

**COLLECTIVE BARGAINING AGREEMENT**

Between

**THE CITY OF FORT DODGE, IOWA**

And

**AFSCME IA C61**

**LOCAL - 2932**

**Effective July 1<sup>st</sup>, 2023**

**Thru**

**June 30, 2026**

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## ARTICLE 1

### COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF FORT DODGE, IOWA, AND THE MUNICIPAL EMPLOYEES, AFSCME IA C61 UNION, LOCAL 2932

#### Preamble

- A) It is the intent and purpose of this Collective Bargaining Agreement to promote and insure a spirit of confidence and cooperation between the City of Fort Dodge, Iowa, hereinafter called the "City," and its employees represented by AFSCME IA C61 Local 2932 here in after called the "Union," by setting forth the general policy of the City on personnel and procedure, establish equitable rates of pay and hours of work and provide a method of redress of any grievance.
- B) It is understood by the City and the Union that the pronoun "they," in any case, be used in the accepted English language practice referring to all genders as all-inclusive and universal.

## ARTICLE 2

### RECOGNITION

- A) The principles of collective bargaining have brought representatives of certain organized employees and the City together negotiating the personnel practices, conditions of work and rates of pay. In recognition of this principle, the City will deal with the duly chosen representatives of AFSCME IA C61, and the Union's successors and assigns, affiliated with the Local 2932 on behalf of its members.
- B) The City herewith recognizes AFSCME IA C61 Local Union No. 2932 as the sole bargaining agent for its members as put forth in its Certificate of Certification, specifically including the following job classifications, unless the incumbent is excluded by law:
  - Building Service Worker
  - Laborer
  - Maintenance Worker I
  - Maintenance Worker II
  - Maintenance Worker III
  - Mechanic
  - Lead Water Meter Service Person
  - Water Meter Servicer I
  - Water Meter Servicer II
  - Assistant Water Meter Supt.
  - Lead Water Meter Service Person
  - Assistant Sanitation Supt.
  - Assistant Street Supt.
  - Assistant Utilities Distribution Supt.
  - Traffic Safety Maintenance Worker II
  - Traffic Safety Maintenance Worker III
  - Parking Meter Attendant
  - Parking Meter Servicer II

- Secretary II
- Clerk Typist II
- Customer Service Representative
- Financial Support Specialist
- Data Processing Specialist/Programmer
- Marketing Coordinator/Events Assistant

C) Definitions

- 1) Full-time Regular Employee: One who is hired to work 35-40 hours per week on a continuing basis.
- 2) Part-time Regular Employee: One hired to work less than 35 hours per week on a continuing basis.
- 3) Full-time Seasonal/Temporary Employee: One hired to work 35-40 hours per week during certain months of the year in order to maintain City services at current levels.
- 4) Part-time Seasonal/Temporary Employee: Same as 3 above, except works less than 35 hours per week.

D) Vacation, sick leave and paid holiday benefits shall be granted to part-time regular employees on a pro-rata basis consistent with that portion of the forty (40) hour work week they normally work.

E) Notice of subsequent classification change for said same employees shall be given to the Union on the date of employment of the employment change.

### ARTICLE 3

#### RATES OF PAY

- A) This contract is in effect for the dates of July 1, 2023 until June 30, 2026. The wage increase shall take effect the first full pay period following July 1 or on a date as designated in Exhibit A. Wages of employees subject to this agreement shall be set out in Exhibit A attached hereto and made a part hereof as though set out at length herein.
- B) The department head shall have the discretion to allow a new employee to start at a step above the A, not to exceed step C, based upon their prior work experience and qualifications. For example, an individual with six (6) or more years of experience could start at the C, no higher.
- C) Employees Shawn Moritz and Mike Rank, who held a Grade II water distribution certificate before January 1, 2008, and work in the Utility Systems division of the Public Works department, shall continue to receive a 5% premium pay as long as they maintain their grade II certification and continue to work in the Utility Systems division. They shall be placed on the new pay scale effective July 1, 2023 at a step that is 5% above their base pay rate Failure to maintain the certification will result in a two (2) step adjustment downwards on the pay scale resulting in a 5% reduction in pay. For example, if the employee fails to maintain their Grade II water distribution certificate at step M they will be moved to step K.

- D) Likewise, Jeff Wood, Assistant Utilities Distribution Superintendent who held a Grade III water distribution certificate before January 1, 2008, shall continue to receive 10% premium pay as long as that certification is maintained. He shall be placed on the new pay scale effective July 1, 2023, at a step that is 10% above his base pay rate. Failure to maintain that certification will result in a four (4) step adjustment downwards on the pay scale resulting in a 10% reduction in pay. For example, if the employee fails to maintain a Grade III water distribution certificate at step G they will be moved to step C.

#### **ARTICLE 4**

##### **WORK SCHEDULES**

- A) The normal work week shall consist of no more than five (5) consecutive days, with the hours to be determined by the Employer. The City of Fort Dodge shall have the right to change the normal working day with one week notice. This may be done by posting written notice to employees on the departmental bulletin board. The workdays among the various City Departments do not have to coincide.
- B) Where changes to schedules are to be adopted for new programs, the Employer agrees to meet and confer with the union to obtain union input on the change.
- C) Each employee shall be entitled to a rest break in the morning not to exceed fifteen (15) minutes and in the afternoon not to exceed fifteen (15) minutes.
- D) For the purposes of an emergency, which is defined as a state of urgent or pressing public need where services must be performed to maintain a department's operations when disrupted or to provide relief from unusual contingencies (water or sewer breakdown or heavy snowfall) work schedules may be changed. As a result, employees have a duty to respond or adapt to schedule changes in a timely manner to restore services and maintain a safe and healthful community. Each employee shall provide a single phone number to which they will make a reasonable effort to answer 24 hours a day, every day.

#### **ARTICLE 5**

##### **OVERTIME AND HOLIDAY PAY**

- A) Employees shall be paid one and one-half (1.5) times their regular straight time hourly rate of pay for all hours worked in excess of forty (40) hours per week or in excess of their normally scheduled hours in a day or receive compensatory time for such hours as stated. Unless otherwise specified by the terms of this Agreement, employees shall be eligible for overtime only on the basis of actual hours worked for the Employer. Compensation shall not be paid twice for the same hours, nor shall there be pyramiding of overtime.
- B) All hours worked between midnight (12:00 a.m.) and 4:00 a.m. on regularly scheduled workdays will be paid at one and one-half (1.5) times their regular straight time hourly rate of pay or earned as compensatory time. At 4:00 a.m. and after all hours continuously worked that day will be paid at straight time until the employee has actually worked over eight (8) consecutive hours. After eight (8) consecutive hours have been worked, all other hours worked that day will be paid at time and one-half (1.5) for overtime or comp time earned.

- C) Irrespective of whether or not an employee is required to work on the day observed as a contract Holiday, they shall receive eight (8) hours of pay. In addition to the Holiday pay described herein, an employee who is requested to and works on the city-observed Holiday shall be paid double (2) time their regular rate of pay for the hours worked or earned as compensatory time. When the actual Holiday falls on a Saturday or Sunday, with the city-observed Holiday being on a Friday or Monday, hours worked on those days will be paid as overtime or compensatory time at time and one-half (1.5) on Saturday or double (2) time on Sunday.
- D) Any and all work performed on Sundays outside the employee's normally scheduled shift shall be compensated at double the employee's normal rate.
- E) A minimum of two hours work shall be granted for all call-in work at the proper overtime rate.
- F) An employee may choose to take earned overtime in the form of compensatory time off. The amount of compensatory time off would equal the amount of overtime earned at the rate it was earned (time and one-half or double time). The Employer and the employee shall mutually agree to the granted time off. An employee shall not accumulate more than one hundred sixty (160) hours of compensatory time without the written approval of the Department Head.

Compensatory time off will be paid to the employees throughout the fiscal year, upon request of the employee, in the amount of no less than 20 hours per request of the employee. Employees will place the request in writing and submit such request for payment with their normal bi-weekly timesheet. If compensatory time off remains unused at the end of a fiscal year, the employee has one of two options: 1) to have all compensatory time reimbursed to the Employee in a lump sum at the rate earned, or 2) to have all but 40 hours compensatory time reimbursed to the Employee with the understanding that those 40 hours must be used by November 1<sup>st</sup> of that year or those hours will be paid out (at the rate earned) in the last November paycheck. If employees elect option 2, they will place the request in writing and submit the request to management by June 20<sup>th</sup> of that year.

- G) Overtime shall be distributed reasonably equal among employees in each department on a job the employee(s) are capable of performing. Reasonably equal shall be defined as within twelve (12) hours for employees of the same department. When an employee declines or fails to answer a phone call the hours will count as overtime worked for the purpose of overtime equalization. The City will post a list each month showing the total overtime opportunities through the most recent pay period for each employee and will, within a reasonable time, provide an updated list to the Union upon request.

