque Police Protective Association

UNIT (SUMMARY): Patrol officer, Detectives

DURATION: July 1, 1984 - June 30, 1985

HOURS: 7:00 a.m. - 3:00 p.m.; 3:00 p.m. - 11:00 p.m.; 11:00 p.m. - 7:00 a.m.
20 minute breaks, 10 min coffee breaks, breaks subject to police needs

OVERTIME: 1 1/2 time over 8 hours

VACATION:	Years of Service	Weeks
	1	2
	4	3
	8	4
	25	5

HOLIDAYS: 10 paid

New Years, Memorial, Independence, Labor, Veterans, Thanks giving and Friday after, Christmas Eve, Christmas, New Years

LEAVES OF ABSENCE:

- A. Military - as per law
- B. Funeral - 7 calendar days with a maximum of 5 working days pay in case of death of spouse; 3 paid days in case of death of child of step-child; 1, 2 or 3 paid days for other individuals
- C. Sick - accrue 1 day/mo, max accumulation 120 days. Upon retirement, paid 50% of over 45 days.
- D. LOA - granted w/o pay limited to 12 month period, for special cases to take care of special personal business

TRANSFER: Public Employer Rights Section - employer has exclusive power, duty and right to ... transfer, assign, and retain public employees

INSURANCE:

- 1. Hosp/maj med - City pays single & family premium
- 2. Life - City pays premium
- 3. Dental - City pays single premium
- 4. Other - n/a

WAGES:

Shift Premium - second shift 10¢/hr, third shift 20¢/hr. Guaranteed 2 hrs on call back. City will reimburse educational costs. Receive an additional 5% of base pay for 60 semester hours of college with minimum of 12 hours in professional law enforcement development courses.

Longevity:	Years of Service	\$ Bi-weekly
	6	8.25
	12	16.50
	18	24.75
	24	33.00
	30	41.25

The city shall provide sworn police officers with the following equipment: hatshield, badge, gunbelt and holster, cartridge carrier, service revolver, handcuffs and case, mace and safety glasses.

In addition, during the first year of service the City shall provide new officers with the following items of uniform: cap, 2 long and 2 short sleeve shirts, necktie, jacket and 2 pair of pants. \$250 yearly cash allowance thereafter.

EMPLOYER: City of Dubuque

EMPLOYEE ORGANIZATION: Dubuque Association of Professional Fire Fighters,
Local No. 353

UNIT (SUMMARY): Firefighters

DURATION: July 1, 1984 - June 30, 1985

HOURS: Members of firefighter division and ambulance driver, 24 hrs/day, or an average 56 hr/wk of a 21 day period; other members work a 40 hr/wk

OVERTIME: 1 1/2 time for hours worked in addition to regular schedule

VACATION: 56 hr/wk employee:	1 yr	6 working days off
	8 yrs	8 working days off
	15 yrs	10 working days off
40 hr/wk employee:	1 yr	2 weeks
	8 yrs	3 weeks
	15 yrs	4 weeks

HOLIDAYS: 10 paid

New Years, Memorial, INdependence, Labor, Veterans, Thanksgiving and Friday after, Christmas Eve, Christmas, New Years Eve

LEAVES OF ABSENCE:

- A. Sick - accrue 1 day/mo - day for 40 hr/wk = 8 hrs, day for 56 hr/wk = 12 hrs. Maximum accumulation 132 days. Upon retirement paid 50% of over 45 days
- B. Casual day - 1 paid day not to be deducted from sick leave
- C. LOA w/o pay - granted by City manager upon recommendation of fire chief - not to be used for outside employment, employee accrues seniority, but not accrue or receive other privileges, benefits or pay
- D. Special Leave/Exchanging Work Shifts

The City may permit employees to exchange work shifts provided:

- a. It does not impose any additional cost on the City;
- b. the City is not held responsible for enforcing any agreement between employees;
- c. the exchange is not for the purpose of engaging in outside employment; and
- d. the fire chief and officers in charge approve the exchange.

