



# CITY OF CLEAR LAKE

15 North 6th Street • P.O. Box 185 • Clear Lake, IA 50428  
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Mayor  
NELSON P.  
CRABB

February 17, 2012

City  
Administrator  
SCOTT  
FLORY

HONORABLE MAYOR & CITY COUNCIL MEMBERS:

The next meeting of the Clear Lake City Council is scheduled for Monday, **February 20, 2012**, at 6:30 p.m., in the Council Chambers, at City Hall. Please refer to the enclosed agenda for the items discussed below.

## COUNCIL MEMBERS

DANA  
BRANT  
Ward 1

TONY J.  
NELSON  
Ward 2

JIM  
BOEHNKE  
Ward 3

MIKE  
CALLANAN  
At Large

TERRY  
UNSWORTH  
At Large

**ITEM #6A CDBG Sanitary Sewer Collection System Project (Phase 2).** The Council previously set the date for a public hearing on the proposed final plans, specifications, form of contract, & estimate of cost for the project as February 20<sup>th</sup>, at 6:30 p.m. As the plans are proposed, sidewalk is included on the north side of 10<sup>th</sup> Avenue N., between 5<sup>th</sup> Place N. and N. 8<sup>th</sup> Street, in addition to the other locations throughout the project.

As a reminder, the bid letting on the project is Wednesday, March 7<sup>th</sup>, at 11:00 a.m. The Council will consider the bids and an award of contract at its March 12<sup>th</sup> meeting.

**ITEM #6C. FY 2013 Municipal Budget Proposal.** The proposed City tax rate for the 2013 fiscal year, which begins July 1, 2012 and ends June 30, 2013, is \$10.54/\$1,000 of taxable valuation. This would be the second consecutive year that the City taxed at that rate. In FY 12, the tax rate increased from \$10.04/\$1,000 of taxable valuation to \$10.54/\$1,000 of taxable valuation due to voter approval of a \$2.3 million general obligation bond to fund the construction and equipping of a new fire station. Prior to FY 12, the rate had remained at \$10.04/\$1,000 of taxable valuation for 5 consecutive years. Once again, however, Clear Lake will continue to feature one of the lowest tax rates in the State for a community with a population of 4,000 or more.

The taxable valuation for FY 13 (January 1, 2011) continues the positive trend of growth in the Community. The taxable valuation for FY 13 is \$466,535,900, which is a 4 ½% increase from FY 12. The proposed FY 13 budget reflects total expenditures among the various programs of nearly \$12 million; of which, \$6.8 million is directed towards operations, \$1.2 million directed towards debt service, and nearly \$4 million for capital.

The remaining schedule for budget consideration is as follows:

February 20<sup>th</sup>

City Council adopts a "preliminary budget" and sets a public hearing date for March 12<sup>th</sup>



- February 29<sup>th</sup> Notice of public hearing is published in newspaper.
- March 12<sup>th</sup> Conduct public hearing and adopt a final budget.
- March 15<sup>th</sup> Certify budget to County Auditor.

**ITEM #6D. Police Department Collective Bargaining Agreement.** As the Council is aware, the Collective Bargaining Agreement between the City of Clear Lake and the Clear Lake Police Department, represented by Teamster Local #238, expires on June 30, 2012. The Agreement affects a total of 17, both sworn and civilian, staff members of the department. Since the first of this year, the City's negotiating team has been meeting with the union's stewards and business manager to negotiate a successor contract. An agreement in principle has been reached, subject to the approval of both the City Council and the membership of the union. The significant revisions to the Agreement are detailed as follows:

1. Term July 1, 2012 through June 30, 2015
2. Wages 1.75% each July 1<sup>st</sup> and 1.50% each January 1<sup>st</sup> of the contract.
3. Health Insurance:  
Family: Employee contribution (monthly) increased 7% to a not to exceed amount of \$245, \$265, & \$285.  
  
Single: Employee contribution (monthly) increased 15% to a not to exceed \$35, \$45, \$50.

Please feel free to contact me if you have questions about any of the agenda items.

Scott Flory  
City Administrator

Cc: Jennifer Larsen, City Clerk (with attachments)  
Joe Weigel, Public Works Director (with attachments)  
Linda Nelson, Finance Officer (with attachments)  
Greg Peterson, Chief of Police (with attachments)  
Charlie Biebesheimer, City Attorney (with attachments)

TENTATIVE AGENDA  
CLEAR LAKE CITY COUNCIL  
CITY HALL – 15 N. 6<sup>TH</sup> STREET  
MONDAY, FEBRUARY 20, 2012  
CITY HALL – COUNCIL CHAMBERS  
6:30 P.M.

