
AGENDA ITEM SUMMARY

Subject: Resolutions: 106-21 Resolution approving Letter of Agreement with City of Charles City and Teamsters Local 238 (Police Union) to agree to new wages and other conditions of employment, including negotiation of FY23 wage increase of 5%. 107-21 Adjusting Salaries of Lieutenants and Captain.

Background Summary:

Something that many communities around the country and the state of Iowa are dealing with is police officer recruitment and retention. Over the years it has become increasingly difficult to find qualified candidates to hire onto the police department. It has become increasingly difficult to find people who want to work in law enforcement over the last year. We are currently short two officers (one is at the academy) and other communities are having a tougher time finding and retaining officers. Many communities are seriously looking at ways to fill their ranks.

Most recently the City of Mason City (short about 14 of 40 officers) made some significant changes that could very well impact us directly in Charles City. Mason City changed a number of things including wages and service time, but they have also opened up their residency requirement to allow officers to live within 30 miles of Mason City. This change would allow certified officers currently employed by Charles City to readily become officers of Mason City. We been asked by the Union representing the police to consider some changes in order to help retain existing officers and recruit new officers.

Requests include:

- Adding of two additional "steps" for employment year 8 and year 10 (currently offer steps at 1,2,3,4 & 6 years)
- \$2/hr. wage increase across the board increase for all officers
- Additional 5% increase in wages
- Officers receive one week of vacation at hire (currently need to wait one year)
- Residency opened up beyond existing 10 miles (consider matching Mason City at 30 miles)

Something we've already been talking about at a staff level is considering a signing bonus for certified officers of \$5,000. Payable over three years. Also, if we consider loosening the residency requirement to match Mason City, we would also like to implement a "residency stipend" of \$2,000 a year for officers who choose to live inside city limits.

Time is short as Mason City is looking to hire new officers yet in August, so we'd like to reply back to the union with our general intent as soon as possible. We cannot compete dollar for dollar with what Mason City is offering but perhaps we can close the gap enough to retain some existing officers as well as entice new applicants to come to Charles City.

Enclosed is the resolution approving Letter of Agreement with Union, as well as a wage breakout to show specific wages.

Also enclosed is resolution approving the increases for Police Department Lieutenants and Captain to additionally compensate for the added \$2/hr added to the patrol officers.

The final attachment is a spread sheet depicting the overall impact to base wages and salaries for the PD.

RESOLUTION NO. 106-21

*RESOLUTION APPROVING A TENTATIVE COLLECTIVE BARGAINING AGREEMENT
BETWEEN TEAMSTERS LOCAL UNION 238 POLICE DEPT EMPLOYEES AND THE
CITY OF CHARLES CITY, IOWA*

WHEREAS, the City of Charles City, Iowa and the Teamsters Local Union No. 238 Police department employees have completed negotiations for changes to salaries and benefits and a tentative agreement has been reached, the same being in the best interests of the citizens of Charles City, Iowa; and;

WHEREAS, it is the recommendation of the City negotiating team that said agreement be accepted.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Charles City, Iowa meeting in regular session on this 16th day of August, 2021, that the Mayor and City Clerk are hereby authorized and directed to execute an amendment to the collective bargaining agreement with the Teamsters Local Union 238 Police employees consistent with the tentative agreement.

COUNCIL MEMBER moved the adoption of the foregoing Resolution;

COUNCIL MEMBER seconded the motion to adopt, and on roll call the voting was as follows:

AYES:

NAYS:

Passed and approved this 16th day of August, 2021.

Dean Andrews, Mayor

Attest:

Trudy O'Donnell, City Clerk

LETTER OF AGREEMENT
Between
THE CITY OF CHARLES CITY, IOWA
And
TEAMSTERS LOCAL 238
(Police)

The City of Charles City, Iowa (hereinafter “the City”) and Teamsters Local 238 (hereinafter “the Union”) enter into this Letter of Agreement.