E. Military - as per law

TRANSFER: An employee may request a transfer from one station to another, approval or disapproval shall be at the sole discretion of the fire chief.

INSURANCE:

- 1. Hosp/maj med - eligible the first month following 30 days employment
- 2. Life - eligible following 30 days continuous employment
- 3. Dental - n/a
- 3. Other - n/a

WAGES:

Uniforms - new fire fighters receive 3 trousers, 6 shirts, tie, work jacket and uniform cap, permanent appoint receives dress uniform of trousers and coat. Replaced as needed. After first year \$400 yearly uniform allowance.

Longevity:

Continuous Yrs	% of base pay
5	1
10	2
15	3
20	4
25	5

Firefighter with EMT certification + \$15 month; Advanced EMT-II +\$105 month.

Completion of coronary care course at Area I Voc Tech + \$10 month.

Advanced EMT-II - fire equipment operator (\$75 month) or ambulance driver/attendant (\$30 month).

EMPLOYER: City of Estherville

EMPLOYEE ORGANIZATION: Estherville Police Labor Relations Unit

UNIT (SUMMARY): Captain, patrolman

DURATION: July 1, 1986 - June 30, 1988

HOURS: 40 hours/week

OVERTIME: 1 1/2 time over 40 hrs; call-in & standby - min 2 hrs at 1 1/2 time

VACATION:	Years	Weeks
	1-2	1
	2-6	2
	7-14	3
	15-19	4
	20+	5

HOLIDAYS: 9 1/2 paid

New Years, Washingtons Birthday, Memorial, July 4, Labor, Veterans, Thanksgiving, Christmas, Personal, 1/2 day Christmas Eve

LEAVES OF ABSENCE:

A. Sick -	Yrs of employment	Leave earned	max accumulation
	1 - 5	12 days/yr	120 days
	6 - 10	18 days/yr	
	11 - 15	24 days/yr	
	16+	36 days/yr	

B. Serious illness in immediate family (defined) - up to 3 paid days, additional leave may be granted

C. Death - up to 3 paid days for immediate family (defined); 1 day for others (defined)

STAFF REDUCTION: No permanent employee laid off while there are seasonal, part-time or probationary employees in same class of position

INSURANCE:

1. Hosp/Maj Med - employer pays single and \$55 toward family
2. Life - \$10,000
3. Dental - n/a
4. Other - n/a

WAGES:

Uniform - \$300/yr uniform allowance; equipment, clothing and/or glasses damaged while pursuing or apprehending a suspect will be replaced by the city

Longevity -	Yrs of employment	December Bonus
	5	\$240
	10	\$360
	15	\$480

Unit members attending Iowa Law Enforcement Academy paid 40 hr/wk at regular rate

Patrolman	Start	\$8.15 hr
	1 yr	8.49 hr
	3 yrs	8.87 hr

Captain 9.65 hr

EMPLOYER: City of Evansdale

EMPLOYEE ORGANIZATION: Teamsters Local 844

UNIT (SUMMARY): Patrolmen, dispatcher, sergeants

DURATION: July 1, 1986 - June 30, 1989

HOURS: 1 1/2 time over 8 hr/day, 40 hrs/wk for shift employees; shift employee called to work on a rest day, will be compensated at 1 1/2 time. Call in employees receive 1 1/2 time for minimum of 2 hrs. After 16 consecutive hours shift employees paid 2 1/2 time.

