

**EXHIBIT "A"**

**POLICE DEPARTMENT**

**WAGE GRADES**

Probationary Non-Certified Police Officer ..... 20 A  
Probationary Certified Police Officer..... 21 A  
Police Officer..... 21  
Sergeant ..... 22  
Lieutenant ..... 24

Advancement through the steps in each pay grade shall be as follows:

Probationary Police Officer/Non-Certified – one year Grade 20/A.

Probationary Certified Officer – one year at Grade 21/A

Non-Probationary/Certified Probationary:

- (a) One (1) year in Step A.
- (b) Two (2) years in Step B.
- (c) Two (2) years in Step C.
- (d) Two (2) years in Step D.
- (e) Five (5) years in Step E.

Probationary period for certified officers is nine (9) months per Iowa Code 400.8(3).

Cost of Living increases across the board for all employees in the Bargaining Unit beginning with:

- 7/1/17 - 2%
- 1/1/18 - 1.50%
- 7/1/18 - 1.50%
- 1/1/19 - 1.50%
- 7/1/19 - 1.25%
- 1/1/20 - 1.25%

Terms – 3 years July 1, 2017 to June 30, 2020

84 hour pay period  
 2% increase  
 Steps based on hourly rates  
 Hourly rate times 84 equals bi-weekly rate  
 Hourly rate times 2184 equals annual rate

Exhibit B  
 Salary Schedule

Police  
 Effective 7/1/2017

Grade		A	B	C	D	E	F
19	Annual	\$46,654.60	\$48,873.53	\$51,120.92	\$53,567.44	\$56,042.41	\$58,844.53
	Bi-weekly	\$1,794.41	\$1,879.75	\$1,966.19	\$2,060.29	\$2,155.48	\$2,263.25
	Hrly	\$21.36	\$22.38	\$23.41	\$24.53	\$25.66	\$26.94
20	Annual	\$48,873.53	\$51,120.92	\$53,567.44	\$56,042.41	\$58,716.52	\$61,652.34
	Bi-weekly	\$1,879.75	\$1,966.19	\$2,060.29	\$2,155.48	\$2,258.33	\$2,371.24
	Hrly	\$22.38	\$23.41	\$24.53	\$25.66	\$26.88	\$28.23
21	Annual	\$51,120.92	\$53,567.44	\$56,042.41	\$58,716.52	\$61,561.31	\$64,639.37
	Bi-weekly	\$1,966.19	\$2,060.29	\$2,155.48	\$2,258.33	\$2,367.74	\$2,486.13
	Hrly	\$23.41	\$24.53	\$25.66	\$26.88	\$28.19	\$29.60
22	Annual	\$53,567.44	\$56,042.41	\$58,716.52	\$61,561.31	\$64,491.45	\$67,716.02
	Bi-weekly	\$2,060.29	\$2,155.48	\$2,258.33	\$2,367.74	\$2,480.44	\$2,604.46
	Hrly	\$24.53	\$25.66	\$26.88	\$28.19	\$29.53	\$31.01
23	Annual	\$56,042.41	\$58,716.52	\$61,561.31	\$64,491.45	\$67,592.27	\$70,971.88
	Bi-weekly	\$2,155.48	\$2,258.33	\$2,367.74	\$2,480.44	\$2,599.70	\$2,729.69
	Hrly	\$25.66	\$26.88	\$28.19	\$29.53	\$30.95	\$32.50
24	Annual	\$58,716.52	\$61,561.31	\$64,491.45	\$67,592.27	\$70,806.89	\$74,347.23
	Bi-weekly	\$2,258.33	\$2,367.74	\$2,480.44	\$2,599.70	\$2,723.34	\$2,859.51
	Hrly	\$26.88	\$28.19	\$29.53	\$30.95	\$32.42	\$34.04
25	Annual	\$61,561.31	\$64,491.45	\$67,592.27	\$70,806.89	\$74,163.74	\$77,871.93
	Bi-weekly	\$2,367.74	\$2,480.44	\$2,599.70	\$2,723.34	\$2,852.45	\$2,995.07
	Hrly	\$28.19	\$29.53	\$30.95	\$32.42	\$33.96	\$35.66

