

LABOR AGREEMENT

between

CITY OF MASON CITY, IOWA

and

**TEAMSTERS LOCAL UNION NO. 238
(POLICE DEPARTMENT)**

7/1/2025 – 6/30/2027

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Schedule "A" – Wages, College Credits, Rate of Pay

RESOLUTION NO. 25-23

A RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF MASON CITY, IOWA, AND THE TEAMSTERS LOCAL UNION NO. 238 (POLICE DEPARTMENT)

WHEREAS, the City Council of the City of Mason City desires to enter into a three year collective bargaining agreement between the City of Mason City, Iowa and the Teamsters Local Union No. 238 (Police Department).

NOW, THEREFORE BE IT RESOLVED by the City Council of the City of Mason City, Iowa:

Section 1. That the attached collective bargaining agreement between the City of Mason City and the Teamsters Local Union No. 238 (July 1, 2025 through June 30, 2027), should be and the same is hereby approved and adopted.

Section 2: That the Mayor is authorized and the Clerk hereby directed to execute said Agreement for and on behalf of the City of Mason City, Iowa.

PASSED AND APPROVED this 18th day of February, 2025.

/s/Paul Adams
Paul Adams, Mayor Pro tem

ATTEST:

/s/Aaron Burnett
Aaron Burnett, City Clerk

AGREEMENT

This Agreement made and entered into by and between the CITY OF MASON CITY, IOWA, hereinafter referred to as the "EMPLOYER," and TEAMSTERS LOCAL UNION NO. 238, MASON CITY, IOWA, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "UNION."

ARTICLE 1: DEFINITIONS

- 1.01 - The Employer agrees to recognize, and does hereby recognize, the Union, its agents, representatives, or successors, as the exclusive bargaining agency for all of the employees of the Employer as herein defined.
- 1.02 - The term "employee" as used in this Agreement shall include all of the employees of the Employer in the Department located at Mason City, Iowa, as defined and as amended by the Public Employee Relations Board certification on file in this matter.
- 1.03 - The Employer will neither negotiate nor make collective bargaining agreements for any of its employees in the bargaining unit covered hereby unless it be through duly authorized representatives of the Union.
- 1.04 - The Employer agrees that it will not sponsor or promote financially or otherwise, any group or labor organization, for the purpose of undermining the Union; nor will it interfere with, restrain, coerce, or discriminate against any of its employees in connection with their membership in the Union.
- 1.05 - The Union agrees that the Employer reserves the right to make decisions concerning all matters not addressed by this agreement. Such decisions shall include, but not be limited to: efficient management of the Police Department; determination of the services to be rendered; size of the workforce; hiring, assignment, and layoff of employees; direction of the workforce, assignment of work and determination of the number of employees assigned to operations; establishment of work schedules; modification of department rules and regulations; approval of courses and educational programs; transfer and promotion of employees; evaluation of employees for promotion or assignment.
- 1.06 - The term "part-time employee" as used in this Agreement shall include all employees working less than forty (40) hours per week. The benefits provided under the terms of this Agreement shall not apply to part-time employees unless specifically stated otherwise.
- 1.07 - The term "days" refers to calendar days unless otherwise specified.

ARTICLE 2: TRIAL PERIOD

- 2.01 - Employees in Division No. 3 -- Police shall have a probationary period as determined by the applicable Civil Service Law in effect during the term of this Agreement.

- 2.02 - Employees in Divisions 1 and 2 shall have the probationary periods as hereinafter set out during which period they may be discharged without further recourse; provided, however, the Employer may not discharge or discipline for the purpose of evading this Agreement or discriminating against Union members. After successful completion of their probationary period the employees shall be placed on a regular seniority list.
- (a) Divisions No. 1 and 2 – ninety (90) calendar days.
- 2.03 - Part-time employees shall be probationary employees during the entire period of part-time employment and shall be required to complete a new probationary period if hired full-time. Seniority date will be when they become full-time employees.