VACATION:	<u>Yrs. of Service</u>	<u>Hrs of Vacation</u>
	1	40
	2	80
	5	120
	10	160

HOLIDAYS: 10 paid

New Years, Washington, Memorial, July 4th, Labor, Thanksgiving and day after, Day before & after Christmas, Christmas

LEAVES OF ABSENCE:

- A. Jury duty - witness fee - receive regular salary minus jury fee
- B. Leave of absence - maximum 1 yr, need supervisor and city council approval; request considered on basis of workload existing or anticipated in the employee's division, the circumstances of the request and employee service rating; without pay.
- C. Sick - Accrue at rate of 1 1/2 day/mo to maximum 240 days; any employee not using sick leave for 6 consecutive months is entitled to 1 casual day for use in the next 6 months. Upon termination employee eligible for payment of 25% of sick time up to 60 days. Upon retirement employee eligible for payment of 50% of accumulated sick time up to 120 days.
- D. Military - As per Law
- E. Bereavement - Up to 3 paid days in event of death in immediate family, (defined); In special cases involving unusual travel or special circumstances, leave may be extended an additional 3 days
- V. Maternity - sick leave and vacation leave can be used, then leave without pay

TRANSFER: Employees transferred to different classifications serve a 90 day trial period. If performance is unsatisfactory, employee transfers to former position.

STAFF REDUCTION: Seniority and layoffs operate on a departmental basis. In all cases of increase or decrease in the departments work force, length of service, if adequately qualified to perform the work available in the department shall govern. Probationary employees laid off first. Recall right for 1 yr, last employee laid off first to be rehired.

INSURANCE:

1. Hosp/Maj Med. & Dental - fully paid for all full time and appointed officials eligible for city family group insurance including health, dental and prescription
2. Life - N/A
3. Dental - N/A
4. Other - N/A

WAGES:

<u>Classification</u>	<u>1986-87 Per Hour</u>	<u>1987-88 Per Hour</u>
1st year patrolman	\$ 7.72	\$ 7.99
2nd year patrolman	8.13	8.41
3rd year patrolman	8.53	8.82
4th year patrolman	8.96	9.27
5th year patrolman	9.29	9.62
Sergeant	10.05	10.40
Part time patrolman	6.88	7.12
Probationary dispatcher, first 90 days	5.40	
Dispatcher, full time	6.05	
Dispatcher, part time	5.72	

Longevity pay will be computed for all employees on the following basis:

4-9 years employment	\$25.00 per month
10-14 years employment.....	35.00 per month
15-19 years employment.....	45.00 per month
20-24 years employment.....	55.00 per month
25-29 years employment.....	65.00 per month
30-plus years employment.....	75.00 per month

UNIFORM ALLOWANCE: Police officer personnel receive \$20/mo. clothing maintenance allowance. City supplies uniforms to new hire employees and full time dispatchers (defined).

Shift differential:

<u>Shift</u>	<u>Rate</u>
1st shift	None
2nd shift.....	10¢ per hour
3rd shift.....	15¢ per hour
4th shift.....	12¢ per hour

EMPLOYER: City of Fort Dodge

EMPLOYEE ORGANIZATION: United Food & Commercial Workers, Local P-31

UNIT (SUMMARY): Police lieutenants, sergeants and patrolmen

DURATION: July 1, 1987 - June 30, 1990, reopener for wages

HOURS: 5- 8 hr shifts per week, 40 hrs/week

OVERTIME: 1 1/2 time over 8 hrs/shift or call back on days off; 2 time on Sunday or Holiday or vacation day; 2 hrs minimum on callback; regular pay for stand-by

VACATION:	<u>Yrs of Service</u>	<u>Weeks of Vacation</u>
	1	1
	2	2
	6	3
	10	4
	14	5

HOLIDAYS: Officers receive 11 - 8 hr shifts off/yr in lieu of recognized holidays

LEAVES OF ABSENCE:

A. Sick -	<u>Length of Service</u>	<u>Days of Leave</u>
	4 mo	14
	1 yr	30
	5 yrs	60
	9 yrs	90

When no leave taken during a month, employee credited with 1 day sick leave/mo. maximum accrual of 150 days.

B. Leave for Serious Illness or Death In Family - for death in immediate family, (defined), up to 5 days off at time of death or at time of funeral, without loss of pay; when employee called to serve as pall-bearer, he shall receive reasonable time; for other deaths in family, (defined), employee receives 3 days off.