## **ARTICLE 6**

### **STANDBY PROVISIONS**

- A) The City shall have the right to have employees standby and when so stated shall compensate them for payment of two hours straight time for each day of requested standby.

## **ARTICLE 7**

### **HOLIDAYS**

- A) The following total of ten and one-half days shall be recognized as Holidays:
- |                            |                            |
|----------------------------|----------------------------|
| New Year's Day             | Labor Day                  |
| Martin Luther King Jr. Day | Veteran's Day              |
| Memorial Day               | Christmas                  |
| Thanksgiving               | One Personal day           |
| Fourth of July             | Afternoon of Christmas Eve |
| President's Birthday       |                            |
- B) The personal day can be used as a floating holiday to be used during the calendar year with the approval of the supervisor. There will be no yearly accumulation of personal days.
- D) Holidays that fall on Saturday will be observed on the preceding Friday and those that fall on Sunday will be observed on the following Monday.

## **ARTICLE 8**

### **SENIORITY**

- A) Seniority shall be classified as "Departmental Seniority" and "Combined Seniority." Departmental Seniority shall be determined by computing the length of time worked continuously in a department of the City. Combined Seniority shall be determined by computing the total time worked continuously in all City departments.
- B) In defining length of the time worked for computation of seniority, reference is made to the employees devoting their full time to the employment of the City, as defined in Paragraph C, sub-paragraph (1), in Article 2. Employees shall retain rights to re-employment after layoff for a period of two (2) years commencing with the effective day of the layoff.

## **ARTICLE 9**

### **VACATION**

- A) All regular employees who are party to this Agreement will be granted vacation with pay on the following basis:
- 1) At hire 40 regular work hours; (.0192 per hour paid accrued on a maximum of 40 hours per week;
  - 2) After two (2) years of continuous service, 80 regular work hours; (.0385 per hour paid accrued on a maximum of 40 hours per week;
  - 3) After six (6) years of continuous service, 120 regular work hours; (.0577 per hour paid accrued on a maximum of 40 hours per week;
  - 4) After ten (10) years of continuous service, 160 regular work hours; (.0769 per hour paid accrued on a maximum of 40 hours per week;

- 5) After fourteen (14) years of continuous service, 200 regular work hours. (.0962 per hour paid accrued on a maximum of 40 hours per week.

Vacation will cease to accrue once an employee reaches the maximum amount of accrued vacation based on their appropriate years of service accrual plus an additional eighty (80) hours.

- B) An employee's service shall be measured as of their anniversary date of regular employment.
- C) The choice of the employee's vacation shall be granted in accordance with seniority insofar as the workload of the department will permit, and a Supervisor's vacation will not preclude employees from selecting the same period of time for their vacation selection, insofar as the workload of the department will permit.
- D) No employee shall be called for duty during said vacation, except in extreme emergency declared by the City Council or head of the department.
- E) Employees who are on vacation and become ill or injured during their vacation time may not utilize sick leave or other leave in lieu of vacation. Employees may not change their vacation to sick leave once the vacation time has been approved by the supervisor should the employee become sick or injured prior to the scheduled vacation date. Under cases of major illness or injury the employee maybe allowed to reschedule vacation at the discretion of the employer.
- F) All vacations shall normally be scheduled and taken between May 1<sup>st</sup> and November 15<sup>th</sup> of each year. However, other time may be scheduled for the vacation period if agreeable with the Supervisor of his department. Employees shall normally file their vacation requests prior to February 1<sup>st</sup> each year.

## **ARTICLE 10**

### **SICK LEAVE**

- A) All full-time employees will accrue sick leave at a rate of 12 hours per month (.0692 hours accrued per hour paid on a maximum of 40 hours per week). No more than 150 days of sick leave may be carried over from one year to the next.
- B) It shall be left to the discretion of the Supervisor and the Union Steward of the various departments and/or the department head as to whether or not the sickness is bona fide, and it is the right and responsibility of the supervisor to demand a doctor's certificate attesting to the fact that said sickness was bona fide. If it should be determined that the sick leave asked for is not bona fide, the employee involved shall not be paid for the days lost.
- C) It shall be the responsibility of each employee of the City of Fort Dodge seeking sick leave to notify the Supervisor, or if the Supervisor is not available, notice may be given to others in authority in the department one hour before the regular work schedule starts.
- D) Each employee of the City of Fort Dodge who is injured on the job shall make a report of the accident immediately to their Supervisor on forms provided for this purpose.
- E) If this absence is greater than the employee's sick leave available, the difference will be leave of absence without pay subject to the same terms and conditions as set forth in the



Family and Medical Leave Act of 1993 and the regulations implementing the Act. Sick leave hours shall run concurrent with the hours assigned as Family and Medical Leave Act hours.

## **ARTICLE 11**

### **DEATH AND SERIOUS ILLNESS**

- A) In case of death in the employee's immediate family, as defined below, said employee shall be allowed to be absent twenty-four (24) hours off from work without loss of pay and use up to sixteen (16) hours of sick leave off from work for a total of forty (40) hours off either at the time of death or at the time of the funeral.
- B) The immediate family shall include spouse, children, current spouse's children, parents or any legal dependent residing in the domicile of the employee.
- C) Twenty-four (24) sick leave hours off shall be allowed at the time of death or time of funeral in the event of the death of the following: The employee's step-parents, grandparents, siblings, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, step-brother, step-sister, or grandchildren.
- D) Where an employee is called upon to serve in an official capacity in a funeral they shall receive up to three (3) hours sick leave for the reasonable time lost. If additional time is needed by the employee, use of vacation or personal leave may be allowed subject to proper approval.
- E) An employee who is compelled to lose work because of serious illness in their family shall be allowed up to forty (40) sick leave hours per year for this purpose upon proper documentation of the illness.

## **ARTICLE 12**

### **LEAVE OF ABSENCE**

- A) An employee shall be granted a leave of absence without pay, for good cause, with the consent of the City without prejudice to seniority or other rights, providing the leave of absence shall not be used for the purpose of accepting remunerative employment elsewhere. Leave of absence shall be limited to ninety (90) calendar days.
- B) A leave of absence for maternity purposes may be granted to any pregnant person subject to this contract.
- C) An employee will be allowed to utilize sick leave for the purpose of taking a leave of absence due to their pregnancy, upon presentation of a letter from their physician stating the last day they should work and the first day they are to return to work after the birth of the baby.
- D) If this absence is greater than the employee's sick leave available, the difference will be leave of absence without pay to the maximum allowed under the Family and Medical Leave Act.

## ARTICLE 13

### GRIEVANCE PROCEDURE

- A) The term *grievance* shall mean a dispute between the City and the Union regarding the interpretation and application of the clauses of this collective bargaining agreement. A grievance shall only contain articles within the contract.
- B) When a grievance or dispute arises in any department, an honest effort shall be made to settle the issue in the following manner:
- 1) Between the aggrieved employee, the steward and the supervisor.
  - 2) Between the steward and the City Manager's designee.
  - 3) Between the grievance committee and the City Manager's designee.
  - 4) The Union President and/or International Representative may attend at any step of this grievance procedure.
- C) An employee must make known his grievance at step 1 within five (5) days of the alleged dispute or controversy. The supervisor will give the employee filing the grievance a written answer within five (5) days. If it is not settled to the employee's satisfaction, the grievance must be carried to step 2 within five (5) days of the employee receiving the supervisor's answer. If a solution has not been reached after step 2, then the employee must bring the grievance to step 3 within ten (10) days of step 2.
- D) If the employee or Union fails to file the grievance or appeal it within these time limits, the City is under no obligation to discuss the grievance, but may do so at its prerogative. These time limits may be changed by mutual consent of both parties.
- E) The grievance automatically proceeds to the next step should the City fail to answer at the previous step. No employee shall lose pay because of attendance at grievance meetings.
- F) The time limits specified in the grievance procedures shall exclude Saturdays, Sundays and observed holidays.
- G) Any employee suspended or discharged will be notified in writing as to the reason for the action taken by the supervisor concerned at the time of the incident, or promptly after such disciplinary action is taken, not to exceed 72 hours.
- H) A copy of the discipline will be given to the Steward and the Local Union President at the earliest time following the employee being notified or in the presence of the employee at the time of discipline not to exceed 48 hours.
- I) An employee's discipline record will be removed after:
- 12 months verbal warning
  - 15 months for written warnings
  - 18 months for suspension

### ARBITRATION CLAUSE

- 1) Notice of arbitration must be served in writing to the City Manager's designee within fourteen (14) calendar days after his final written answer has been received. The notice

of arbitration shall clearly state the issue of dispute to be arbitrated and the articles of the agreement alleged to be violated.