1. Call To Order by Mayor Nelson P. Crabb.
2. Approval of Agenda.
3. Consent Agenda:
  - A. Minutes – February 6 & February 13 (workshop), 2012.
  - B. Approval of the bills & claims.
  - C. Licenses & Permits:
    - Solid Waste Haulers License: Waste Management, Mason City (renewal)
    - Amusement License: Rookies (renewal)
    - Liquor License:
      - Class C Liquor License (LC) (Commercial) with Outdoor Service and Sunday Sales, Veterans Memorial Golf Club (renewal)
  
      - Special Class C Liquor License (BW) (Beer/Wine) with Sunday Sales, Shao Ting Guo (renewal)
4. Citizen's opportunity to address the Council on items not on the agenda:
  - In conformance with the City Council's Rules of Procedure, no action can occur on items presented during the Citizens Forum.
  - Please walk to the lectern, state your name (spell last name), address, and subject of your discussion.
  - Speakers are limited to a maximum of five (5) minutes per person.
5. Unfinished Business:
6. New Business:
  - A. CDBG Sanitary Sewer Collection System Improvement Project – Street Paving (Phase 2):
    - Introduction by Scott Flory, City Administrator.
    - Review of proposed plans & specifications and staging/phasing plan, Jason Petersburg, P.E., Veenstra & Kimm.
    - Public Hearing.
    - **Motion** to approve **Resolution #12-10**, "A Resolution adopting plans, specifications, form of contract, and estimated cost for the Sanitary Sewer Collection System Improvement Project, Contract #2 – Street Paving Improvements."

- Discussion and consideration of **Motion** by City Council.
- B. CDBG Sanitary Sewer Collection System Improvement Project – Street Paving (Phase 1):
- Update and review of Pay Estimate #9, Jason Petersburg, P.E., Veenstra & Kimm.
  - **Motion** to approve Pay Estimate #9 by City Council.
  - Discussion and consideration of **Motion** by City Council.
- C. 2013 Clear Lake Municipal Budget proposal:
- Review of proposal, Scott Flory, City Administrator.
  - **Motion** to adopt a “preliminary budget” and set March 12, 2012, at 6:30 p.m., as date and time for a public hearing thereon.
  - Discussion and consideration by City Council.
- D. Collective Bargaining Agreement between the City of Clear Lake and the Clear Lake Police Department and the Teamster Local #238:
- Introduction by Scott Flory, City Administrator
  - **Motion** to approve **Resolution #12-11**, “A Resolution ratifying the collective bargaining agreement between the Teamsters Local #238; the Clear Lake Police Department; and the City of Clear Lake, Iowa.”
  - Discussion and consideration of **Motion** by City Council.
7. Chief of Police’s Report:
8. Mayor’s Report:
- Mason City/Clear Lake Advocacy Trip to Washington DC
9. Public Works Director’s Report:
10. City Administrator’s Report:
- Tree removal at the golf course.
11. City Attorney’s Report:
12. Other Business:
13. Adjournment.

NEXT REGULAR MEETING – MARCH 12, 2012



**VEENSTRA & KIMM, INC.**  
 2800 Fourth Street SW, Suite 9 • Mason City, Iowa 50401-1596  
 (641-421-8008 • 641-380-0313(FAX) • 877-241-8008(MVA IS)