84 hour pay period  
1.5% increase

Exhibit C  
Salary Schedule

Police

Steps based on hourly rates

Effective 1/1/2018

Hourly rate times 84 equals bi-weekly rate

Hourly rate times 2184 equals annual rate

Grade		A	B	C	D	E	F
19	Annual	\$47,354.42	\$49,606.64	\$51,887.73	\$54,370.95	\$56,883.05	\$59,727.20
	Bi-weekly	\$1,821.32	\$1,907.95	\$1,995.68	\$2,091.19	\$2,187.81	\$2,297.20
	Hrly	\$21.68	\$22.71	\$23.76	\$24.90	\$26.05	\$27.35
20	Annual	\$49,606.64	\$51,887.73	\$54,370.95	\$56,883.05	\$59,597.26	\$62,577.13
	Bi-weekly	\$1,907.95	\$1,995.68	\$2,091.19	\$2,187.81	\$2,292.20	\$2,406.81
	Hrly	\$22.71	\$23.76	\$24.90	\$26.05	\$27.29	\$28.65
21	Annual	\$51,887.73	\$54,370.95	\$56,883.05	\$59,597.26	\$62,484.73	\$65,608.97
	Bi-weekly	\$1,995.68	\$2,091.19	\$2,187.81	\$2,292.20	\$2,403.26	\$2,523.42
	Hrly	\$23.76	\$24.90	\$26.05	\$27.29	\$28.61	\$30.04
22	Annual	\$54,370.95	\$56,883.05	\$59,597.26	\$62,484.73	\$65,458.82	\$68,731.76
	Bi-weekly	\$2,091.19	\$2,187.81	\$2,292.20	\$2,403.26	\$2,517.65	\$2,643.53
	Hrly	\$24.90	\$26.05	\$27.29	\$28.61	\$29.97	\$31.47
23	Annual	\$56,883.05	\$59,597.26	\$62,484.73	\$65,458.82	\$68,606.15	\$72,036.46
	Bi-weekly	\$2,187.81	\$2,292.20	\$2,403.26	\$2,517.65	\$2,638.70	\$2,770.63
	Hrly	\$26.05	\$27.29	\$28.61	\$29.97	\$31.41	\$32.98
24	Annual	\$59,597.26	\$62,484.73	\$65,458.82	\$68,606.15	\$71,868.99	\$75,462.44
	Bi-weekly	\$2,292.20	\$2,403.26	\$2,517.65	\$2,638.70	\$2,764.19	\$2,902.40
	Hrly	\$27.29	\$28.61	\$29.97	\$31.41	\$32.91	\$34.55
25	Annual	\$62,484.73	\$65,458.82	\$68,606.15	\$71,868.99	\$75,276.20	\$79,040.01
	Bi-weekly	\$2,403.26	\$2,517.65	\$2,638.70	\$2,764.19	\$2,895.24	\$3,040.00
	Hrly	\$28.61	\$29.97	\$31.41	\$32.91	\$34.47	\$36.19

84 hour pay period  
1.5% increase

Exhibit D  
Salary Schedule

Police

Steps based on hourly rates

Effective 7/1/2018

Hourly rate times 84 equals bi-weekly rate

Hourly rate times 2184 equals annual rate

Grade		A	B	C	D	E	F
19	Annual	\$48,064.73	\$50,350.74	\$52,666.05	\$55,186.52	\$57,736.29	\$60,623.11
	Bi-weekly	\$1,848.64	\$1,936.57	\$2,025.62	\$2,122.56	\$2,220.63	\$2,331.66
	Hrly	\$22.01	\$23.05	\$24.11	\$25.27	\$26.44	\$27.76
20	Annual	\$50,350.74	\$52,666.05	\$55,186.52	\$57,736.29	\$60,491.22	\$63,515.78
	Bi-weekly	\$1,936.57	\$2,025.62	\$2,122.56	\$2,220.63	\$2,326.59	\$2,442.91
	Hrly	\$23.05	\$24.11	\$25.27	\$26.44	\$27.70	\$29.08
21	Annual	\$52,666.05	\$55,186.52	\$57,736.29	\$60,491.22	\$63,422.00	\$66,593.10
	Bi-weekly	\$2,025.62	\$2,122.56	\$2,220.63	\$2,326.59	\$2,439.31	\$2,561.27
	Hrly	\$24.11	\$25.27	\$26.44	\$27.70	\$29.04	\$30.49
22	Annual	\$55,186.52	\$57,736.29	\$60,491.22	\$63,422.00	\$66,440.70	\$69,762.73
	Bi-weekly	\$2,122.56	\$2,220.63	\$2,326.59	\$2,439.31	\$2,555.41	\$2,683.18
	Hrly	\$25.27	\$26.44	\$27.70	\$29.04	\$30.42	\$31.94
23	Annual	\$57,736.29	\$60,491.22	\$63,422.00	\$66,440.70	\$69,635.25	\$73,117.01
	Bi-weekly	\$2,220.63	\$2,326.59	\$2,439.31	\$2,555.41	\$2,678.28	\$2,812.19
	Hrly	\$26.44	\$27.70	\$29.04	\$30.42	\$31.88	\$33.48
24	Annual	\$60,491.22	\$63,422.00	\$66,440.70	\$69,635.25	\$72,947.02	\$76,594.37
	Bi-weekly	\$2,326.59	\$2,439.31	\$2,555.41	\$2,678.28	\$2,805.65	\$2,945.94
	Hrly	\$27.70	\$29.04	\$30.42	\$31.88	\$33.40	\$35.07
25	Annual	\$63,422.00	\$66,440.70	\$69,635.25	\$72,947.02	\$76,405.34	\$80,225.61
	Bi-weekly	\$2,439.31	\$2,555.41	\$2,678.28	\$2,805.65	\$2,938.67	\$3,085.60
	Hrly	\$29.04	\$30.42	\$31.88	\$33.40	\$34.98	\$36.73