- 2) Within five (5) days of when the City receives the notice of arbitration, the Union shall request a list of five (5) arbitrators from the Iowa Public Employee Relations Board (P.E.R.B.). Either party may refuse one list before striking of names begins. The parties shall determine by lot which shall take the first strike. The City and the Union shall continue striking names until one is left. They shall be the sole arbitrator.
- 3) For disciplinary grievances in which the discipline is a ten day suspension or less, job classifications and language interpretation grievances the parties shall utilize a mediator/arbitrator form of resolution. This form of grievance resolution shall permit the mediator/arbitrator to first attempt to mediate the grievance. If unsuccessful in the mediation process, the mediator/arbitrator shall issue a final and binding ruling at that time that will be without precedence. For disciplinary grievances in which the discipline is greater than a ten (10) day suspension up to termination the Union may begin with the 3<sup>rd</sup> step of the grievance process.
- 4) The arbitrator shall not have the power to modify, add to or detract from any part of this agreement, but shall only interpret or determine compliance with the articles of this agreement. A decision by the arbitrator shall be binding upon both parties. The arbitrator shall attempt, to the best of their ability, to deliver to both the Union and the City his decision in writing within thirty (30) days after such arbitration hearing.
- 5) The fees and costs, if any, shall be shared equally by the Union and the City.

#### **ARTICLE 14**

#### **JURY DUTY**

- A) In the event an employee is called for jury duty, they shall have the right to take time away from their employment. During the time they act as a juror, they shall receive their regular pay.
- B) All employees will file for juror's pay with the Clerk of Court. When they receive their juror's paycheck they shall surrender such draft, properly endorsed, to the City Clerk's office.
- C) If jury duty falls on a day an employee is not scheduled to work, that employee will not have to surrender "Juror Pay" for those dates. Also, employees would retain all pay in regard to mileage.

#### **ARTICLE 15**

#### **UNION BUSINESS**

- A) Only Union/City business may be conducted on City time.
- B) The Union may select up to two employees who must be from different departments to attend the District Convention, the National Union Convention or the State AFL-CIO Convention. It is understood that different employees may be selected to attend each function. It is also understood that the employee will not be paid by City funds for such activities or during such period of absence. The employee must notify their supervisor

at least two weeks in advance of their desire to attend such a function and if the request is denied by the supervisor, an explanation must be provided for such a denial.

- C) A negotiation committee of five shall represent the employees in addition to the Local President in all matters pertaining to negotiations. A grievance committee of two shall represent the employees which may include the Union President. In no case shall the number of members on the grievance committee exceed two. Time lost because of Union/City business shall be computed as time worked for the purpose of computing overtime pay.
- D) Members of the negotiation/grievance committee shall be paid their regular rate of pay for any City/Union business that occurs during their regular duty hours. All time spent in negotiations/grievance meetings during regular duty hours shall count towards computing the employee's first forty (40) hours each week. Time spent in negotiations/grievance meetings that occur beyond the employees scheduled working hours shall not constitute overtime hours.
- E) Grievance and negotiating committee members shall notify the department head in writing in advance setting forth the dates and times when they will be absent for the attendance at meetings.
- F) Any union member elected or appointed to serve on a committee or position with AFSCME IA C61 Union will do so without pay from the City.

## **ARTICLE 16**

### **LABOR MANAGEMENT MEETINGS**

- A) In an effort to maintain a healthy and harmonious working climate, this group agrees to establish Labor/Management meetings. This provides a forum to discuss issues and concerns in a non-threatening environment using data as the basis for our decision making to resolve issues and concerns in a timely manner, while enhancing and strengthening the relationship amongst all parties.
- B) The meetings shall be scheduled at least once per quarter, during regular working hours. No overtime shall be allowed.
- C) There will be no more than five (5) employee representatives from the Union allowed to attend these quarterly meetings in addition to the AFSCME Staff Representative. The current Union President and Chief Steward shall attend and represent their particular department. In the case where they both come from the same department they shall both be allowed to attend without reduction in the employees representing the other departments. No more than five (5) management representatives will attend the meetings.
- D) The group will establish ground rules for effective meetings, identify issues and/or concerns to be placed on the agenda, state desired outcomes, and work diligently to solve problems.

## ARTICLE 17

### HEALTH AND SAFETY

- A) All questions relating to safety including equipment and procedures shall be considered an appropriate subject for a Labor Management Committee meeting and therefore shall regularly be placed on the meeting agenda. It is agreed by the parties that the question of safety is a common concern and to this end the parties agree to use reasonable means of protecting the health and welfare of all employees, and to strive to comply with all federal, state and local health and safety regulations.
- The City agrees to provide and maintain adequate personal protective equipment for the protection of the health and safety of all employees.
- B) The City agrees to fully disclose, in writing, to the Union, the full identity of all chemicals and related substances and their threshold limit values.
- C) Such identification shall include, but not be restricted to the chemical, drug, biological or pharmaceutical name or names, relevant health and safety hazards and precautions, the maximum concentration of exposures, precautions to be taken, health symptoms, medical remedies and antidotes.
- D) The City shall provide reasonable medical first aid facilities for emergencies and a report of all injuries shall be made and record maintained.
- E) Each employee of the City of Fort Dodge who is injured on the job shall make a report of the accident immediately to his supervisor on forms provided for this purpose.
- F) The City of Fort Dodge will not be responsible for injuries suffered by any of its employees while said employee is engaged in other employment or by another employer, and said employee should look to the other employer for compensation, if any, that he may have coming from said other employer.

## ARTICLE 18

### UNIFORMS / CLOTHING

- A) The provision of *Winter Weather Outwear* (overalls and jackets) for employees whose work is such that winter weather outwear is needed to perform the work assignment will be provided on an “as needed basis” and at the complete and sole discretion of the City.

## ARTICLE 19

### CONTRACT PRINTING COST

- A) The Union and the City will each pay one-half (1/2) of the cost of printing the labor contract.

## ARTICLE 20

### PROBATIONARY PERIOD

- A) The probationary period for new regular full-time employees shall be six (6) months. Upon mutual agreement of both the Union and the City, the probationary period may be extended for up to an additional two (2) months. They shall have no union representation under this contract until they have passed their probationary period. Employees are eligible for sick leave and vacation benefits as prescribed in the collective bargaining agreement.
- B) The probationary period begins on the first day of hire for the employee who is employed as a regular full-time employee. This section does not apply to seasonal and temporary employees.

## ARTICLE 21

### TERM OF AGREEMENT

- A) **Duration.** The above agreement hereinabove set out shall remain in full force and effect for a period of three (3) years, from July 1<sup>st</sup>, 2023, through June 30<sup>th</sup>, 2026.
- B) **Agreement Reopener.** The Parties agree to reopen this agreement in the fall of 2024 for base wages only, under Exhibit A, for year three (FY 2026) of this agreement.

**EXHIBIT A**  
**WAGES**

On July 1, 2023, a new pay plan takes effect. Employees will be placed within the pay grade for their classification on the step immediately above the pay rate in effect on June 30, 2023. Steps range from A to N. An adjustment of one (1) step will be made for employees who have been employed continuously with the City of Fort Dodge for one (1) to three (3) years as of July 1, 2023. Those employees will move to the next step on their anniversary date in calendar year 2025. After that, two (2) years shall be served in each step before advancing to the next.

Employees with four (4) or more years of continuous service with the City as of July 1, 2023, will be granted a step immediately (on July 1, 2023) plus a second step on their anniversary date between July 1, 2023, and June 30, 2024. They shall serve two (2) years at that step before advancing to the next step on their anniversary date. Two (2) years at each step shall continue until they've maxed out at step N on the scale.

All new employees hired on July 1, 2023, and after will serve two (2) years at each step before advancing to the next.

When a promotion, transfer, or demotion occurs, City Code will be followed for step placement within the new pay grade for that classification.

A cost of living adjustment (COLA) of 2% will take effect on July 1, 2024.

The parties agree to a reopener for base wages only for year three (3) of the agreement, effective July 1, 2025.

**WAGE GRADES**

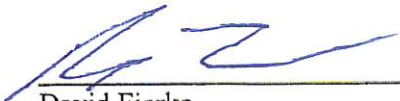
Police Operations Trainee .....6  
Clerk Typist II.....7  
Parking Meter Attendant.....7  
Laborer .....8  
Building Service Worker .....9  
Customer Service Representative .....10  
Maintenance Worker I .....10  
Police Operations Clerk II .....10  
Secretary II.....10  
Parking Meter Servicer II.....11  
Data Processing Specialist/Programmer .....12  
Financial Support Specialist .....12  
Maintenance Worker II .....12  
Marketing Coordinator/Events Assistant.....12  
Traffic Safety Maintenance Worker II.....12  
Water Meter Servicer I.....12  
Maintenance Worker III.....14  
Traffic Safety Maintenance Worker III .....14  
Water Meter Servicer II .....14  
Lead Water Meter Service Person .....15  
Mechanic .....15  
Assistant Water Meter Superintendent. ....16  
Assistant Sanitation Superintendent. ....17  
Assistant Streets Superintendent.....19  
Assistant Utilities Distribution Superintendent. ....19

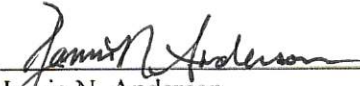


**SIGNATURE PAGE**

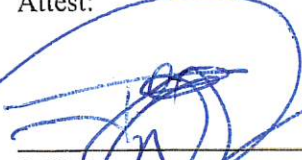
Executed at Fort Dodge, Iowa on the 14th day of June, 2023.