**PAY ESTIMATE NO. 9**

Project Title		Contractor		Pay Period					
Senior Sewer Collection System Improvement Project - Contract 1		R. S. R. Excavating, Inc. 1149 Highway 22 South Hutchinson, MN 55350		December 10, 2011 - January 31, 2012					
Original Contract Amount & Date	\$	Estimated Quantity	Unit Price	Extended Price	CDBC Eligible Quantity Complete	CDBC Non-Eligible Quantity Complete	CDBC Eligible Value Complete	CDBC Non-Eligible Value Complete	
2,197,983.46	\$								
<b>BID ITEMS</b>									
1.	General								
1.1	Mobilization	1	\$ 81,040.78	\$ 81,040.78	100%	0	\$ 81,040.78	\$ -	
1.2	Demolition	1	\$ 47,423.64	\$ 47,423.64	100%	0	\$ 47,423.64	\$ -	
1.3	Traffic Control	1	\$ 11,872.72	\$ 11,872.72	100%	0	\$ 11,872.72	\$ -	
1.4	Exploratory Excavation (assumed quantity)	6	\$ 148.59	\$ 891.54	4	0	\$ 594.36	\$ -	
				\$ 141,228.68		Subtotal	\$ 140,931.50	\$ -	
2.	Water								
2.1	Group Valves with Valve Box								
a. 12"		4	\$ 2,378.01	\$ 9,516.04	0	4	\$ -	\$ 9,516.04	
b. 10"		6	\$ 2,007.72	\$ 12,046.32	0	6	\$ -	\$ 12,046.32	
c. 8"		13	\$ 1,883.54	\$ 24,486.02	0	14	\$ -	\$ 24,486.02	
d. 6"		11	\$ 1,356.90	\$ 14,925.90	0	11	\$ -	\$ 14,925.90	
e. 4"		2	\$ 1,954.43	\$ 3,908.86	0	1	\$ -	\$ 1,954.43	
		5.41%	\$ 3.56	\$ 19,419.60	0	4,000	\$ -	\$ 14,240.00	
2.2	Water Main Piling								
a. 10"		1	\$ 278.87	\$ 278.87	0	1	\$ -	\$ 278.87	
b. 8"		4	\$ 162.59	\$ 650.36	0	4	\$ -	\$ 650.36	
c. 6"		1	\$ 188.43	\$ 188.43	0	0	\$ -	\$ -	
d. 4"		6	\$ 145.36	\$ 872.16	0	5	\$ -	\$ 726.60	
2.4	Water Main Pipe, PVC								
a. 12"		440	\$ 395.74	\$ 174,125.60	0	447	\$ -	\$ 174,125.60	
b. 10"		876	\$ 352.72	\$ 308,780.72	0	834	\$ -	\$ 297,280.68	
c. 8"		4,002	\$ 31.57	\$ 126,343.14	0	4,200	\$ -	\$ 133,841.10	
d. 6"		55	\$ 48.59	\$ 2,672.45	0	55	\$ -	\$ 2,672.45	
e. 4"		110	\$ 27.08	\$ 2,978.80	0	89	\$ -	\$ 2,408.04	
2.5	Water Main Pipe, DI with Nitrile Gaskets								
a. 12"		221	\$ 57.20	\$ 12,620.20	0	231	\$ -	\$ 13,211.30	
b. 10"		250	\$ 49.05	\$ 12,262.50	0	275	\$ -	\$ 13,491.50	
c. 8"		94	\$ 45.78	\$ 4,301.44	0	101	\$ -	\$ 4,631.76	
d. 6"		4	\$ 68.57	\$ 274.28	0	2	\$ -	\$ 135.14	
e. 4"		10	\$ 50.77	\$ 507.70	0	2	\$ -	\$ 101.54	
2.6	Flow Hydrant Assembly								
a. 12"		11	\$ 3,201.46	\$ 35,216.06	0	11	\$ -	\$ 35,216.06	
2.7	Corrosion Resistant Material (assumed quantity)								
a. 12"		200	\$ 11.79	\$ 2,358.00	0	0	\$ -	\$ -	
2.8	Clipped Water Service								
a. 12"		215	\$ 4.90	\$ 1,053.50	0	994	\$ -	\$ 4,920.60	
b. 10"		923	\$ 6.16	\$ 5,684.68	0	567	\$ -	\$ 3,491.52	
c. 8"		120	\$ 59.76	\$ 7,171.20	0	0	\$ -	\$ -	
d. 6"		6	\$ 86.55	\$ 519.30	0	5	\$ -	\$ 432.75	
2.9	Corporation								
a. 3/4"		27	\$ 792.19	\$ 21,389.13	0	48	\$ -	\$ 38,025.12	
b. 1"		35	\$ 799.97	\$ 27,998.95	0	19	\$ -	\$ 15,199.46	
c. 1 1/2"		1	\$ 556.60	\$ 556.60	0	1	\$ -	\$ 556.60	
d. 2"		1	\$ 947.58	\$ 947.58	0	2	\$ -	\$ 1,895.16	