WHEREAS, the City and the Union are parties to a collective bargaining agreement effective July 1, 2021 and continuing through June 30, 2024; and

WHEREAS, the collective bargaining agreement contains the classifications covered by the contract; and

WHEREAS, the collective bargaining agreement provides that wages will be negotiated for years starting July 1, 2022 and July 1, 2023; and

WHEREAS, the parties have negotiated new wages and other conditions of employment to be incorporated into the collective bargaining agreement; and

WHEREAS the negotiated changes will be applied to all members of the bargaining unit except they will not apply to code enforcement positions.

Based upon the foregoing, the parties agree as follows:

- (1) Effective September 1, 2021, bargaining unit members (except for code enforcement positions) shall receive a \$2.00 per hour wage increase.
- (2) Effective September 1, 2021, police officers, public safety officers, and investigators shall have two steps added to their wage scale. One step will be added for those with eight (8) years of service at a 4.5% increase. Another step will be added for those with ten (10) years of service at a 4.5% increase. The attached spreadsheet shows the new pay scale for the affected positions.
- (3) Effective September 1, 2021, police officers, public safety officers, and investigators will be required to live within thirty (30) miles of the city limits of Charles City, Iowa.
- (4) Effective September 1, 2021, any newly hired police officer, public safety officer or investigator that is ILEA certified and able to immediately serve in patrol will receive a \$5,000 hiring bonus. This bonus shall be paid out as follows:
 - Date of Hire: \$2,000
 - First Anniversary of work: \$1,500
 - Second Anniversary of work: \$1,500

- (5) Effective September 1, 2021, any newly hired police officer, public safety officer or investigator will receive five (5) days of paid vacation once they become ILEA certified.
- (6) Effective September 1, 2021, police officers, public safety officers and investigators will receive a \$2,000 annual stipend for living within the city limits of Charles City, Iowa. This amount will be pro-rated for Fiscal Year 2022 (July 1, 2021-June 30, 2022).
- For Fiscal Year 2023 (July 1, 2022-June 30,2023) and Fiscal Year 2024 (July 1, 2023 – June 30, 2024) the residency stipend will be paid on the employee’s anniversary date of hire and will be based on the past year’s residency.
 - As long as the employee has been a city resident for at least six months of the prior year, the employee will receive the full \$2,000 stipend.
- (7) Effective July 1, 2023, police officers, public safety officers and investigators shall receive a five percent (5%) across the board wage increase.

For the City:

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Steven Diers
City Administrator

Date

For the Union:

Dan MacDonald
Union Representative

Date

Job Title	7/1/2021	7/1/2021	incremental change between steps %	Additional Steps & Rates - Effective 9/1/2021		7/1/2022	\$ Increase from current	% Increase from current	Amount Added to hourly pay for 9-1-2021
Code Enforcement Officer									
Public Safety/Police Officer				\$2/hr increase		5.00%			
Start	\$ 24.00	\$ 24.00		\$ 26.00		\$ 27.30	\$ 3.30	13.75%	\$ 2.00
1 Year	\$ 24.84	\$ 24.84	3.5%	\$ 26.91	3.5%	\$ 28.26	\$ 3.42	13.75%	\$ 2.00
2 Years	\$ 25.70	\$ 25.70	3.5%	\$ 27.85	3.5%	\$ 29.24	\$ 3.54	13.79%	\$ 2.00
3 Years	\$ 26.59	\$ 26.59	3.5%	\$ 28.83	3.5%	\$ 30.27	\$ 3.68	13.83%	\$ 2.00
4 Years	\$ 27.51	\$ 27.51	3.5%	\$ 29.84	3.5%	\$ 31.33	\$ 3.82	13.88%	\$ 2.00
6 Years	\$ 28.75	\$ 28.75	4.5%	\$ 31.18	4.5%	\$ 32.74	\$ 3.99	13.87%	\$ 2.00
8 Years	\$ 30.04	\$ 30.04	4.5%	\$ 32.58	4.5%	\$ 34.21	\$ 5.46	18.99%	\$ 2.00
10 Years	\$ 31.40	\$ 31.40	4.5%	\$ 34.05	4.5%	\$ 35.75	\$ 7.00	24.35%	\$ 2.00
Investigator	7/1/2021	(recalibrated splits)				5.00%			
Start	\$ 28.26	\$ 25.81		\$ 27.33		\$ 28.70	\$ 0.44	1.69%	\$ 2.00
1 Year	\$ 28.45	\$ 26.71	3.5%	\$ 28.29	3.5%	\$ 29.70	\$ 1.25	4.70%	\$ 2.00
2 Years	\$ 28.63	\$ 27.64	3.5%	\$ 29.28	3.5%	\$ 30.74	\$ 2.11	7.65%	\$ 2.00
3 Years	\$ 28.82	\$ 28.61	3.5%	\$ 30.30	3.5%	\$ 31.82	\$ 3.00	10.47%	\$ 2.00
4 Years	\$ 29.02	\$ 29.61	3.5%	\$ 31.36	3.5%	\$ 32.93	\$ 3.91	13.20%	\$ 2.00
6 Years	\$ 30.32	\$ 30.94	4.5%	\$ 32.77	4.5%	\$ 34.41	\$ 4.09	13.21%	\$ 2.00
8 Years	\$ 31.68	\$ 32.33	4.5%	\$ 34.24	4.5%	\$ 35.95	\$ 4.27	14.84%	\$ 2.00
10 Years	\$ 33.11	\$ 33.78	4.5%	\$ 35.78	4.5%	\$ 38.25	\$ 5.14	17.88%	\$ 2.00

Steve's Changes from original
Yellow = New Increase
Green = New Step
\$2.50 split from top officer

0.7% split changed to match officer 3.5% & 4.5% splits

Shift Differential \$ 0.45

Vacation Accrual - Mason	Years	Weeks
	1	1
	2	2
	6	3
	14	4
	20	5

Vacation Accrual - Charles	Years	Weeks
	1	1
	2	2
	7	3
	14	4
	20	5

Police Officers top out at 12 years
Sergeants top out at 22 years

Mason City Wages Difference

Mason City Police Officers		
	Wage	Difference
Start	\$ 28.50	\$ (1.20)
1 Year	\$ 31.03	\$ (2.77)
2 Year?	\$ 33.16	\$ (3.92)
3 Year	\$ 33.63	\$ (3.36)
4 Year ?	\$ 33.87	\$ (2.54)
5 Year ?	\$ 34.47	\$ (1.73)
8 Year	\$ 35.10	\$ (0.89)
10 Year?	\$ 35.65	\$ 0.10
12 Year	\$ 37.91	n/a
Sergeants		
Start	\$ -	\$ 28.70
1 Year	\$ -	\$ 29.70
2 Year?	\$ -	\$ 30.74
3 Year	\$ 36.59	\$ (4.78)
4 Year ?	\$ 37.21	\$ (4.28)
5 Year ?	\$ 38.07	\$ (3.66)
8 Year	\$ 38.76	\$ (2.81)
12 Year?	\$ 39.45	\$ (1.20)

RESOLUTION NO. 107-21

*RESOLUTION APPROVING WAGE INCREASES FOR POLICE LIEUTENANTS AND
CAPTAIN*

WHEREAS, negotiations have been completed for increases to the salaries of police union employees, and

WHEREAS, this will in turn require an increase in command staff wages/salaries and compensation of command staff personnel to maintain the proper proportion to the union salaries,

Lieutenants - \$80,560 Salary
Captain - \$85,560 Salary

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Charles City, Iowa meeting in regular session on this 16th day of August, 2021, that the recommended salary increases for the police lieutenants and captain effective September 1, 2021 are hereby approved as presented.

COUNCIL MEMBER moved the adoption of the foregoing Resolution;

COUNCIL MEMBER seconded the motion to adopt, and on roll call the voting was as follows:

AYES:

NAYS:

Passed and approved this 16th day of August, 2021.