C. Leave of Absence - without pay for good cause and with the consent of the City Council, limited to 90 days except for educational purposes for which employee may be granted a leave for up to 24 mos.

TRANSFER: Seniority pursuant to Section 400.12, Code of Iowa.

STAFF REDUCTION: Reduction pursuant to Section 400.28 of the Code of Iowa

INSURANCE:

- 1. Hosp/Maj Med - Employer pays 100% of employees and family premium. Includes prescription, air & ground ambulance coverage.
- 2. Life - N/A
- 4. Dental - Employer pays 100%
- 6. Other - City pays for air & ground ambulance coverage.

WAGES:

- 1. Shift differential - 32 cents/hr for hours between 8 PM - 4PM
- 2. Uniforms - non uniformed officers allowed \$450/clothing and \$45/quarter cleaning and maintenance allowance; city will pay for watches and prescription lens, excluding contact lens which are damaged in the line of duty; bullet proof vest provided for each unit member, if possible.
- 3. College Compensation - 1/2 of a step increase for a certificate in law enforcement and 1 step increase for an AA in Law Enforcement
- 4. Meal Allowance - one meal at city expense after 12 hrs of continuous service

Probationary Patrolman	16,598.40
Patrolman	17,430.40
Sergeant	18,304.00
Lieutenant	20,176.00

EMPLOYER: City of Fort Dodge

EMPLOYEE ORGANIZATION: Ft. Dodge Fire Fighters Association

UNIT (SUMMARY): Firefighters, Lieutenant, Captain

DURATION: July 1, 1987 - June 30, 1990, reopener for wages

HOURS: 56 Hrs/Week

OVERTIME: 1 1/2 time for call back
 2 time for Sunday & Holidays
 all callback for drivers at double rate
 all callback minimum of 2 hrs

VACATION:	<u>Yrs. of Service</u>	<u>Weeks of Leave</u>
	1	1
	2	2
	6	3
	10	4
	14	5

Week of vacation equals 3 - 24 hr shifts

HOLIDAYS: 9 paid 24 hr shifts off in lieu of 9 recognized holidays, and these are to be taken consecutively, all with one block of 6 and 3 single selections. All legal holidays constitute the following for telephone watch: New Years, Washingtons Birthday, Decoration Day, July 4th, Labor, Veterans, Thanksgiving, Christmas & afternoon before Christmas, & afternoon before New Years

LEAVES OF ABSENCE:

- A. Sick - After 4 mos, 14 days
after 1 yr of employment, 30 days
after 5 yr of employment, 60 days
after 9 yr of employment, 90 days, and all years following,
unless accumulated sick leave exceeds 90 days, in which case accumulated sick leave shall prevail.

Maximum accumulation -- 150 days; employee credited with 1 day sick leave for each month in which no sick leave is taken; employees charged 2 days leave for each 24 hr shift

- B. Leave for Serious Illness or Death in Family - in case of death of immediate family (defined), up to 5 paid days either at time of death or funeral; when employee pallbears he receives reasonable time off paid; any other time off for funeral at discretion of Fire Chief; up to 3 paid days when member compelled to lose work because of serious illness
- C. Leave of Absence - without pay for good cause and with consent of city council, without prejudice to seniority or other rights; shall not be used to secure other employment; limited to 90 days, without further approval of council; 1 firefighter off per shift to attend college courses at IA Central College

INSURANCE:

1. Hosp/Maj Med - Employer pays single and family coverage
2. Life - \$5,000
3. Dental & Prescription - Employer pays
4. Other - City pays for air & ground ambulance service for employee and dependents

WAGES: City purchases 1 dress uniform, and annual \$250 uniform allowance
City agrees to pay for watches and prescription lens damaged in line of duty.
Watches up to \$25, and \$30 for eyeglass frames. Lens paid in full.

Advancement through each step is Pay Grade is:

- a) 1 yr. in Step A
- b) 2 yrs. in Step B
- c) 3 yrs. in Step C
- d) 4 yrs. in Step D