Item No.	Description	Unit	Estimated Quantity	Unit Price	Extended Price	CDRG Eligible Quantity Complete	CDRG Non-Eligible Quantity Complete	CDRG Eligible Value Complete	CDRG Non-Eligible Value Complete
2.10	Curb Stop and Box								
a. 2'-4"		EA	37	\$ 784.15	\$ 29,313.55	0	20	\$ -	\$ 15,683.00
b. 1"		EA	33	\$ 817.04	\$ 26,952.32	0	17	\$ -	\$ 13,679.68
c. 1 1/2"		EA	1	\$ 929.82	\$ 929.82	0	0	\$ -	\$ -
d. 2" (assumed quantity)		EA	1	\$ 987.96	\$ 987.96	0	1	\$ -	\$ 987.96
2.11	Fire Hydrant Removal	EA	5	\$ 179.18	\$ 895.90	0	0	\$ -	\$ 895.90
2.12	Valve Box Removal	EA	10	\$ 70.80	\$ 708.00	0	10	\$ -	\$ 708.00
2.13	Water System Testing	LS	1	\$ 13,218.31	\$ 13,218.31	0	100%	\$ -	\$ 13,218.31
					\$ 465,949.55		Subtotal	\$ -	\$ 431,677.83
3.	Sanitary Sewer								
3.1	Sewer Flye Control	LS	1	\$ 27,446.26	\$ 27,446.26	100%	0	\$ 27,446.26	\$ -
3.2	Sanitary Sewer Manhole Removal	EA	24	\$ 295.01	\$ 7,080.24	32	0	\$ 6,492.22	\$ -
3.3	Sanitary Sewer Manhole Abandonment in Pla. #								
a. 24"		LF	84	\$ 24.62	\$ 2,071.68	0	0	\$ -	\$ -
b. 18"		LF	255	\$ 14.15	\$ 3,608.25	0	0	\$ -	\$ -
c. 15"		LF	166	\$ 9.32	\$ 1,548.32	0	0	\$ -	\$ -
d. 12"		LF	1,314	\$ 6.96	\$ 9,145.44	150	0	\$ 3,421.05	\$ -
e. 8"		LF	282	\$ 3.20	\$ 902.40	450	0	\$ 1,440.00	\$ -
3.4	Connect to Existing Sanitary Sewer Manhole	EA	1	\$ 307.37	\$ 307.37	2	0	\$ 414.54	\$ -
3.5									
a. 2 1/2" Diameter		EA	7	\$ 5,292.67	\$ 36,548.69	7	0	\$ 10,385.34	\$ -
b. 60" Diameter		EA	3	\$ 4,068.23	\$ 12,204.70	3	0	\$ 20,343.10	\$ -
c. 48" Diameter		EA	24	\$ 2,011.44	\$ 48,274.56	24	0	\$ 49,247.36	\$ -
3.6	Sanitary Sewer Drop								
a. 8" DI		EA	7	\$ 1,499.29	\$ 10,495.03	7	0	\$ 10,498.53	\$ -
3.7	Sanitary Sewer Lamp Pole, 8"	EA	1	\$ 1,609.02	\$ 1,609.02	1	0	\$ 1,609.02	\$ -
3.8	Sanitary Sewer Man. PVC								
a. 30"		LF	589	\$ 118.23	\$ 68,848.97	617	0	\$ 71,405.41	\$ -
b. 24"		LF	1,246	\$ 25.20	\$ 31,400.20	1,718	0	\$ 120,193.60	\$ -
c. 21"		LF	2,191	\$ 81.56	\$ 178,618.84	2,501	0	\$ 179,456.28	\$ -
d. 18"		LF	2,607	\$ 54.55	\$ 142,219.35	1,607	0	\$ 145,079.53	\$ -
e. 15"		LF	629	\$ 61.22	\$ 38,506.38	314	0	\$ 19,132.86	\$ -
f. 12"		LF	60	\$ 61.22	\$ 3,673.20	77	0	\$ 4,742.43	\$ -
g. 10"		LF	452	\$ 61.14	\$ 27,635.28	25	0	\$ 1,528.50	\$ -
h. 8"		LF	167	\$ 17.62	\$ 2,942.54	465	0	\$ 23,049.35	\$ -
3.9	Sanitary Sewer Man. 20" DI in Cast Iron, 4 1/2" Chime	LF	321	\$ 92.90	\$ 29,820.90	321	0	\$ 30,017.70	\$ -
3.10	Sanitary Sewer Man. 20" DI in Cast Iron Pipe	LF	321	\$ 317.04	\$ 101,850.84	270	0	\$ 317,466.90	\$ -
3.11	Sanitary Sewer Man. 20" DI in Cast Iron Pipe	LF	270	\$ 317.04	\$ 85,600.80	270	0	\$ 91,000.80	\$ -
3.12	Stabilizing Material (assumed quantity)	TON	250	\$ 12.71	\$ 3,177.50	27.26	0	\$ 931.13	\$ -
3.13	Granular Bedfill (assumed quantity)	TON	500	\$ 11.79	\$ 5,895.00	0	0	\$ -	\$ -
3.14	Sanitary Sewer Pipe								
a. 24" (assumed quantity)		EA	1	\$ 1,238.64	\$ 1,238.64	0	0	\$ -	\$ -
b. 21"		EA	34	\$ 1,341.71	\$ 45,618.14	0	31	\$ -	\$ 41,893.01
c. 18"		EA	35	\$ 1,050.56	\$ 36,769.60	0	35	\$ -	\$ 37,019.60
d. 6"		EA	11	\$ 863.93	\$ 9,503.23	0	6	\$ -	\$ 5,011.44
3.15	Sanitary Sewer Service Pipe								
a. 6"		LF	2,290	\$ 21.64	\$ 49,555.60	0	2,105	\$ -	\$ 45,552.20
b. 8"		LF	104	\$ 39.13	\$ 4,069.52	0	67	\$ -	\$ 2,465.16
3.16	Sanitary Sewer Service (assumed quantity)	EA	4	\$ 186.96	\$ 743.84	0	0	\$ -	\$ 186.96
3.17	Telephone Inspection	LF	8,036	\$ 1.10	\$ 8,839.60	0	8,803	\$ -	\$ 9,682.20
3.18	Sanitary Sewer System Testing	LS	1	\$ 8,238.26	\$ 8,238.26	95%	0	\$ 8,238.26	\$ -
					\$ 1,053,349.36		Subtotal	\$ 867,247.78	\$ 144,204.30