Dean Andrews, Mayor

Attest:

Trudy O'Donnell, City Clerk

Police Officer Wages and Salary Adjustment - Retention and Recruitment							8.16.2021								
Base Wage for Public Safety Officers															
Doesn Not include Overtime, Shift Premium, or Longevity							\$2/hr Increase		5% Increase						
							Proposed 9-1-2021		Difference from Current		Proposed July 1, 2022		Difference from Current		Notes
Certified Officers	Name	Position	Date of Hire	YRS of Service	Current Rate	Base Wage	Rate - \$2/hr increase	Base Wage		Rate + 5% on Base Wage					
1		Patrol Officer		14 years	\$ 28.75	\$59,800.00	\$34.05	\$70,824.00	\$11,024.00	\$35.75	\$74,365.20	\$14,565.20			
2		Patrol Officer		4 years	\$ 27.51	\$57,220.80	\$29.84	\$62,067.20	\$4,846.40	\$31.33	\$65,170.56	\$7,949.76			
3		Patrol Officer		1 year	\$ 24.84	\$51,667.20	\$26.91	\$55,972.80	\$4,305.60	\$28.26	\$58,771.44	\$7,104.24			
4		Patrol Officer		4 years	\$ 27.51	\$57,220.80	\$29.84	\$62,067.20	\$4,846.40	\$31.33	\$65,170.56	\$7,949.76			
5		Patrol Officer		20 years	\$ 28.75	\$59,800.00	\$34.05	\$70,824.00	\$11,024.00	\$35.75	\$74,365.20	\$14,565.20			
6		Patrol Officer		Start	\$ 24.00	\$49,920.00	\$26.00	\$54,080.00	\$4,160.00	\$27.30	\$56,784.00	\$6,864.00			
7		Patrol Officer/SRO		6 Years	\$ 28.75	\$59,800.00	\$31.18	\$64,854.40	\$5,054.40	\$32.74	\$68,097.12	\$8,297.12			
8		Patrol Officer		2 years	\$ 25.70	\$53,456.00	\$27.85	\$57,928.00	\$4,472.00	\$29.24	\$60,824.40	\$7,368.40			
9	*Vacant*	Patrol Officer	-		\$ 24.00	\$49,920.00	\$26.00	\$54,080.00	\$4,160.00	\$27.30	\$56,784.00	\$6,864.00			
Total Public Safety Officers						\$498,804.80		\$552,697.60	\$53,892.80		\$580,332.48	\$81,527.68			
10		Investigator		19 years	\$ 30.32	\$63,065.60	\$38.25	\$79,560.00	\$16,494.40	\$40.16	\$83,538.00	\$20,472.40		\$2.50 or \$5,200 more than Year 10 officer	
Total Public Safety + Investigator						\$561,870.40		\$632,257.60	\$70,387.20		\$663,870.48	\$102,000.08			
Command Staff															
11		Lieutenant			\$ 30.49	\$63,419.20	\$38.73	\$80,560.00	\$17,140.80	\$40.67	\$84,588.00	\$21,168.80		\$1,000 more annually than Year 10 Investigator	
12	*Vacant*	Lieutenant	-		\$ 30.49	\$63,419.20	\$38.73	\$80,560.00	\$17,140.80	\$40.67	\$84,588.00	\$21,168.80			
13		Captain			\$ 34.42	\$71,593.60	\$41.13	\$85,560.00	\$13,966.40	\$43.19	\$89,838.00	\$18,244.40		\$5,000 more annually than Lieutenant	
14		Chief/Public Safety Officer			\$ 43.06	\$89,564.80	\$43.06	\$89,564.80	\$0.00	\$45.21	\$94,043.04	\$4,478.24		\$10,000 more annually than Captain; Added amount for Public Safety Director waived at this time by Hugh Anderson	
Command Staff Sub-total						\$287,996.80		\$336,244.80	\$48,248.00		\$353,057.04	\$65,060.24			
Total All Certified Officers						\$849,867.20		\$968,502.40	\$118,635.20		\$1,016,927.52	\$167,060.32			