ARTICLE 3: STEWARDS

- 3.01 - The Employer recognizes the right of the Union to designate one (1) job steward for each shift to handle such Union business as may from time to time be delegated to them by the Union. The Union shall notify the Employer in writing of the name of each steward.
- 3.02 - Job stewards have no authority except as authorized by official action of the Union. The Employer recognizes this limitation upon the authority of job stewards. The Employer, in so recognizing such limitation, shall have the authority to render proper discipline, including discharge without recourse, to such job steward, or stewards, in the event the job steward, or stewards, have taken action in violation of this Agreement.

ARTICLE 4: TIME OFF FOR UNION ACTIVITIES

- 4.01 - The Employer agrees to grant the necessary and reasonable time off, without discrimination nor loss of seniority rights and without pay to any employee designated by the Union to attend a labor convention or serve in any capacity on other official Union business provided forty-eight (48) hours written notice is given to the Employer by the Union, specifying length of time off. The Union agrees that, in making its request for time off for Union activities, due consideration shall be given to the number of employees affected in order that there be no disruption of the Employer's operation due to lack of available employees.
- 4.02 – Unit 18 officers shall be allowed to attend the annual conference and will be allowed to trade shifts.

ARTICLE 5: LEAVE OF ABSENCE

- 5.01 - Any employee desiring a unpaid leave of absence from his/her employment shall secure written permission from the Employer, copy of same furnished the Union, prior to starting leave of absence. The maximum leave of absence shall be for thirty (30) days and may be extended for a like period with the consent of the Employer and the Union. Failure to comply with this provision shall result in the complete loss of seniority rights of the employee involved. Inability to work because of proven temporary sickness or injury shall not result in the loss of seniority rights. No leave of absence shall be granted to an employee for the purpose of trying out a job with another Employer.

ARTICLE 6: DEPARTMENT SENIORITY

Division No. 1: Utility Division

Division No. 2: Parking Enforcement Division

Division No. 3: Police Division

Division No. 5: Sergeant Division

ARTICLE 7: SAFETY EQUIPMENT AND JOB

- 7.01 - All equipment required by either state, city or federal laws shall be furnished and maintained by the Employer.
- 7.02 - All cars used as patrol cars shall be equipped with a shotgun and a rifle.
- 7.03 - Patrol cars shall be equipped with a clear solid rear passenger restraint partition.
- 7.04 - All officers may receive forty (40) rounds of ammunition each month. The (10) rounds are to be used to site in and thirty (30) rounds are to be used at target practice to qualify. Any police officer may take another police officer with him/her to qualify when their commanding officer says it is okay to use the range. If the police officer fails to qualify, then he/she has to practice and qualify on his/her own time.

ARTICLE 8: GRIEVANCE PROCEDURE

- 8.01 - Any dispute over the terms of this Agreement, shall be processed exclusively under the grievance procedure set out in this Article. Any disputes over removal, demotion or suspension shall be processed exclusively under Civil Service Code.
- 8.02
 - Step 1: Any employee believing that he/she has a grievance shall first discuss the alleged grievance with his/her immediate supervisor within ten (10) calendar days of the alleged grievance or within ten (10) days of the employee's knowledge of the alleged grievance. This step may be with or without the benefit of the steward at the option of the employee. The immediate supervisor shall advise the employee of his/her decision regarding the alleged grievance within five (5) calendar days of being informed of the alleged grievance.
 - Step 2: If the grievance is not resolved by the answer of the immediate supervisor, the employee shall within ten (10) calendar days file a written grievance with the Chief of Police or his/her designee. The Chief of Police or his/her designee shall meet with the grievant and the steward and/or the Union Business Agent within ten (10) calendar days of the receipt of the written grievance. The Chief of Police or his/her designee shall, within ten (10) calendar days of the above meeting issue a written answer to grievance with copies going to the grievant and to the Union.
 - Step 3: If the answer of the Chief of Police or his/her designee is not acceptable to the grievant and the Union, the Union shall within ten (1) calendar days of the Chief's answer request a meeting with the City Administrator to discuss the grievance with the grievant, the steward and the Union Business Agent. The City Administrator shall within ten (10) calendar days of the above meeting issue a written answer to the grievance.