Item No.	Description	Unit	Estimated Quantity	Unit Price	Extended Price	CDBC Eligible Quantity Complete	CDBC Non-Eligible Quantity Complete	CDBC Eligible Value Complete	CDBC Non-Eligible Value Complete
4.	Storm Sewer								
4.1	Storm Sewer Structure Removal	EA	26	\$ 198.16	\$ 5,152.16	0	26	\$ -	\$ 5,152.16
4.2	Storm Sewer Pipe Removal	LF	658	\$ 7.53	\$ 4,952.74	0	658	\$ -	\$ 4,952.74
4.3	Compact to Existing Storm Sewer Structure	EA	9	\$ 157.14	\$ 1,414.26	0	9	\$ -	\$ 1,414.26
4.4	Circular Storm Sewer Manhole								
a.	24" Diameter	EA	1	\$ 1,060.42	\$ 1,060.42	0	0	\$ -	\$ 1,060.42
b.	60" Diameter	EA	1	\$ 3,087.19	\$ 3,087.19	0	1	\$ -	\$ 3,087.19
c.	48" Diameter	EA	4	\$ 2,112.19	\$ 8,448.76	0	4	\$ -	\$ 8,448.76
4.5	Storm Sewer Pipe RCP								
a.	24" Diameter	LF	276	\$ 46.62	\$ 12,847.92	0	341	\$ -	\$ 15,997.63
b.	36" Diameter	LF	212	\$ 42.66	\$ 9,053.92	0	212	\$ -	\$ 9,053.92
c.	18" Diameter	LF	311	\$ 41.55	\$ 12,922.05	0	319	\$ -	\$ 13,303.73
d.	15" Diameter	LF	1,537	\$ 39.13	\$ 60,142.81	0	1,714	\$ -	\$ 67,058.92
e.	12" Diameter (assumed quantity)	LF	30	\$ 32.14	\$ 964.20	0	20	\$ -	\$ 642.80
f.	10" Diameter	LF	150	\$ 26.92	\$ 4,038.00	0	49	\$ -	\$ 1,315.08
g.	8" Diameter	LF	9,800	\$ 7.31	\$ 71,658.00	0	7,717	\$ -	\$ 56,411.27
h.	6" Diameter	EA	64	\$ 17.27	\$ 1,105.28	0	64	\$ -	\$ 1,105.28
i.	Suburban Outlet	EA	3	\$ 193.81	\$ 581.43	0	17	\$ -	\$ 3,292.91
4.6	Suburban Manhole (assumed quantity)	EA	100	\$ 11.79	\$ 1,179.00	0	0	\$ -	\$ -
4.7	Gravel Backfill (assumed quantity)	TON	300	\$ 11.79	\$ 3,537.00	0	0	\$ -	\$ -
4.8	Gravel Backfill (assumed quantity)	TON	300	\$ 11.79	\$ 3,537.00	0	0	\$ -	\$ -
4.9	Flared End Section - 18"	EA	2	\$ 68.70	\$ 137.40	0	2	\$ -	\$ 137.40
4.10	C-Type Cross-section	EA	7	\$ 55.49	\$ 388.43	0	8	\$ -	\$ 443.92
4.11	Circular Single Grab Inlet	EA	2	\$ 1,107.60	\$ 2,215.20	0	2	\$ -	\$ 2,215.20
4.12	60" Diameter	EA	1	\$ 2,268.35	\$ 2,268.35	0	1	\$ -	\$ 2,268.35
4.13	Double Grab Inlet	EA	37	\$ 1,166.94	\$ 43,176.78	0	37	\$ -	\$ 43,176.78
4.14	Circular Area Inlet - 24" Diameter	EA	4	\$ 1,351.74	\$ 5,406.96	0	4	\$ -	\$ 5,406.96
4.15	Drain Tile Repair 4" to 10" (assumed quantity)	EA	2	\$ 427.23	\$ 854.46	0	2	\$ -	\$ 854.46
4.16	Storm Sewer Pipe Plug	EA	3	\$ 136.25	\$ 408.75	0	0	\$ -	\$ -
4.17	Storm Sewer System Testing	LS	1	\$ 0.01	\$ 0.01	0%	100%	\$ -	\$ 0.01
4.18	Subtotal			\$ 255,891.92				\$ 21,544.45	\$ 247,436.37
5.	Street & Related Work								
5.1	Pavement Removal & Disposal	SY	7,535	\$ 8.27	\$ 62,111.45	2,753	0	\$ 22,749.31	\$ 39,362.14
5.2	Pavement Removal & Disposal	SY	11,270	\$ 3.15	\$ 35,500.50	11,373	0	\$ 35,934.95	\$ -
5.3	Subgrade Preparation	SY	1,605	\$ 3.12	\$ 5,007.60	0	0	\$ -	\$ 5,007.60
5.4	Remove & Replace Aggregate Base Course	TON	800	\$ 6.95	\$ 5,560.00	130	0	\$ 903.50	\$ -
5.5	Aggregate Base Course, Furnish & Install	TON	3,150	\$ 15.14	\$ 47,691.00	46,581	0	\$ 700,922.10	\$ -
5.6	PCC Pavement Patch								
a.	8" Thick	SY	130	\$ 61.43	\$ 7,985.90	0	0	\$ -	\$ 7,985.90
b.	6" Thick	SY	216	\$ 50.32	\$ 10,869.12	0	216	\$ -	\$ 10,869.12
5.7	HMA Pavement 6" Thick Patch	SY	158	\$ 35.99	\$ 5,686.42	0	0	\$ -	\$ 5,686.42
5.8	Temporary HMA Pavement 2" Thick	SY	1,413	\$ 9.23	\$ 13,040.91	3,929	0	\$ 37,553.20	\$ -
5.9	PCC Sidewalk 4" Thick (assumed quantity)	SY	300	\$ 5.78	\$ 1,734.00	0	0	\$ -	\$ 1,734.00
5.10	Aggregate Surface Course	TON	1,270	\$ 14.08	\$ 17,891.60	105,694	0	\$ 1,481,624.24	\$ -
5.11	Temporary RAP Surface Course, Subgrade RCP	TON	1,850	\$ 6.33	\$ 11,779.50	2,937	0	\$ 36,900.66	\$ -
5.12	Temporary RAP Surface Course, Furnish & Installed	TON	790	\$ 21.51	\$ 16,972.50	121,942	0	\$ 2,610,066.55	\$ -
5.13	Overlaid RAP Aggregate Base Course (Change Order No. 1)	TON	0	\$ 6.09	\$ -	174	0	\$ 1,059.86	\$ -
6.	Landscaping								
6.1	Install Protection	EA	82	\$ 78.79	\$ 6,460.78	82	0	\$ 6,460.78	\$ -
6.2	Silt Fence	LF	1,155	\$ 1.84	\$ 2,125.10	845	0	\$ 1,534.80	\$ -
6.3	Pump Removal	EA	7	\$ 162.82	\$ 1,139.74	2	0	\$ 325.64	\$ -
6.4	Seeding & Mulch/Inch								
a.	Urban	ACRE	3	\$ 3,361.09	\$ 10,083.27	2.75	0	\$ 9,245.20	\$ -
b.	Rural	ACRE	2.5	\$ 1,978.98	\$ 4,947.45	2.15	0	\$ 4,448.05	\$ -
6.5	Topsoil (assumed quantity)	CV	100	\$ 21.51	\$ 2,151.00	391.12	0	\$ 8,423.12	\$ -
	Subtotal			\$ 25,924.09				\$ 28,802.38	\$ -
				TOTAL \$	2,197,883.46			\$ 1,297,698.35	\$ 935,178.72
								\$ 52,132,808.12	

