

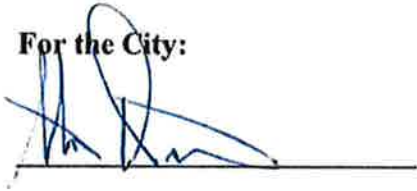
**TENTATIVE AGREEMENT
CITY OF CHARLES CITY, IOWA
And
TEAMSTERS, LOCAL 238 (FIRE DEPARTMENT)**

January 4, 2022

The parties agree to recommend the following wage increases to the City Council and Union membership for ratification.

- Appendix A: An across-the-board wage increase of 3.00% effective July 1, 2022 and July 1, 2023.

For the City:

A handwritten signature in blue ink, appearing to be "M. R. ...", written over a horizontal line.

For the Union:

A handwritten signature in black ink, appearing to be "J. ...", written over a horizontal line.

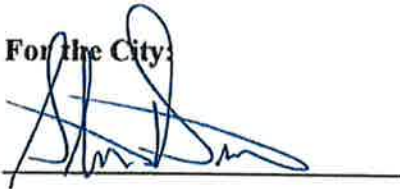
**TENTATIVE AGREEMENT
CITY OF CHARLES CITY, IOWA
And
TEAMSTERS, LOCAL 238 (PUBLIC WORKS)**

November 24, 2021

The parties agree to recommend the following wage increases to the City Council and Union membership for ratification.

- **Appendix A: An across-the-board wage increase of 3.00% effective July 1, 2022 and July 1, 2023. The parties will meet and negotiate the wages for the final two (2) years of the contract.**

For the City:



A handwritten signature in blue ink, appearing to be "D. Smith", written over a horizontal line.

For the Union:



A handwritten signature in blue ink, appearing to be "D. Smith", written over a horizontal line.