- Step 4: If the answer of the City Administrator is not acceptable to the grievant and the Union, the parties may request by mutual agreement a Third-Party Mediator in an effort to reach a settlement prior to proceeding to Step 5.
- Step 5: If the answer of the City Administrator is not acceptable to the grievant and the Union or the parties have not resolved the issue through mediation, the Union shall within fourteen (14) calendar days of the answer, file a request for arbitration with the Public Employment Relations Board (PERB). A list of five (5) arbitrators shall be submitted to the parties who will alternately strike names on the list until only one (1) remains. That remaining name shall be submitted to the Public Employment Relations Board as the mutually selected arbitrator and shall hear the case within thirty (30) calendar days of notification by PERB. The arbitrator shall render his/her decision within thirty (30) calendar days of the close of the hearing. The decision of the arbitrator shall be binding on the grievant, the Union, and the Employer. Cost of the arbitrator shall be shared equally by the parties.

The grievant and the steward shall be released from duty without loss of pay or benefits to participate in meetings with management and/or hearings which are the result of the grievance.

ARTICLE 9: PAID FOR TIME

- 9.01 - Time shall be computed from the time the employee arrives at the designated work site, in uniform, and ready for work, until they are released from duty. Split shifts shall not be normally used unless public safety necessitates.

ARTICLE 10: BULLETIN BOARD

- 10.01 - The Union shall have the right to have a bulletin board on the Employer's premises to post such notices as they deem necessary. Only the steward of the division affected shall have the authority to remove from the bulletin board such notices as the Union may post. The bulletin board shall be marked "Teamsters Union Local No. 238" and shall be located in the squad room.

ARTICLE 11: FUNERAL LEAVE

- 11.01 - In the event of a death in the family (father, mother, wife, husband, brother, sister, brother-in-law, sister-in-law, son or daughter, son-in-law, daughter-in-law, grandchildren, grandparents, stepparents, stepchildren, mother and father of spouse) a employee shall be entitled to a maximum of four (4) days off for immediate family members (parents, children, spouse, and siblings) and a maximum of three (3) days off to attend the funeral of other listed family members. Leave under this provision may be extended by the Employer or Chief based upon individual circumstances of each employee. The compensable day or days must be consecutive and include the actual day of the funeral and shall include days off, holidays and vacation.

- 11.02 - An employee may be granted one (1) day or two (2) half days per year to attend the funeral of a person not specifically listed in Article 11.01.

ARTICLE 12: SENIORITY

- 12.01 - Seniority rights for employees shall be divisional and shall prevail unless it is specifically noted otherwise in any article or section. Seniority shall be broken only by discharge, voluntary quit, or more than a one-year layoff. In the event of a layoff it shall be the responsibility of laid off employees to keep the Employer informed on any change of address and telephone number. In the event of any employee being recalled, notification by telephone, confirmed by certified letter to employee, with copy by regular mail to the Union, shall be given. Any employee shall lose his/her seniority rights if he/she does not return to work within five (5) calendar days after being called back. Any employee may request and receive five (5) additional working days to return provided the request is made before the end of the first five (5) working days. A list of employees arranged in the order of their seniority shall be posted in a conspicuous place at their place of employment. Longevity levels in the wage schedule will be calculated by the longevity accrued (full-time duty) from the most recent date of employment in that division with the exception of jobs in a promotional sequence (i.e. Police Officer and Sergeant) where longevity shall be cumulative.
- 12.02 – Employees in Divisions #3 and #5 shall have the opportunity of making a shift bid sixty days prior to the start of each calendar year. Bidding shall be conducted on the basis of seniority, by Division. If vacancies occur during the calendar year, individuals may enter written requests to transfer to fill that position. However the Chief will have discretion as to whom he/she appoints to fill midyear vacancies, and may make individual assignment changes, as well as special assignments.
- 12.03 - The Chief has the exclusive right to make temporary assignments. One of the factors to be considered by the Chief in making the temporary assignment is the seniority of the employees. When a temporary assignment is concluded, the employee shall return to the shift assignment that they were working at the time the temporary assignment began. If this causes excessive staffing on that shift, the least senior person on the shift may be reassigned to an understaffed shift.
- 12.04 - Any employee awarded a special assignment shall have a trial period of ten (10) working days. If, during said period the employee wants to decline the special assignment, they will be assigned for the remainder of that calendar year to their previous bid position.
- 12.05 - Overtime shall be awarded on a seniority basis except in the following cases:
- (a) Employees held over.
 - (b) Employees called in prior to their shift.
 - (c) Emergencies.
 - (d) Patrol overtime to be offered to all patrol officers before offering it to sergeants.
 - (e) Letter of understanding on call-in and hold over overtime.