BID ITEMS									
Item No.	Description	Unit	Estimated Quantity	Unit Price	Extended Price	CDMG Eligible Quantity Complete	CDMG Non-Eligible Quantity Complete	CDMG Eligible Value Complete	CDMG Non-Eligible Value Complete
Z	Change Order No. 4 - Highway 18 Concrete Pipe								
2.1	Additional Discharge (11.8 ft)	LS	1	\$ 9,621.00	\$ 9,621.00	1	0	\$ 9,621.00	\$ -
2.2	Temporary Reconnection of Existing Culvert Pipe (R&R)	LS	49	\$ 17,286.33	\$ 847,030.27	50	0	\$ 847,030.27	\$ -
2.3	Temporary Work Item (10/14/12)	HR	18	\$ 4,302.00	\$ 77,436.00	18	0	\$ 77,436.00	\$ -
2.4	Material Cost (10/14/12)	GA	60	\$ 25.00	\$ 1,500.00	30	0	\$ 750.00	\$ 750.00
2.5	Culvert from East Road (10/14/12)	GA	10	\$ 103.00	\$ 1,030.00	0	0	\$ -	\$ 1,030.00
2.6	Material Cost (10/14/12)	GA	10	\$ 45.00	\$ 450.00	0	0	\$ -	\$ 450.00
2.7	Work Item (10/14/12)	LS	7	\$ -	\$ -	0	0	\$ -	\$ -
2.8	Concrete Culvert (10/14/12)	LS	7	\$ 11,955.00	\$ 83,685.00	7	0	\$ 83,685.00	\$ -
2.9	Reconnect Culvert to Existing Culvert (R&R)	LS	1	\$ 17,990.00	\$ 17,990.00	1	0	\$ 17,990.00	\$ -
2.10	Material Cost (10/14/12)	LS	1	\$ 5,500.00	\$ 5,500.00	1	0	\$ 5,500.00	\$ -
2.11	Work Completed by Police on Clearing Culvert (R&R)	LS	1	\$ 30,401.95	\$ 30,401.95	1	0	\$ 30,401.95	\$ -
					\$ 98,644.30		Subtotal	\$ 98,644.30	\$ -