**CITY OF FORT DODGE**


  
\_\_\_\_\_  
David Fierke  
City Manager

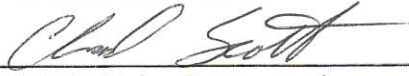
  
\_\_\_\_\_  
Jamie N. Anderson  
Human Resource Director

Attest:

  
\_\_\_\_\_  
Jeff Nemmers  
City Clerk

**AFSCME IA C61 Local 2932**

BY:   
\_\_\_\_\_  
Mark Strait  
President, Local2932  
AFSCME Council 61 IA

  
\_\_\_\_\_  
AFSCME Union Representative

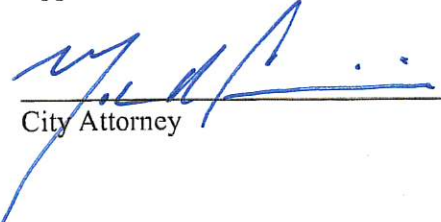
  
\_\_\_\_\_  
AFSCME Union Representative

  
\_\_\_\_\_  
AFSCME Union Representative

**BUSINESS REPRESENTATIVE:**

  
\_\_\_\_\_  
Adam Swihart  
Union Business Representative  
AFSCME Council 61 IA

Approval as to form and content:

  
\_\_\_\_\_  
City Attorney

80 hours per pay period

**NON-PUBLIC SAFETY (AFSCME)**  
**SALARY SCHEDULE**

7/1/2023

Bi-Weekly calculations based on a 80 hour pay period  
Annual calculations based on 2080 hours/year

| GRADE |           | A           | B           | C           | D           | E           | F           | G           | H           | I           | J           | K           | L           | M           | N           |
|-------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 1     | Annual    | \$27,560.00 | \$28,246.40 | \$28,953.60 | \$29,681.60 | \$30,409.60 | \$31,179.20 | \$31,948.80 | \$32,760.00 | \$33,571.20 | \$34,403.20 | \$35,276.80 | \$36,150.40 | \$37,065.60 | \$37,980.80 |
|       | Bi-Weekly | \$1,060.00  | \$1,086.40  | \$1,113.60  | \$1,141.60  | \$1,169.60  | \$1,199.20  | \$1,228.80  | \$1,260.00  | \$1,291.20  | \$1,323.20  | \$1,356.80  | \$1,390.40  | \$1,425.60  | \$1,460.80  |
|       | Hourly    | \$13.25     | \$13.58     | \$13.92     | \$14.27     | \$14.62     | \$14.99     | \$15.36     | \$15.75     | \$16.14     | \$16.54     | \$16.96     | \$17.38     | \$17.82     | \$18.26     |
| 2     | Annual    | \$28,953.60 | \$29,681.60 | \$30,409.60 | \$31,179.20 | \$31,948.80 | \$32,760.00 | \$33,571.20 | \$34,403.20 | \$35,276.80 | \$36,150.40 | \$37,065.60 | \$37,980.80 | \$38,937.60 | \$39,915.20 |
|       | Bi-Weekly | \$1,113.60  | \$1,141.60  | \$1,169.60  | \$1,199.20  | \$1,228.80  | \$1,260.00  | \$1,291.20  | \$1,323.20  | \$1,356.80  | \$1,390.40  | \$1,425.60  | \$1,460.80  | \$1,497.60  | \$1,535.20  |
|       | Hourly    | \$13.92     | \$14.27     | \$14.62     | \$14.99     | \$15.36     | \$15.75     | \$16.14     | \$16.54     | \$16.96     | \$17.38     | \$17.82     | \$18.26     | \$18.72     | \$19.19     |
| 3     | Annual    | \$30,409.60 | \$31,179.20 | \$31,948.80 | \$32,760.00 | \$33,571.20 | \$34,403.20 | \$35,276.80 | \$36,150.40 | \$37,065.60 | \$37,980.80 | \$38,937.60 | \$39,915.20 | \$40,913.60 | \$41,932.80 |
|       | Bi-Weekly | \$1,169.60  | \$1,199.20  | \$1,228.80  | \$1,260.00  | \$1,291.20  | \$1,323.20  | \$1,356.80  | \$1,390.40  | \$1,425.60  | \$1,460.80  | \$1,497.60  | \$1,535.20  | \$1,573.60  | \$1,612.80  |
|       | Hourly    | \$14.62     | \$14.99     | \$15.36     | \$15.75     | \$16.14     | \$16.54     | \$16.96     | \$17.38     | \$17.82     | \$18.26     | \$18.72     | \$19.19     | \$19.67     | \$20.16     |
| 4     | Annual    | \$31,948.80 | \$32,760.00 | \$33,571.20 | \$34,403.20 | \$35,276.80 | \$36,150.40 | \$37,065.60 | \$37,980.80 | \$38,937.60 | \$39,915.20 | \$40,913.60 | \$41,932.80 | \$42,972.80 | \$44,054.40 |
|       | Bi-Weekly | \$1,228.80  | \$1,260.00  | \$1,291.20  | \$1,323.20  | \$1,356.80  | \$1,390.40  | \$1,425.60  | \$1,460.80  | \$1,497.60  | \$1,535.20  | \$1,573.60  | \$1,612.80  | \$1,652.80  | \$1,694.40  |
|       | Hourly    | \$15.36     | \$15.75     | \$16.14     | \$16.54     | \$16.96     | \$17.38     | \$17.82     | \$18.26     | \$18.72     | \$19.19     | \$19.67     | \$20.16     | \$20.66     | \$21.18     |
| 5     | Annual    | \$33,571.20 | \$34,403.20 | \$35,276.80 | \$36,150.40 | \$37,065.60 | \$37,980.80 | \$38,937.60 | \$39,915.20 | \$40,913.60 | \$41,932.80 | \$42,972.80 | \$44,054.40 | \$45,156.80 | \$46,280.00 |
|       | Bi-Weekly | \$1,291.20  | \$1,323.20  | \$1,356.80  | \$1,390.40  | \$1,425.60  | \$1,460.80  | \$1,497.60  | \$1,535.20  | \$1,573.60  | \$1,612.80  | \$1,652.80  | \$1,694.40  | \$1,736.80  | \$1,780.00  |
|       | Hourly    | \$16.14     | \$16.54     | \$16.96     | \$17.38     | \$17.82     | \$18.26     | \$18.72     | \$19.19     | \$19.67     | \$20.16     | \$20.66     | \$21.18     | \$21.71     | \$22.25     |
| 6     | Annual    | \$35,276.80 | \$36,150.40 | \$37,065.60 | \$37,980.80 | \$38,937.60 | \$39,915.20 | \$40,913.60 | \$41,932.80 | \$42,972.80 | \$44,054.40 | \$45,156.80 | \$46,280.00 | \$47,444.80 | \$48,630.40 |
|       | Bi-Weekly | \$1,356.80  | \$1,390.40  | \$1,425.60  | \$1,460.80  | \$1,497.60  | \$1,535.20  | \$1,573.60  | \$1,612.80  | \$1,652.80  | \$1,694.40  | \$1,736.80  | \$1,780.00  | \$1,824.80  | \$1,870.40  |
|       | Hourly    | \$16.96     | \$17.38     | \$17.82     | \$18.26     | \$18.72     | \$19.19     | \$19.67     | \$20.16     | \$20.66     | \$21.18     | \$21.71     | \$22.25     | \$22.81     | \$23.38     |
| 7     | Annual    | \$37,065.60 | \$37,980.80 | \$38,937.60 | \$39,915.20 | \$40,913.60 | \$41,932.80 | \$42,972.80 | \$44,054.40 | \$45,156.80 | \$46,280.00 | \$47,444.80 | \$48,630.40 | \$49,836.80 | \$51,084.80 |
|       | Bi-Weekly | \$1,425.60  | \$1,460.80  | \$1,497.60  | \$1,535.20  | \$1,573.60  | \$1,612.80  | \$1,652.80  | \$1,694.40  | \$1,736.80  | \$1,780.00  | \$1,824.80  | \$1,870.40  | \$1,916.80  | \$1,964.80  |
|       | Hourly    | \$17.82     | \$18.26     | \$18.72     | \$19.19     | \$19.67     | \$20.16     | \$20.66     | \$21.18     | \$21.71     | \$22.25     | \$22.81     | \$23.38     | \$23.96     | \$24.56     |
| 8     | Annual    | \$38,937.60 | \$39,915.20 | \$40,913.60 | \$41,932.80 | \$42,972.80 | \$44,054.40 | \$45,156.80 | \$46,280.00 | \$47,444.80 | \$48,630.40 | \$49,836.80 | \$51,084.80 | \$52,353.60 | \$53,664.00 |
|       | Bi-Weekly | \$1,497.60  | \$1,535.20  | \$1,573.60  | \$1,612.80  | \$1,652.80  | \$1,694.40  | \$1,736.80  | \$1,780.00  | \$1,824.80  | \$1,870.40  | \$1,916.80  | \$1,964.80  | \$2,013.60  | \$2,064.00  |
|       | Hourly    | \$18.72     | \$19.19     | \$19.67     | \$20.16     | \$20.66     | \$21.18     | \$21.71     | \$22.25     | \$22.81     | \$23.38     | \$23.96     | \$24.56     | \$25.17     | \$25.80     |
| 9     | Annual    | \$40,913.60 | \$41,932.80 | \$42,972.80 | \$44,054.40 | \$45,156.80 | \$46,280.00 | \$47,444.80 | \$48,630.40 | \$49,836.80 | \$51,084.80 | \$52,353.60 | \$53,664.00 | \$55,016.00 | \$56,388.80 |
|       | Bi-Weekly | \$1,573.60  | \$1,612.80  | \$1,652.80  | \$1,694.40  | \$1,736.80  | \$1,780.00  | \$1,824.80  | \$1,870.40  | \$1,916.80  | \$1,964.80  | \$2,013.60  | \$2,064.00  | \$2,116.00  | \$2,168.80  |
|       | Hourly    | \$19.67     | \$20.16     | \$20.66     | \$21.18     | \$21.71     | \$22.25     | \$22.81     | \$23.38     | \$23.96     | \$24.56     | \$25.17     | \$25.80     | \$26.45     | \$27.11     |
| 10    | Annual    | \$42,972.80 | \$44,054.40 | \$45,156.80 | \$46,280.00 | \$47,444.80 | \$48,630.40 | \$49,836.80 | \$51,084.80 | \$52,353.60 | \$53,664.00 | \$55,016.00 | \$56,388.80 | \$57,803.20 | \$59,238.40 |
|       | Bi-Weekly | \$1,652.80  | \$1,694.40  | \$1,736.80  | \$1,780.00  | \$1,824.80  | \$1,870.40  | \$1,916.80  | \$1,964.80  | \$2,013.60  | \$2,064.00  | \$2,116.00  | \$2,168.80  | \$2,223.20  | \$2,278.40  |
|       | Hourly    | \$20.66     | \$21.18     | \$21.71     | \$22.25     | \$22.81     | \$23.38     | \$23.96     | \$24.56     | \$25.17     | \$25.80     | \$26.45     | \$27.11     | \$27.79     | \$28.48     |
| 11    | Annual    | \$45,156.80 | \$46,280.00 | \$47,444.80 | \$48,630.40 | \$49,836.80 | \$51,084.80 | \$52,353.60 | \$53,664.00 | \$55,016.00 | \$56,388.80 | \$57,803.20 | \$59,238.40 | \$60,715.20 | \$62,233.60 |
|       | Bi-Weekly | \$1,736.80  | \$1,780.00  | \$1,824.80  | \$1,870.40  | \$1,916.80  | \$1,964.80  | \$2,013.60  | \$2,064.00  | \$2,116.00  | \$2,168.80  | \$2,223.20  | \$2,278.40  | \$2,335.20  | \$2,393.60  |
|       | Hourly    | \$21.71     | \$22.25     | \$22.81     | \$23.38     | \$23.96     | \$24.56     | \$25.17     | \$25.80     | \$26.45     | \$27.11     | \$27.79     | \$28.48     | \$29.19     | \$29.92     |