84 hour pay period  
1.5% increase

Exhibit E  
Salary Schedule

Police

Steps based on hourly rates

Effective 1/1/2019

Hourly rate times 84 equals bi-weekly rate

Hourly rate times 2184 equals annual rate

Grade		A	B	C	D	E	F
19	Annual	\$48,785.70	\$51,106.00	\$53,456.04	\$56,014.32	\$58,602.34	\$61,532.46
	Bi-weekly	\$1,876.37	\$1,965.62	\$2,056.00	\$2,154.40	\$2,253.94	\$2,366.63
	Hrly	\$22.34	\$23.40	\$24.48	\$25.65	\$26.83	\$28.17
20	Annual	\$51,106.00	\$53,456.04	\$56,014.32	\$58,602.34	\$61,398.59	\$64,468.52
	Bi-weekly	\$1,965.62	\$2,056.00	\$2,154.40	\$2,253.94	\$2,361.48	\$2,479.56
	Hrly	\$23.40	\$24.48	\$25.65	\$26.83	\$28.11	\$29.52
21	Annual	\$53,456.04	\$56,014.32	\$58,602.34	\$61,398.59	\$64,373.33	\$67,592.00
	Bi-weekly	\$2,056.00	\$2,154.40	\$2,253.94	\$2,361.48	\$2,475.90	\$2,599.69
	Hrly	\$24.48	\$25.65	\$26.83	\$28.11	\$29.47	\$30.95
22	Annual	\$56,014.32	\$58,602.34	\$61,398.59	\$64,373.33	\$67,437.31	\$70,809.18
	Bi-weekly	\$2,154.40	\$2,253.94	\$2,361.48	\$2,475.90	\$2,593.74	\$2,723.43
	Hrly	\$25.65	\$26.83	\$28.11	\$29.47	\$30.88	\$32.42
23	Annual	\$58,602.34	\$61,398.59	\$64,373.33	\$67,437.31	\$70,679.77	\$74,213.76
	Bi-weekly	\$2,253.94	\$2,361.48	\$2,475.90	\$2,593.74	\$2,718.45	\$2,854.38
	Hrly	\$26.83	\$28.11	\$29.47	\$30.88	\$32.36	\$33.98
24	Annual	\$61,398.59	\$64,373.33	\$67,437.31	\$70,679.77	\$74,041.23	\$77,743.29
	Bi-weekly	\$2,361.48	\$2,475.90	\$2,593.74	\$2,718.45	\$2,847.74	\$2,990.13
	Hrly	\$28.11	\$29.47	\$30.88	\$32.36	\$33.90	\$35.60
25	Annual	\$64,373.33	\$67,437.31	\$70,679.77	\$74,041.23	\$77,551.42	\$81,428.99
	Bi-weekly	\$2,475.90	\$2,593.74	\$2,718.45	\$2,847.74	\$2,982.75	\$3,131.88
	Hrly	\$29.47	\$30.88	\$32.36	\$33.90	\$35.51	\$37.28