SUMMARY					
		Contract Price	CDBG Eligible Value Completed	Non-CDBG Eligible Value Completed	Total Value Completed
Original Contract Price		\$ 2,197,983.46	\$ 1,297,629.35	\$ 835,178.77	\$ 2,132,808.12
Approved Change Orders (list each)	Change Order 1	\$ 512.00		\$ 2,340.00	\$ 2,340.00
	Change Order 2	\$ 13,250.69			
	Change Order 3	\$ 30,481.75		\$ 30,481.75	\$ 30,481.75
	Change Order 4	\$ 96,844.30	\$ 93,365.45	\$ -	\$ 93,365.45
Revised Contract Price		\$ 2,339,072.20			\$ 2,258,995.32
Materials Stored		\$ -	\$ -	\$ -	\$ -
Value of Completed Work and Materials Stored		\$ 1,390,994.80	\$ 868,000.52	\$ 2,258,995.32	\$ 2,258,995.32
Less Retained Percentage (5%)		\$ 69,549.74	\$ 43,400.03	\$ 112,949.77	\$ 112,949.77
Net Amount Due This Estimate		\$ 1,321,445.06	\$ 824,600.49	\$ 2,146,045.55	\$ 2,146,045.55
Less Estimate(s) Previously Approved	No.1		\$ 159,744.97	\$ 34,289.30	\$ 194,034.27
	No.2		\$ 99,071.28	\$ 85,724.94	\$ 184,796.22
	No.3		\$ 214,841.02	\$ 121,801.12	\$ 336,642.14
	No.4		\$ 52,859.57	\$ 108,010.61	\$ 160,870.18
	No.5		\$ 171,699.88	\$ 102,141.12	\$ 273,841.00
	No.6		\$ 132,133.81	\$ 163,674.62	\$ 295,808.43
	No.7		\$ 130,060.76	\$ 174,270.31	\$ 304,331.07
	No.8		\$ 354,406.88	\$ 33,888.00	\$ 388,294.88
Total Previously Approved		\$ 1,314,818.17	\$ 823,800.02	\$ 2,138,618.19	\$ 2,138,618.19
Percent Complete	96.6%	Amount Due This Estimate	\$ 6,626.89	\$ 800.47	\$ 7,427.36