| GRADE |           | A           | B           | C           | D           | E           | F           | G           | H           | I           | J           | K           | L           | M           | N           |
|-------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 12    | Annual    | \$47,444.80 | \$48,630.40 | \$49,836.80 | \$51,084.80 | \$52,353.60 | \$53,664.00 | \$55,016.00 | \$56,388.80 | \$57,803.20 | \$59,238.40 | \$60,715.20 | \$62,233.60 | \$63,793.60 | \$65,395.20 |
|       | Bi-Weekly | \$1,824.80  | \$1,870.40  | \$1,916.80  | \$1,964.80  | \$2,013.60  | \$2,064.00  | \$2,116.00  | \$2,168.80  | \$2,223.20  | \$2,278.40  | \$2,335.20  | \$2,393.60  | \$2,453.60  | \$2,515.20  |
|       | Hourly    | \$22.81     | \$23.38     | \$23.96     | \$24.56     | \$25.17     | \$25.80     | \$26.45     | \$27.11     | \$27.79     | \$28.48     | \$29.19     | \$29.92     | \$30.67     | \$31.44     |
| 13    | Annual    | \$49,836.80 | \$51,084.80 | \$52,353.60 | \$53,664.00 | \$55,016.00 | \$56,388.80 | \$57,803.20 | \$59,238.40 | \$60,715.20 | \$62,233.60 | \$63,793.60 | \$65,395.20 | \$67,017.60 | \$68,702.40 |
|       | Bi-Weekly | \$1,916.80  | \$1,964.80  | \$2,013.60  | \$2,064.00  | \$2,116.00  | \$2,168.80  | \$2,223.20  | \$2,278.40  | \$2,335.20  | \$2,393.60  | \$2,453.60  | \$2,515.20  | \$2,577.60  | \$2,642.40  |
|       | Hourly    | \$23.96     | \$24.56     | \$25.17     | \$25.80     | \$26.45     | \$27.11     | \$27.79     | \$28.48     | \$29.19     | \$29.92     | \$30.67     | \$31.44     | \$32.22     | \$33.03     |
| 14    | Annual    | \$52,353.60 | \$53,664.00 | \$55,016.00 | \$56,388.80 | \$57,803.20 | \$59,238.40 | \$60,715.20 | \$62,233.60 | \$63,793.60 | \$65,395.20 | \$67,017.60 | \$68,702.40 | \$70,428.80 | \$72,176.00 |
|       | Bi-Weekly | \$2,013.60  | \$2,064.00  | \$2,116.00  | \$2,168.80  | \$2,223.20  | \$2,278.40  | \$2,335.20  | \$2,393.60  | \$2,453.60  | \$2,515.20  | \$2,577.60  | \$2,642.40  | \$2,708.80  | \$2,776.00  |
|       | Hourly    | \$25.17     | \$25.80     | \$26.45     | \$27.11     | \$27.79     | \$28.48     | \$29.19     | \$29.92     | \$30.67     | \$31.44     | \$32.22     | \$33.03     | \$33.86     | \$34.70     |
| 15    | Annual    | \$55,016.00 | \$56,388.80 | \$57,803.20 | \$59,238.40 | \$60,715.20 | \$62,233.60 | \$63,793.60 | \$65,395.20 | \$67,017.60 | \$68,702.40 | \$70,428.80 | \$72,176.00 | \$73,985.60 | \$75,836.80 |
|       | Bi-Weekly | \$2,116.00  | \$2,168.80  | \$2,223.20  | \$2,278.40  | \$2,335.20  | \$2,393.60  | \$2,453.60  | \$2,515.20  | \$2,577.60  | \$2,642.40  | \$2,708.80  | \$2,776.00  | \$2,845.60  | \$2,916.80  |
|       | Hourly    | \$26.45     | \$27.11     | \$27.79     | \$28.48     | \$29.19     | \$29.92     | \$30.67     | \$31.44     | \$32.22     | \$33.03     | \$33.86     | \$34.70     | \$35.57     | \$36.46     |
| 16    | Annual    | \$57,803.20 | \$59,238.40 | \$60,715.20 | \$62,233.60 | \$63,793.60 | \$65,395.20 | \$67,017.60 | \$68,702.40 | \$70,428.80 | \$72,176.00 | \$73,985.60 | \$75,836.80 | \$77,729.60 | \$79,664.00 |
|       | Bi-Weekly | \$2,223.20  | \$2,278.40  | \$2,335.20  | \$2,393.60  | \$2,453.60  | \$2,515.20  | \$2,577.60  | \$2,642.40  | \$2,708.80  | \$2,776.00  | \$2,845.60  | \$2,916.80  | \$2,989.60  | \$3,064.00  |
|       | Hourly    | \$27.79     | \$28.48     | \$29.19     | \$29.92     | \$30.67     | \$31.44     | \$32.22     | \$33.03     | \$33.86     | \$34.70     | \$35.57     | \$36.46     | \$37.37     | \$38.30     |
| 17    | Annual    | \$60,715.20 | \$62,233.60 | \$63,793.60 | \$65,395.20 | \$67,017.60 | \$68,702.40 | \$70,428.80 | \$72,176.00 | \$73,985.60 | \$75,836.80 | \$77,729.60 | \$79,664.00 | \$81,660.80 | \$83,699.20 |
|       | Bi-Weekly | \$2,335.20  | \$2,393.60  | \$2,453.60  | \$2,515.20  | \$2,577.60  | \$2,642.40  | \$2,708.80  | \$2,776.00  | \$2,845.60  | \$2,916.80  | \$2,989.60  | \$3,064.00  | \$3,140.80  | \$3,219.20  |
|       | Hourly    | \$29.19     | \$29.92     | \$30.67     | \$31.44     | \$32.22     | \$33.03     | \$33.86     | \$34.70     | \$35.57     | \$36.46     | \$37.37     | \$38.30     | \$39.26     | \$40.24     |
| 18    | Annual    | \$63,793.60 | \$65,395.20 | \$67,017.60 | \$68,702.40 | \$70,428.80 | \$72,176.00 | \$73,985.60 | \$75,836.80 | \$77,729.60 | \$79,664.00 | \$81,660.80 | \$83,699.20 | \$85,800.00 | \$87,942.40 |
|       | Bi-Weekly | \$2,453.60  | \$2,515.20  | \$2,577.60  | \$2,642.40  | \$2,708.80  | \$2,776.00  | \$2,845.60  | \$2,916.80  | \$2,989.60  | \$3,064.00  | \$3,140.80  | \$3,219.20  | \$3,300.00  | \$3,382.40  |
|       | Hourly    | \$30.67     | \$31.44     | \$32.22     | \$33.03     | \$33.86     | \$34.70     | \$35.57     | \$36.46     | \$37.37     | \$38.30     | \$39.26     | \$40.24     | \$41.25     | \$42.28     |
| 19    | Annual    | \$67,017.60 | \$68,702.40 | \$70,428.80 | \$72,176.00 | \$73,985.60 | \$75,836.80 | \$77,729.60 | \$79,664.00 | \$81,660.80 | \$83,699.20 | \$85,800.00 | \$87,942.40 | \$90,147.20 | \$92,393.60 |
|       | Bi-Weekly | \$2,577.60  | \$2,642.40  | \$2,708.80  | \$2,776.00  | \$2,845.60  | \$2,916.80  | \$2,989.60  | \$3,064.00  | \$3,140.80  | \$3,219.20  | \$3,300.00  | \$3,382.40  | \$3,467.20  | \$3,553.60  |
|       | Hourly    | \$32.22     | \$33.03     | \$33.86     | \$34.70     | \$35.57     | \$36.46     | \$37.37     | \$38.30     | \$39.26     | \$40.24     | \$41.25     | \$42.28     | \$43.34     | \$44.42     |