84 hour pay period  
1.25% increase

Exhibit F  
Salary Schedule

Police

Steps based on hourly rates

Effective 7/1/2019

Hourly rate times 84 equals bi-weekly rate

Hourly rate times 2184 equals annual rate

Grade		A	B	C	D	E	F
19	Annual	\$49,395.52	\$51,744.82	\$54,124.24	\$56,714.50	\$59,334.87	\$62,301.61
	Bi-weekly	\$1,899.83	\$1,990.19	\$2,081.70	\$2,181.33	\$2,282.11	\$2,396.22
	Hrly	\$22.62	\$23.69	\$24.78	\$25.97	\$27.17	\$28.53
20	Annual	\$51,744.82	\$54,124.24	\$56,714.50	\$59,334.87	\$62,166.07	\$65,274.38
	Bi-weekly	\$1,990.19	\$2,081.70	\$2,181.33	\$2,282.11	\$2,391.00	\$2,510.55
	Hrly	\$23.69	\$24.78	\$25.97	\$27.17	\$28.46	\$29.89
21	Annual	\$54,124.24	\$56,714.50	\$59,334.87	\$62,166.07	\$65,178.00	\$68,436.90
	Bi-weekly	\$2,081.70	\$2,181.33	\$2,282.11	\$2,391.00	\$2,506.85	\$2,632.19
	Hrly	\$24.78	\$25.97	\$27.17	\$28.46	\$29.84	\$31.34
22	Annual	\$56,714.50	\$59,334.87	\$62,166.07	\$65,178.00	\$68,280.28	\$71,694.29
	Bi-weekly	\$2,181.33	\$2,282.11	\$2,391.00	\$2,506.85	\$2,626.16	\$2,757.47
	Hrly	\$25.97	\$27.17	\$28.46	\$29.84	\$31.26	\$32.83
23	Annual	\$59,334.87	\$62,166.07	\$65,178.00	\$68,280.28	\$71,563.27	\$75,141.44
	Bi-weekly	\$2,282.11	\$2,391.00	\$2,506.85	\$2,626.16	\$2,752.43	\$2,890.06
	Hrly	\$27.17	\$28.46	\$29.84	\$31.26	\$32.77	\$34.41
24	Annual	\$62,166.07	\$65,178.00	\$68,280.28	\$71,563.27	\$74,966.74	\$78,715.08
	Bi-weekly	\$2,391.00	\$2,506.85	\$2,626.16	\$2,752.43	\$2,883.34	\$3,027.50
	Hrly	\$28.46	\$29.84	\$31.26	\$32.77	\$34.33	\$36.04
25	Annual	\$65,178.00	\$68,280.28	\$71,563.27	\$74,966.74	\$78,520.81	\$82,446.85
	Bi-weekly	\$2,506.85	\$2,626.16	\$2,752.43	\$2,883.34	\$3,020.03	\$3,171.03
	Hrly	\$29.84	\$31.26	\$32.77	\$34.33	\$35.95	\$37.75

84 hour pay period  
1.25% increase

Exhibit G  
Salary Schedule

Police

Steps based on hourly rates

Effective 1/1/2020

Hourly rate times 84 equals bi-weekly rate

Hourly rate times 2184 equals annual rate

Grade		A	B	C	D	E	F
19	Annual	\$50,012.97	\$52,391.63	\$54,800.80	\$57,423.43	\$60,076.55	\$63,080.38
	Bi-weekly	\$1,923.58	\$2,015.06	\$2,107.72	\$2,208.59	\$2,310.64	\$2,426.17
	Hrly	\$22.90	\$23.99	\$25.09	\$26.29	\$27.51	\$28.88
20	Annual	\$52,391.63	\$54,800.80	\$57,423.43	\$60,076.55	\$62,943.15	\$66,090.31
	Bi-weekly	\$2,015.06	\$2,107.72	\$2,208.59	\$2,310.64	\$2,420.89	\$2,541.93
	Hrly	\$23.99	\$25.09	\$26.29	\$27.51	\$28.82	\$30.26
21	Annual	\$54,800.80	\$57,423.43	\$60,076.55	\$62,943.15	\$65,992.72	\$69,292.36
	Bi-weekly	\$2,107.72	\$2,208.59	\$2,310.64	\$2,420.89	\$2,538.18	\$2,665.09
	Hrly	\$25.09	\$26.29	\$27.51	\$28.82	\$30.22	\$31.73
22	Annual	\$57,423.43	\$60,076.55	\$62,943.15	\$65,992.72	\$69,133.78	\$72,590.47
	Bi-weekly	\$2,208.59	\$2,310.64	\$2,420.89	\$2,538.18	\$2,658.99	\$2,791.94
	Hrly	\$26.29	\$27.51	\$28.82	\$30.22	\$31.65	\$33.24
23	Annual	\$60,076.55	\$62,943.15	\$65,992.72	\$69,133.78	\$72,457.81	\$76,080.70
	Bi-weekly	\$2,310.64	\$2,420.89	\$2,538.18	\$2,658.99	\$2,786.84	\$2,926.18
	Hrly	\$27.51	\$28.82	\$30.22	\$31.65	\$33.18	\$34.84
24	Annual	\$62,943.15	\$65,992.72	\$69,133.78	\$72,457.81	\$75,903.83	\$79,699.02
	Bi-weekly	\$2,420.89	\$2,538.18	\$2,658.99	\$2,786.84	\$2,919.38	\$3,065.35
	Hrly	\$28.82	\$30.22	\$31.65	\$33.18	\$34.75	\$36.49
25	Annual	\$65,992.72	\$69,133.78	\$72,457.81	\$75,903.83	\$79,502.32	\$83,477.44
	Bi-weekly	\$2,538.18	\$2,658.99	\$2,786.84	\$2,919.38	\$3,057.78	\$3,210.67
	Hrly	\$30.22	\$31.65	\$33.18	\$34.75	\$36.40	\$38.22