- 12.06 - Overtime that is reimbursed by contracted hire or by grant funding must be taken only as overtime pay. All other overtime pay may be taken as overtime pay or compensatory time.

ARTICLE 13: REDUCTION OF WORKING FORCE

- 13.01 - Departmental seniority shall govern and when it becomes necessary to reduce the working force, the last employee hired in the division shall be laid off first and when the force is again increased, the employees are to be returned to working their division in reverse order in which they are laid off.

ARTICLE 14: MAINTENANCE OF STANDARDS

- 14.01 - The Employer and employees recognize certain informal working conditions have been enjoyed by all employees. Even though items of this nature have not been specifically negotiated, both parties agree in good faith to continue these conditions where not in conflict with other provisions of this Agreement. This Article shall only apply to mandatory subjects of bargaining under Section 20.9 of the Public Employment Relations Act.

ARTICLE 15: JURY PAY AND WITNESS PAY

- 15.01 - The Employer shall pay all regular employees serving on any jury the difference in regular wages between jury pay and his/her regular wages while in such service. If the employee is discharged from the jury before the workday ends, he/she must report immediately to the Employer for work. This shall be construed to mean pay for the regular working hours of the employee selected for such jury duty. Any employee who works other than the first shift shall be excused from work with pay for serving on any jury. The employee shall give the jury pay to the City.
- 15.02 - Any employee required to appear at any court hearing including but not limited to District Court and Magistrate's Court, will be paid a minimum of two (2) hours' pay at time and one-half if the employee is on duty day and if not, a minimum of three (3) hours' pay at time and one-half or the time actually spent testifying, whichever is greater. The employee agrees to see that all witness fees are paid that the employee is entitled to and the employee agrees to turn these over to the City. Failure of the employee to apply for the witness fee available shall result in the amount of the witness fee that would have been received being deducted from the applicable pay under the provisions of this section.

ARTICLE 16: CALL TIME

- 16.01 - Any employee called to work other than their regular shift shall be guaranteed three (3) hours work or three (3) hours pay at time and one-half in lieu thereof, except that employee called to start shift early shall be paid at the applicable rate for the time actually worked prior to the shift, then shall work their regular shift.

ARTICLE 17: EQUIPMENT

- 17.01 - Employees shall not be required to operate any vehicle that does not comply with applicable federal or state law.

ARTICLE 18: HOLIDAYS

- 18.01 - All employees shall receive their regular rate of pay (regular rate of pay is hereby defined as eight (8) hours times applicable hourly rate) as shown on Schedule "A" of the following holidays. The eight (8) hours of holiday pay may be converted to compensatory time.