Every effort has been made to accurately represent the applicable rates in each of the grades and steps above as they appear in the payroll system. However, please note that errors do occasionally occur. In the event of a discrepancy, the information in the City's payroll system shall prevail.

80 hours per pay period  
2% increase

**NON-PUBLIC SAFETY (AFSCME)**  
**SALARY SCHEDULE**

7/1/2024

Bi-Weekly calculations based on a 80 hour pay period  
Annual calculations based on 2080 hours/year

| GRADE |           | A           | B           | C           | D           | E           | F           | G           | H           | I           | J           | K           | L           | M           | N           |
|-------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 1     | Annual    | \$28,121.60 | \$28,808.00 | \$29,536.00 | \$30,284.80 | \$31,012.80 | \$31,803.20 | \$32,593.60 | \$33,425.60 | \$34,236.80 | \$35,089.60 | \$35,984.00 | \$36,878.40 | \$37,814.40 | \$38,750.40 |
|       | Bi-Weekly | \$1,081.60  | \$1,108.00  | \$1,136.00  | \$1,164.80  | \$1,192.80  | \$1,223.20  | \$1,253.60  | \$1,285.60  | \$1,316.80  | \$1,349.60  | \$1,384.00  | \$1,418.40  | \$1,454.40  | \$1,490.40  |
|       | Hourly    | \$13.52     | \$13.85     | \$14.20     | \$14.56     | \$14.91     | \$15.29     | \$15.67     | \$16.07     | \$16.46     | \$16.87     | \$17.30     | \$17.73     | \$18.18     | \$18.63     |
| 2     | Annual    | \$29,536.00 | \$30,284.80 | \$31,012.80 | \$31,803.20 | \$32,593.60 | \$33,425.60 | \$34,236.80 | \$35,089.60 | \$35,984.00 | \$36,878.40 | \$37,814.40 | \$38,750.40 | \$39,707.20 | \$40,705.60 |
|       | Bi-Weekly | \$1,136.00  | \$1,164.80  | \$1,192.80  | \$1,223.20  | \$1,253.60  | \$1,285.60  | \$1,316.80  | \$1,349.60  | \$1,384.00  | \$1,418.40  | \$1,454.40  | \$1,490.40  | \$1,527.20  | \$1,565.60  |
|       | Hourly    | \$14.20     | \$14.56     | \$14.91     | \$15.29     | \$15.67     | \$16.07     | \$16.46     | \$16.87     | \$17.30     | \$17.73     | \$18.18     | \$18.63     | \$19.09     | \$19.57     |
| 3     | Annual    | \$31,012.80 | \$31,803.20 | \$32,593.60 | \$33,425.60 | \$34,236.80 | \$35,089.60 | \$35,984.00 | \$36,878.40 | \$37,814.40 | \$38,750.40 | \$39,707.20 | \$40,705.60 | \$41,724.80 | \$42,764.80 |
|       | Bi-Weekly | \$1,192.80  | \$1,223.20  | \$1,253.60  | \$1,285.60  | \$1,316.80  | \$1,349.60  | \$1,384.00  | \$1,418.40  | \$1,454.40  | \$1,490.40  | \$1,527.20  | \$1,565.60  | \$1,604.80  | \$1,644.80  |
|       | Hourly    | \$14.91     | \$15.29     | \$15.67     | \$16.07     | \$16.46     | \$16.87     | \$17.30     | \$17.73     | \$18.18     | \$18.63     | \$19.09     | \$19.57     | \$20.06     | \$20.56     |
| 4     | Annual    | \$32,593.60 | \$33,425.60 | \$34,236.80 | \$35,089.60 | \$35,984.00 | \$36,878.40 | \$37,814.40 | \$38,750.40 | \$39,707.20 | \$40,705.60 | \$41,724.80 | \$42,764.80 | \$43,825.60 | \$44,928.00 |
|       | Bi-Weekly | \$1,253.60  | \$1,285.60  | \$1,316.80  | \$1,349.60  | \$1,384.00  | \$1,418.40  | \$1,454.40  | \$1,490.40  | \$1,527.20  | \$1,565.60  | \$1,604.80  | \$1,644.80  | \$1,685.60  | \$1,728.00  |
|       | Hourly    | \$15.67     | \$16.07     | \$16.46     | \$16.87     | \$17.30     | \$17.73     | \$18.18     | \$18.63     | \$19.09     | \$19.57     | \$20.06     | \$20.56     | \$21.07     | \$21.60     |
| 5     | Annual    | \$34,236.80 | \$35,089.60 | \$35,984.00 | \$36,878.40 | \$37,814.40 | \$38,750.40 | \$39,707.20 | \$40,705.60 | \$41,724.80 | \$42,764.80 | \$43,825.60 | \$44,928.00 | \$46,051.20 | \$47,216.00 |
|       | Bi-Weekly | \$1,316.80  | \$1,349.60  | \$1,384.00  | \$1,418.40  | \$1,454.40  | \$1,490.40  | \$1,527.20  | \$1,565.60  | \$1,604.80  | \$1,644.80  | \$1,685.60  | \$1,728.00  | \$1,771.20  | \$1,816.00  |
|       | Hourly    | \$16.46     | \$16.87     | \$17.30     | \$17.73     | \$18.18     | \$18.63     | \$19.09     | \$19.57     | \$20.06     | \$20.56     | \$21.07     | \$21.60     | \$22.14     | \$22.70     |
| 6     | Annual    | \$35,984.00 | \$36,878.40 | \$37,814.40 | \$38,750.40 | \$39,707.20 | \$40,705.60 | \$41,724.80 | \$42,764.80 | \$43,825.60 | \$44,928.00 | \$46,051.20 | \$47,216.00 | \$48,401.60 | \$49,608.00 |
|       | Bi-Weekly | \$1,384.00  | \$1,418.40  | \$1,454.40  | \$1,490.40  | \$1,527.20  | \$1,565.60  | \$1,604.80  | \$1,644.80  | \$1,685.60  | \$1,728.00  | \$1,771.20  | \$1,816.00  | \$1,861.60  | \$1,908.00  |
|       | Hourly    | \$17.30     | \$17.73     | \$18.18     | \$18.63     | \$19.09     | \$19.57     | \$20.06     | \$20.56     | \$21.07     | \$21.60     | \$22.14     | \$22.70     | \$23.27     | \$23.85     |
| 7     | Annual    | \$37,814.40 | \$38,750.40 | \$39,707.20 | \$40,705.60 | \$41,724.80 | \$42,764.80 | \$43,825.60 | \$44,928.00 | \$46,051.20 | \$47,216.00 | \$48,401.60 | \$49,608.00 | \$50,835.20 | \$52,104.00 |
|       | Bi-Weekly | \$1,454.40  | \$1,490.40  | \$1,527.20  | \$1,565.60  | \$1,604.80  | \$1,644.80  | \$1,685.60  | \$1,728.00  | \$1,771.20  | \$1,816.00  | \$1,861.60  | \$1,908.00  | \$1,955.20  | \$2,004.00  |
|       | Hourly    | \$18.18     | \$18.63     | \$19.09     | \$19.57     | \$20.06     | \$20.56     | \$21.07     | \$21.60     | \$22.14     | \$22.70     | \$23.27     | \$23.85     | \$24.44     | \$25.05     |
| 8     | Annual    | \$39,707.20 | \$40,705.60 | \$41,724.80 | \$42,764.80 | \$43,825.60 | \$44,928.00 | \$46,051.20 | \$47,216.00 | \$48,401.60 | \$49,608.00 | \$50,835.20 | \$52,104.00 | \$53,393.60 | \$54,745.60 |
|       | Bi-Weekly | \$1,527.20  | \$1,565.60  | \$1,604.80  | \$1,644.80  | \$1,685.60  | \$1,728.00  | \$1,771.20  | \$1,816.00  | \$1,861.60  | \$1,908.00  | \$1,955.20  | \$2,004.00  | \$2,053.60  | \$2,105.60  |
|       | Hourly    | \$19.09     | \$19.57     | \$20.06     | \$20.56     | \$21.07     | \$21.60     | \$22.14     | \$22.70     | \$23.27     | \$23.85     | \$24.44     | \$25.05     | \$25.67     | \$26.32     |
| 9     | Annual    | \$41,724.80 | \$42,764.80 | \$43,825.60 | \$44,928.00 | \$46,051.20 | \$47,216.00 | \$48,401.60 | \$49,608.00 | \$50,835.20 | \$52,104.00 | \$53,393.60 | \$54,745.60 | \$56,118.40 | \$57,512.00 |
|       | Bi-Weekly | \$1,604.80  | \$1,644.80  | \$1,685.60  | \$1,728.00  | \$1,771.20  | \$1,816.00  | \$1,861.60  | \$1,908.00  | \$1,955.20  | \$2,004.00  | \$2,053.60  | \$2,105.60  | \$2,158.40  | \$2,212.00  |
|       | Hourly    | \$20.06     | \$20.56     | \$21.07     | \$21.60     | \$22.14     | \$22.70     | \$23.27     | \$23.85     | \$24.44     | \$25.05     | \$25.67     | \$26.32     | \$26.98     | \$27.65     |
| 10    | Annual    | \$43,825.60 | \$44,928.00 | \$46,051.20 | \$47,216.00 | \$48,401.60 | \$49,608.00 | \$50,835.20 | \$52,104.00 | \$53,393.60 | \$54,745.60 | \$56,118.40 | \$57,512.00 | \$58,968.00 | \$60,424.00 |
|       | Bi-Weekly | \$1,685.60  | \$1,728.00  | \$1,771.20  | \$1,816.00  | \$1,861.60  | \$1,908.00  | \$1,955.20  | \$2,004.00  | \$2,053.60  | \$2,105.60  | \$2,158.40  | \$2,212.00  | \$2,268.00  | \$2,324.00  |
|       | Hourly    | \$21.07     | \$21.60     | \$22.14     | \$22.70     | \$23.27     | \$23.85     | \$24.44     | \$25.05     | \$25.67     | \$26.32     | \$26.98     | \$27.65     | \$28.35     | \$29.05     |
| 11    | Annual    | \$46,051.20 | \$47,216.00 | \$48,401.60 | \$49,608.00 | \$50,835.20 | \$52,104.00 | \$53,393.60 | \$54,745.60 | \$56,118.40 | \$57,512.00 | \$58,968.00 | \$60,424.00 | \$61,921.60 | \$63,481.60 |
|       | Bi-Weekly | \$1,771.20  | \$1,816.00  | \$1,861.60  | \$1,908.00  | \$1,955.20  | \$2,004.00  | \$2,053.60  | \$2,105.60  | \$2,158.40  | \$2,212.00  | \$2,268.00  | \$2,324.00  | \$2,381.60  | \$2,441.60  |
|       | Hourly    | \$22.14     | \$22.70     | \$23.27     | \$23.85     | \$24.44     | \$25.05     | \$25.67     | \$26.32     | \$26.98     | \$27.65     | \$28.35     | \$29.05     | \$29.77     | \$30.52     |

