

MEETING DATE: 01/05/26

AGENDA ITEM SUMMARY

Subject: Initial Proposals between Teamsters and Charles City

Background Summary: Trout

Pursuant to Iowa Code Section 20.7(3), the City of Charles City is required to publicly post the initial collective bargaining proposals submitted by both the bargaining unit and the employer.

In compliance with this requirement, the City is posting the initial proposals exchanged between the City and Teamsters Local 234 related to a successor bargaining agreement for the City's public works personnel.

Following the exchange and posting of initial proposals, negotiations were conducted in closed session as permitted by Iowa law. As a result of those negotiations, a tentative agreement was reached between the parties.

At this time, additional procedural steps are required before the tentative agreement is ready to be formally presented to and considered for approval by the City Council. This agenda item is intended solely to satisfy the statutory posting requirement and does not involve Council action on the bargaining agreement.

**CITY OF CHARLES CITY, IOWA
PROPOSAL TO
TEAMSTERS LOCAL UNION 238
For the Period
July 1, 2026 through June 30, 2027
Submitted December 19, 2025**

Notes:

- If the Union has made a proposal to which no specific response is set out in these proposals, the City's response to such a proposal is that it not be included in the contract.
- If the City does not propose that an article or provision be amended, then it is the City's proposal that current contract language for that article or provision be maintained.
- The City reserves its right to refuse to negotiate regarding the provisions that are non-mandatory subjects of bargaining, and the City will not agree to submit to impasse the provisions which are non-mandatory subjects of bargaining.
- The City explicitly reserves the right to alter, withdraw, add to, or amend any part or all of the following proposal.
- This proposal is a package proposal, and it must be accepted in its entirety or it will be considered to have been rejected.

City Proposal and Response to Union Initial Proposal:

- Article 11: Grievance Procedure
Change reference to "Public Employee Relation Board" to "Employment Appeal Board"
- Appendix A: Wage Rate
City proposes a 1.5% across-the-board (ATB) increase to 7/1/25 rates reflected in the current agreement to be effective 7/1/26.

The City proposes adding wage scales for street employee classifications in the contract

The City proposes removing the permissive language found in Appendix A, subparagraph B regarding "Injury on the Job." Employees will follow City policy on this issue.

Residence regulations: the City proposes a 30 minute reporting time to their duty stations

The City proposes a 1 year agreement at this time, beginning July 1, 2026 and ending June 30, 2027.

4906-9099-1984-1\11104-037

Proposed changes in the Agreement by and between the City of Charles City Public Works Department
Employees and Teamsters Local Union No. 238:

Date submitted Dec. 19, 2025

The Union Reserves the right to make such additions, corrections and amendments to this proposal as it may deem proper during the course of negotiations. This proposal is based on the understanding that all current benefits and procedures will continue as they have in the past. All other Articles not addressed in this proposal will remain current contract for the duration of the contract. Any tentative agreement reached will be subject to ratification.

Remove longevity restrictions or change to read \$.05 cents per hour per year of service

On call pay time

Each employee in the Water and Waste Water Department that is required to be on call shall be allowed to take a half day off with pay or a 1/2days pay for being on call. If a Friday lands on a holiday the on call employee will be off the next available work day. This time off will be on top of the normal call outs and plant checks

Holidays add: Martin Luther King, Juneteenth and Columbus Day as holidays

Uniform allowance

Each employee covered by this agreement shall receive One-thousand Dollars (\$1,000) paid in an annual check for uniform allowance. This shall be issued in an annual, separate deposit/check outside of regular payroll in the first pay period following July 1 of each fiscal year and will be taxed as wages. Employees hired after January 1, shall not receive any uniform allowance until the next fiscal year. During the summer months shorts shall be allowed.

Residence regulations shall be 30 miles

Establish a lead man for the wastewater classification

Employees shall accumulate up to a maximum of 64 hours off as compensatory time.

One half (1/2) of an employee's sick leave Sick leave shall be paid out upon retirement.

Wages

Wage increase of 7.5% per year for each year negotiated

Wage scale for water and wastewater employees.

Each employee can only get into the next water or wastewater grade by completing the tests associated with each grade.

Wastewater Department

Wastewater Lead $\$33.93 \times 7.5\% = \36.47

Laborer $\$23.08 \times 7.5\% = \24.81

Grade 1 wastewater $\$25.09 \times 7.5\% = \26.97

Grade 2 wastewater $\$26.51 \times 7.5\% = \28.50

Grade 3 wastewater $\$28.97 \times 7.5\% = \31.14

Grade 4 wastewater $\$29.61 \times 7.5\% = \31.83

Water Department

Water lead $\$33.93 \times 7.5\% = \36.47

Laborer $\$23.08 \times 7.5\% = \24.81

1 water grade \$26.30

2 water grades \$27.51

3 water grades \$28.22

4 water grades \$28.93

5 water grades \$30.93

6 water grades \$32.93

7 water grades \$35.43

8 water grades \$37.93

Example : If one water operator passed grade 1 water distribution test and grade1 treatment test; they would get paid for two water grades at \$27.51 per hour. A Water operator cannot pass a waste water test and get to the next water grade.