	<u>07/1/25-06/30/26</u>	<u>07/1/26 – 06/30/27</u>
Independence Day	07/04/25	07/04/26
Labor Day	09/01/25	09/07/26
Veteran's Day	11/11/25	11/11/26
Thanksgiving Day	11/27/25	11/26/26
Christmas Day	12/25/25	12/25/26
New Year's Day	01/01/26	01/01/27
President's Day	02/16/26	02/15/27
Good Friday	04/03/26	03/26/27
Memorial Day	05/25/26	05/31/27

Two mutually agreed upon floating holidays

- 18.02 - In all divisions if any of the holidays, except the floating holiday, falls on the employee's day off or during the employee's vacation, the employee will receive additional pay computed as eight (8) hours times their regular hourly rate of pay.
- 18.03 - Employees in all divisions who work on a holiday will be paid eight (8) hours at one and one-half (1½) times their regular rate of pay unless duty is extended beyond eight and one-fourth (8.25) hours and in addition will receive holiday pay computed as eight (8) hours times their regular hourly rate. Employees working either Christmas Day or Thanksgiving Day shall be compensated at double time plus holiday pay as stated in 18.02 (16 hours of pay and 8 hours of holiday).
- 18.04 - Holiday pay will be paid to all employees scheduled off but called into work, and they will receive no reduction in pay, one and one-half (1½) times their regular rate for all hours worked plus holiday pay as stated in 18.02.

ARTICLE 19: SICK LEAVE

- 19.01 - Sick leave shall be used only in the event of the employee's own illness or injury except as otherwise provided below. Employees shall accumulate sick leave at the rate of twelve hours per month to a total of 960 hours. Once an employee has accumulated 960 hours, they will reset to 960 hours in subsequent years on January 1. Furthermore, in the event family illness, hospitalization or hospital emergency room treatment of a member of the household (immediate family/11.01) an employee may use up to 56 hours of sick leave/pay per calendar year for time required as a care giver in the event of family illness or to provide psychological support in the event of hospitalization or emergency room treatment. Additional circumstances and/or time may be allowed at the discretion of the Chief of Police.

The Family Leave Act may provide time off, if requested and qualified according to policy. Employees injured in the line of duty requiring time off will be governed by applicable state law.

- 19.02 - In the event of suspected abuse, the Employer may require the employee to furnish a doctor's certificate verifying the illness claimed. This doctor's certificate shall be furnished at the expense of the employee.
- 19.03 - All full-time employees shall be eligible for paid parental leave (maternity, paternity or adoption) for two (2) weeks or two (2) schedule rotations, and such leave will not be charged from the employee's sick leave bank. Paid leave must be used within the first year of the birth or adoption and must be used in increments of at least 1 week at a time. The adopted child must be 12 years old or younger.

ARTICLE 20: WORKWEEK

- 20.01 - All full-time employees in Divisions and 2 shall be paid time and a half for hours worked in excess of eight (8) hours per day or forty (40) hours per week and in Divisions 3 and 5 shall be paid time and a half for hours worked in excess of 8.25 hours per day or 49.5 hours per week.
- 20.02 - Division 1 and 2 shall have a workweek of Monday through Friday.
- 20.03 – Required Training Days

Divisions 3 and 5 will be required to attend forty-one and one-fourth (41.25) hours of training each year. The training will be scheduled by management in segments of eight and one-fourth (8.25) hours during the year. Divisions 3 and 5 may take a vacation day on a training day provided a minimum of three (3) vacation days are taken consecutively. Divisions 3 and 5 will be required to make up any training days missed. An additional 24.75 hours of training may be required and will be compensated as hour for hour, straight time compensatory time.

ARTICLE 21: SHIFT DIFFERENTIAL

- 21.01 - All employees, including probationary employees, who work between 1500 hours and 0700 hours shall receive an extra \$37.00 per pay period as shift differential.

ARTICLE 22: VACATIONS/COMPENSATORY TIME

- 22.01 - All employees shall receive vacation with pay on the following basis:

After one (1) year of service -----	one (1) week*
After two (2) years of service -----	two (2) weeks
After six (6) years of service -----	three (3) weeks
After fourteen (14) years of service -----	four (4) weeks
After twenty (20) years of service -----	five (5) weeks

* One half of the first year's vacation may be taken after the employee's first 6 months of employment with the Police Department.