| GRADE |           | A           | B           | C           | D           | E           | F           | G           | H           | I           | J           | K           | L           | M           | N           |
|-------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 12    | Annual    | \$48,401.60 | \$49,608.00 | \$50,835.20 | \$52,104.00 | \$53,393.60 | \$54,745.60 | \$56,118.40 | \$57,512.00 | \$58,968.00 | \$60,424.00 | \$61,921.60 | \$63,481.60 | \$65,062.40 | \$66,705.60 |
|       | Bi-Weekly | \$1,861.60  | \$1,908.00  | \$1,955.20  | \$2,004.00  | \$2,053.60  | \$2,105.60  | \$2,158.40  | \$2,212.00  | \$2,268.00  | \$2,324.00  | \$2,381.60  | \$2,441.60  | \$2,502.40  | \$2,565.60  |
|       | Hourly    | \$23.27     | \$23.85     | \$24.44     | \$25.05     | \$25.67     | \$26.32     | \$26.98     | \$27.65     | \$28.35     | \$29.05     | \$29.77     | \$30.52     | \$31.28     | \$32.07     |
| 13    | Annual    | \$50,835.20 | \$52,104.00 | \$53,393.60 | \$54,745.60 | \$56,118.40 | \$57,512.00 | \$58,968.00 | \$60,424.00 | \$61,921.60 | \$63,481.60 | \$65,062.40 | \$66,705.60 | \$68,348.80 | \$70,075.20 |
|       | Bi-Weekly | \$1,955.20  | \$2,004.00  | \$2,053.60  | \$2,105.60  | \$2,158.40  | \$2,212.00  | \$2,268.00  | \$2,324.00  | \$2,381.60  | \$2,441.60  | \$2,502.40  | \$2,565.60  | \$2,628.80  | \$2,695.20  |
|       | Hourly    | \$24.44     | \$25.05     | \$25.67     | \$26.32     | \$26.98     | \$27.65     | \$28.35     | \$29.05     | \$29.77     | \$30.52     | \$31.28     | \$32.07     | \$32.86     | \$33.69     |
| 14    | Annual    | \$53,393.60 | \$54,745.60 | \$56,118.40 | \$57,512.00 | \$58,968.00 | \$60,424.00 | \$61,921.60 | \$63,481.60 | \$65,062.40 | \$66,705.60 | \$68,348.80 | \$70,075.20 | \$71,843.20 | \$73,611.20 |
|       | Bi-Weekly | \$2,053.60  | \$2,105.60  | \$2,158.40  | \$2,212.00  | \$2,268.00  | \$2,324.00  | \$2,381.60  | \$2,441.60  | \$2,502.40  | \$2,565.60  | \$2,628.80  | \$2,695.20  | \$2,763.20  | \$2,831.20  |
|       | Hourly    | \$25.67     | \$26.32     | \$26.98     | \$27.65     | \$28.35     | \$29.05     | \$29.77     | \$30.52     | \$31.28     | \$32.07     | \$32.86     | \$33.69     | \$34.54     | \$35.39     |
| 15    | Annual    | \$56,118.40 | \$57,512.00 | \$58,968.00 | \$60,424.00 | \$61,921.60 | \$63,481.60 | \$65,062.40 | \$66,705.60 | \$68,348.80 | \$70,075.20 | \$71,843.20 | \$73,611.20 | \$75,462.40 | \$77,355.20 |
|       | Bi-Weekly | \$2,158.40  | \$2,212.00  | \$2,268.00  | \$2,324.00  | \$2,381.60  | \$2,441.60  | \$2,502.40  | \$2,565.60  | \$2,628.80  | \$2,695.20  | \$2,763.20  | \$2,831.20  | \$2,902.40  | \$2,975.20  |
|       | Hourly    | \$26.98     | \$27.65     | \$28.35     | \$29.05     | \$29.77     | \$30.52     | \$31.28     | \$32.07     | \$32.86     | \$33.69     | \$34.54     | \$35.39     | \$36.28     | \$37.19     |
| 16    | Annual    | \$58,968.00 | \$60,424.00 | \$61,921.60 | \$63,481.60 | \$65,062.40 | \$66,705.60 | \$68,348.80 | \$70,075.20 | \$71,843.20 | \$73,611.20 | \$75,462.40 | \$77,355.20 | \$79,289.60 | \$81,265.60 |
|       | Bi-Weekly | \$2,268.00  | \$2,324.00  | \$2,381.60  | \$2,441.60  | \$2,502.40  | \$2,565.60  | \$2,628.80  | \$2,695.20  | \$2,763.20  | \$2,831.20  | \$2,902.40  | \$2,975.20  | \$3,049.60  | \$3,125.60  |
|       | Hourly    | \$28.35     | \$29.05     | \$29.77     | \$30.52     | \$31.28     | \$32.07     | \$32.86     | \$33.69     | \$34.54     | \$35.39     | \$36.28     | \$37.19     | \$38.12     | \$39.07     |
| 17    | Annual    | \$61,921.60 | \$63,481.60 | \$65,062.40 | \$66,705.60 | \$68,348.80 | \$70,075.20 | \$71,843.20 | \$73,611.20 | \$75,462.40 | \$77,355.20 | \$79,289.60 | \$81,265.60 | \$83,304.00 | \$85,363.20 |
|       | Bi-Weekly | \$2,381.60  | \$2,441.60  | \$2,502.40  | \$2,565.60  | \$2,628.80  | \$2,695.20  | \$2,763.20  | \$2,831.20  | \$2,902.40  | \$2,975.20  | \$3,049.60  | \$3,125.60  | \$3,204.00  | \$3,283.20  |
|       | Hourly    | \$29.77     | \$30.52     | \$31.28     | \$32.07     | \$32.86     | \$33.69     | \$34.54     | \$35.39     | \$36.28     | \$37.19     | \$38.12     | \$39.07     | \$40.05     | \$41.04     |
| 18    | Annual    | \$65,062.40 | \$66,705.60 | \$68,348.80 | \$70,075.20 | \$71,843.20 | \$73,611.20 | \$75,462.40 | \$77,355.20 | \$79,289.60 | \$81,265.60 | \$83,304.00 | \$85,363.20 | \$87,526.40 | \$89,710.40 |
|       | Bi-Weekly | \$2,502.40  | \$2,565.60  | \$2,628.80  | \$2,695.20  | \$2,763.20  | \$2,831.20  | \$2,902.40  | \$2,975.20  | \$3,049.60  | \$3,125.60  | \$3,204.00  | \$3,283.20  | \$3,366.40  | \$3,450.40  |
|       | Hourly    | \$31.28     | \$32.07     | \$32.86     | \$33.69     | \$34.54     | \$35.39     | \$36.28     | \$37.19     | \$38.12     | \$39.07     | \$40.05     | \$41.04     | \$42.08     | \$43.13     |
| 19    | Annual    | \$68,348.80 | \$70,075.20 | \$71,843.20 | \$73,611.20 | \$75,462.40 | \$77,355.20 | \$79,289.60 | \$81,265.60 | \$83,304.00 | \$85,363.20 | \$87,526.40 | \$89,710.40 | \$91,956.80 | \$94,244.80 |
|       | Bi-Weekly | \$2,628.80  | \$2,695.20  | \$2,763.20  | \$2,831.20  | \$2,902.40  | \$2,975.20  | \$3,049.60  | \$3,125.60  | \$3,204.00  | \$3,283.20  | \$3,366.40  | \$3,450.40  | \$3,536.80  | \$3,624.80  |
|       | Hourly    | \$32.86     | \$33.69     | \$34.54     | \$35.39     | \$36.28     | \$37.19     | \$38.12     | \$39.07     | \$40.05     | \$41.04     | \$42.08     | \$43.13     | \$44.21     | \$45.31     |