- 22.02 - Employees in all Divisions may accumulate a maximum of 49.5 hours of compensatory time in lieu of overtime pay for time worked that would normally be paid overtime under this labor agreement. Accumulated overtime is not considered used until the compensatory time is actually taken off. Merely scheduling the comp time does not reduce the current balance. Any compensatory time requested prior to April 2 will be canceled if it is scheduled on the same date as vacation awarded under the divisional seniority provisions of section 22.03, and would result in exceeding the limit of 1 person off on vacation or compensatory per shift as noted in section 22.03.
- 22.03 - Vacation shall be awarded on the basis of the employee's seniority in his or her division. A list shall be posted and vacation shall be selected in a minimum of six (6) days and a maximum of 12 days or 2 rotations until all employees have had an opportunity to select their first-choice vacation days. This first choice shall be completed by all employees by February 15. After all employees have selected, then any vacation days not taken shall be awarded on the basis of divisional seniority and may be selected one (1) day at a time until April 1. After April 1 the employee signing up first shall be given the time off without regard to seniority. The number of employees off on vacation or compensatory time at any one time in Division 3 shall be limited to one employee per shift unless prior approval of the Chief of Police has been obtained. In Divisions 1 and 2 no more than one employee may be off at one time. This shall not apply to employees using vacation that have provided a written retirement notice. Employees shall not have to compete with employees using their vacation leading to their retirement date. Vacations or compensatory time may be taken anytime during the year. Vacations or compensatory time as scheduled will not be changed unless the employee gives five days notice for a vacation or compensatory time cancellation or change except in case of emergency, except that compensatory time off requests of less than 4 hours may be canceled if a full vacation day or compensatory time off of 8.25 hours is requested at least 24 hours in advance for that same shift. Requests for vacations or compensatory time shall be given at least twenty-four hours in advance except in cases of emergency. As an option, employees can convert three (3) full vacation days to six (6) one-half ($\frac{1}{2}$) day increments to be used as vacation days. If an employee anticipates that he or she is unable to schedule all vacation by the end of the year, a request may be made by written memo to the chief of police to carry over unused vacation. Such request must be submitted no later than December 1 of the year the vacation was to be taken. Such request will be granted if the inability to schedule vacation before the end of the year was beyond the control of the employee making the request. Any vacation carried over shall be used by March 1 of the following year, unless an extension is requested and approved by the chief of police.
- 22.04 - The number of vacation days provided per week of vacation shall reflect an employee's current work assignment. Employees whose regular workweek consists of six (6) working days shall be granted six (6) working days off for each week of vacation. Employees hired prior to 1/1/16 whose regular workweek consists of five (5) working days shall be granted six (6) working days off for each week of vacation. Employees hired beginning 1/1/16 whose regular workweek consists of five (5) working days shall be granted five (5) working days off for each week of vacation.

ARTICLE 23: SEPARABILITY AND SAVINGS CLAUSE

- 23.01 - If any article or section of this contract or of any riders thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this contract and of any rider thereto, or the application of such article or section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.
- 23.02 - In the event that any article or section is held invalid or enforcement of or compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations, upon the request of the Union, for the purpose of arriving at a mutually satisfactory replacement for such article or section during the period of invalidity or restraint. If the parties do not agree on a mutually satisfactory replacement, either party shall be permitted all legal or economic recourse in support of its demand notwithstanding any provision in this contract to the contrary.