Every effort has been made to accurately represent the applicable rates in each of the grades and steps above as they appear in the payroll system. However, please note that errors do occasionally occur. In the event of a discrepancy, the information in the City's payroll system shall prevail.

**Memorandum of Understanding Between the  
City of Fort Dodge  
and  
AFSCME Local 2932, Council 61 IA**

This Memorandum of Understanding (hereinafter the "Agreement") is entered into by and between the City of Fort Dodge, Iowa (hereinafter the "City") and AFSCME Local 2932, Council 61 IA (hereinafter the "Union").

Whereas, the Union and the City have met and discussed, within the course of bargaining the next agreement, to add Martin Luther King Jr. Day to the list of recognized, city-observed holidays; and

Whereas, the Union has agreed to add Martin Luther King Jr. Day in lieu of one floating personal holiday; and

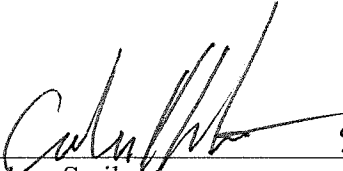
Whereas, the total number of holidays provided in a calendar year will remain at ten and one-half; and

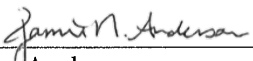
Whereas, all holiday hours provided under the collective bargaining agreement must be used within the calendar year and do not carry over.

Therefore, with the change from two personal days to one in the new agreement that takes effect on July 1, 2023, the parties agree that all personal holiday hours granted at the beginning of calendar year 2023 shall be used by the end of the calendar year, no later than December 31, 2023.

All other language in the current agreement remains the same.

This Agreement shall be effective as of the date of signing and shall be in full force and effect through December 31, 2023.

  
\_\_\_\_\_  
Adam Swihart                      4/20/23  
Union Representative                      Date

  
\_\_\_\_\_  
Jamie Anderson                      4/20/2023  
Human Resources Director                      Date  
City of Ft. Dodge

**RESOLUTION NO. 23-06-113**

**A RESOLUTION APPROVING A MEMORANDUM OF UNDERSTANDING (MOU) WITH AFSCME COUNCIL 61 IA LOCAL 2932**

**WHEREAS**, the labor agreement negotiated with AFSCME Council 61 IA Local 2932 provides work rules to establish orderly operations and promote harmonious relationships between the employer and its employees; and

**NOW, THEREFORE, BE IT RESOLVED** that the attached memorandum of agreement regarding personal holiday time for the 2023 calendar year become effective upon approval.

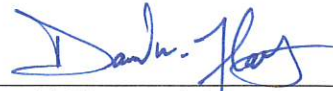
PASSED AND APPROVED by the City Council of the City of Fort Dodge, Iowa, this 12th day of June 2023.

AYES: Flattery, Nelson, Secor, McCaleb, Alstott, and Moehnke

NAYS: None

OTHER: Absent: Schuur

CITY OF FORT DODGE, IOWA



David Flattery, Mayor Pro Tem

ATTEST:

  
Dawn Siebken, Deputy City Clerk

**RESOLUTION NO. 23-06-112**

**A RESOLUTION APPROVING AFSCME COUNCIL 61 IA LOCAL 2932  
COLLECTIVE BARGAINING AGREEMENT**

**WHEREAS**, the labor agreement negotiated with AFSCME Council 61 IA Local 2932 provides work rules to establish orderly operations and promote harmonious relationships between the employer and its employees; and

**WHEREAS**, the labor agreement negotiated with the AFSCME Council 61 IA Local 2932 provides for a negotiated wage increase to be effective July 1, 2023, and successive years of the agreement, with a wage only reopener to establish cost of living adjustments for the last year of the agreement; and

**WHEREAS**, the labor agreement negotiated with the AFSCME Council 61 IA Local 2932 provides for a collective bargaining agreement to be effective July 1, 2023 through June 30, 2026; and

**NOW, THEREFORE, BE IT RESOLVED** that the attached collective bargaining agreement become effective July 1, 2023; and

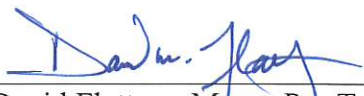
PASSED AND APPROVED by the City Council of the City of Fort Dodge, Iowa, this 12th day of June 2023.

AYES: Flattery, Nelson, Secor, McCaleb, Alstott, and Moehnke

NAYS: None

OTHER: Absent: Schuur

CITY OF FORT DODGE, IOWA

  
\_\_\_\_\_  
David Flattery, Mayor Pro Tem

ATTEST:

  
\_\_\_\_\_  
Dawn Siebken, Deputy City Clerk