ARTICLE 24: HEALTH AND WELFARE

- 24.01 - The City will offer a health insurance policy. Employer may change carriers at any time provided coverage is not reduced. The Employer will provide the union advance notification of any such change in carrier. The premium will be allocated as follows:
- 24.02 - The Health Plan will provide for 80/20 coinsurance for in-network expenses and 70/30 coinsurance for out-of-network expenses and shall have a three-tiered annual deductible of \$500 per person, with a maximum annual deductible of \$1,000 for a family of two and \$1,500 for a family of three or more. The annual out of pocket maximum will be \$1,000 per person, with a maximum annual out of pocket of \$2,000 for a family of two and \$2,500 for a family of three or more.
- Employees will be provided an option to enroll in a High Deductible Health Plan (HDHP) with a HSA contribution by the City.
- 24.03 - Effective 7/1/26 employee contributions shall be 20% per month towards either the single or family insurance premium. Employees electing City coverage for spouses who have declined health insurance coverage through the spouse's employer will pay an additional \$100 monthly insurance contribution. City shall pay all remaining insurance premium contributions.
- 24.04 - The Employer shall continue in effect life insurance coverage of ten thousand dollars (\$10,000.00) on the employee and two thousand dollars (\$2,000.00) on the employee's dependent(s) and pay the monthly premium for family or single, whichever is applicable. Employees may elect, at employee's expense, to purchase an additional term insurance coverage up to five times their salary (maximum of \$500,000), in which the first \$150,000 is guaranteed at the time of hire, and any amount above \$150,000 may be subject to underwriting.
- 24.05 - Any newly hired certified Police Officer may be awarded additional weeks of initial vacation eligibility at the Chief's discretion.

ARTICLE 25: CLOTHING AND CLEANING ALLOWANCE

- 25.01 - The employees in the following divisions will receive the clothing and cleaning allowance as hereinafter set out.
- (a) All divisions except Divisions 3, 5, shall receive three hundred dollars (\$300.00) for clothing allowance.
 - (b) Divisions 3 and 5 shall receive seven hundred fifty dollars (\$750.00) for clothing allowance.
 - (c) Divisions 3 and 5 shall receive Level II vests selected by the employer every 5 years at the expense of the employer. If the officer desires a higher-level vest approved by the Police Chief, the officer will reimburse the City for the difference.
 - (d) All divisions shall receive twenty dollars (\$20.00) per month cleaning allowance to be paid at the same time as the clothing allowance.
 - (e) The clothing and cleaning allowance shall be paid twice each year on the first payroll in March and September and shall be for the next six (6) months. New hires shall be paid on a pro rata basis to the closest month.
 - (f) The City will provide uniforms to new officers. Items to be provided will be mutually agreed upon between the Union and the City. New officers will not receive a clothing allowance for two years and during that time, the items will remain the property of the City.

ARTICLE 26: CIVIL SERVICE

- 26.01 - Employees and employment covered by any collective bargaining agreement approved by the City of Mason City are subject to and governed by the policies and procedures of the Civil Service Commission as established pursuant to Chapter 400, Code of Iowa, and reference should be made as necessary, provided, however, removal, demotion or suspension of any employee covered by this Agreement shall be handled exclusively by Article 9, Discharge or Suspension.

ARTICLE 27: WAGES AND COLLEGE CREDITS

- 27.01 - All employees shall be paid wages according to Schedule "A" attached hereto and by this reference made a part hereof. College credits will be paid to those eligible employees as set out in Schedule "A." The Parties have agreed to reopen this Agreement for the purpose of negotiating wages applicable for the period 7/1/26 - 6/30/27.
- 27.02 - Investigators on call for seven (7) day calendar week will receive one hundred dollars (\$100.00) in addition to regular pay. Investigators may not trade their on-call hours during their on call assigned week, unless the change is approved by the investigator's supervisor, and unless a change is made to the on-call calendar. If the replacement investigator fails to respond to a call out, the replacement officer may be subject to disciplinary action.

- 27.03 - Field Training Officer will receive one (1) hour of additional straight time pay per day while performing training functions. Field Training Officers assigned to train officers on another shift shall receive a total of two (2) hours additional straight time pay per day with no loss of shift differential for switching shifts.
- 27.04 - Any new certified officer may begin at a higher Step in Schedule A at the Chief's discretion.
- 27.05 - Bilingual Pay: At the sole discretion of the Police Chief, an employee that demonstrates competency and proficiency in a relevant foreign language shall be compensated at the rate of an additional \$1.00 per hour.

ARTICLE 28: DRUG/ALCOHOL TESTING

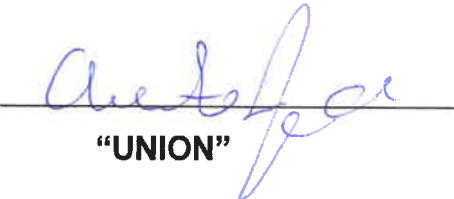
- 28.01 - In the event of suspected abuse of alcohol or drugs, the Employer may require the employee to submit to a breath, blood and/or urine test. A certified independent laboratory will conduct the blood and urine analysis. Testing will be conducted during the employee's regularly assigned shift including overtime.
- 28.02 - Any employee that is called back to work on other than his or her regularly assigned shift who discloses to his/her supervisor that he/she has been drinking and who is nevertheless called in shall not be subject to any alcohol/drug abuse testing program nor to any disciplinary action for this reason.

THIS AGREEMENT shall be effective from the 1st day of July, 2025, and shall remain in full force and effect until June 30, 2027, shall continue in full force and effect from year to year thereafter unless written notice of desire to change is served by either party upon the other sixty (60) days prior to the annual date of expiration.

CITY OF MASON CITY, IOWA

**TEAMSTERS LOCAL UNION NO. 238
(POLICE DEPARTMENT)**

By: 
 Bill Schickel, Mayor

By: 
 "UNION"

ATTEST:


 Aaron Burnett, City Administrator

SCHEDULE "A"

Effective the first day of the pay period which begins between the dates of June 23 and July 6, inclusive, of each year.

I. WAGES	Effective:	<u>July, 2025</u>	<u>July, 2026</u>
<u>A. Division #1 - Utility Worker</u>			
Starting		\$ 26.92	TBD
1 year		\$ 27.63	
3 years		\$ 28.37	
5 years		\$ 29.09	
7 years		\$ 29.82	
<u>B. Division #2 - CSO</u>			
Starting		\$ 21.77	TBD
1 year		\$ 22.51	
2 years		\$ 23.20	
3 years		\$ 23.78	
4 years		\$ 24.29	
10 years		\$ 24.96	
15 years		\$ 25.74	
20 years		\$ 27.28	
22 years		\$ 27.97	
<u>C. Division #3 - Police Officers</u>			
Starting		\$ 33.19	TBD
1 year		\$ 36.15	
2 years		\$ 38.63	
3 years		\$ 39.17	
4 years		\$ 39.44	
5 years		\$ 39.82	
6 years		\$ 40.16	
7 years		\$ 40.51	
8 years		\$ 40.89	
9 years		\$ 41.16	
10 years		\$ 41.53	
12 years		\$ 44.15	
<u>D. Division #5 - Sergeants</u>			
		<u>July, 2025</u>	<u>July, 2026</u>
		Min: \$ 45.16 / Max: \$ 49.75	TBD

- Upon promotion to Sergeant, receive the greater of a 10% wage increase or the minimum wage rate of the range.
- Additional annual step increase of 2.5% awarded each anniversary of assignment to Sergeant.
- No employee will be paid greater than the maximum wage rate of the range.

SCHEDULE "A"

II. COLLEGE CREDITS

- A. College Credits - Divisions 3 and 5. Employees in Divisions 3 and 5 who earn a college credit toward a degree in Police Science will be paid one dollar (\$1.00) per semester credit hour per month with a maximum of sixty dollars (\$60.00) per month.
- B. College Credits - Divisions 1 and 2. Employees in all divisions except Division 3 are eligible to earn a college credit of eighty-five cents (\$0.85) per semester credit hour per month with a maximum of fifty-one dollars (\$51.00) per month. College courses that qualify must be job related and must have prior approval of the Chief or his designee. Credit will be given for college courses previously taken that are approved by the Chief, but the payment will only be fifty percent (50%) or 42.5 cents per semester hour credit hours.

III. REGULAR RATE OF PAY

Regular Rate of Pay for the purpose of this Agreement for employees in Divisions 1 and 2 shall mean wages as specified in this Schedule "A." Regular rate of pay for employees in Department 3 and 5 in addition to wages specified in Schedule "A" shall also include college credits in the amounts and where applicable.