The amount \$ 7,427.36 is recommended for approval for payment in accordance with the terms of the contract.

Quantities Complete Submitted By: R & R Excavating, Inc.	Recommended By: Veenstra & Kimm, Inc. <b>Original Signed By Jason Petersburg</b>	Approved By: City of Clear Lake
Signature Gunnar Smith	Signature Jason Petersburg, P.E.	Signature Nelson Crabb / Scott Flory
Title Project Manager	Title Project Engineer	Title Mayor / City Administrator
Date	Date 2/8/12	Date

This being the time and place fixed for a public hearing on the matter of the adoption of plans, specifications, form of contract, and estimated cost for the construction of the Sanitary Sewer Collection System Improvement Project Contract 2 - Street Paving Improvements, the Mayor called for any oral objections to the making of such improvements, or to the adoption of the plans, specifications, form of contract or estimate of cost. No oral objections were offered and the Clerk reported that no written objections thereto had been filed.

The City Clerk declared the hearing to be closed.

Council Member \_\_\_\_\_ introduced the following Resolution entitled "RESOLUTION ADOPTING PLANS, SPECIFICATIONS, FORM OF CONTRACT AND ESTIMATED COST" and moved that the same be adopted. Council Member \_\_\_\_\_ seconded the motion to adopt. The roll was called and the vote was,

AYES: \_\_\_\_\_

\_\_\_\_\_

NAYS: \_\_\_\_\_

Whereupon, the Mayor declared the following Resolution duly adopted:

RESOLUTION ADOPTING PLANS, SPECIFICATIONS,  
FORM OF CONTRACT AND ESTIMATED COST

WHEREAS, on the \_\_\_\_\_ day of \_\_\_\_\_, 2012, plans, specifications, form of contract and estimated cost were filed with the Clerk of the City of Clear Lake, Iowa, for the construction of the Sanitary Sewer Collection System Improvement Project Contract 2 - Street Paving Improvements, within the corporate limits; and

WHEREAS, the plans and specifications are consistent and in compliance with the final grades heretofore established by ordinance for all streets to be improved; and

WHEREAS, notice of hearing on plans, specifications, form of contract, and estimated cost was published as required by law:

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CLEAR LAKE, STATE OF IOWA:

Section 1. That the plans, specifications, form of contract and estimated cost are hereby approved as the plans, specifications, form of contract and estimated cost for the improvements for the project.

PASSED AND APPROVED this 20th day of February, 2012.

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Mayor

ATTEST:

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City Clerk

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION RATIFYING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE TEAMSTERS LOCAL #238; THE CLEAR LAKE POLICE DEPARTMENT; AND THE CITY OF CLEAR LAKE, IOWA**

**WHEREAS,** the Collective Bargaining Agreement between the City of Clear Lake and the Clear Lake Police Department, represented by the Teamster Local #238, expires on June 30, 2012; and,

**WHEREAS,** the wage increases negotiated as part of this Agreement are as follows:

- FY 2012 - 1.75% effective July 1, 2012  
1.50% effective January 1, 2013
- FY 2013 - 1.75% effective July 1, 2013  
1.50% effective January 1, 2014
- FY 2014 - 1.75% effective July 1, 2014  
1.50% effective January 1, 2015

**WHEREAS,** the negotiating teams representing the City of Clear Lake, Iowa, and the Union representing the employees of the Clear Lake police department have culminated negotiations on a new Collective Bargaining Agreement covering three (3) years from July 1, 2012 through June 30, 2015; and,

**NOW, THEREFORE, BE IT RESOLVED, THAT** the Council ratifies the Collective Bargaining Agreement, effective July 1, 2012 through June 30, 2015, between the City of Clear Lake, Iowa and the Teamster Local #238 and the Clear Lake Police Department.

**BE IT FURTHER RESOLVED, THAT** the Mayor and City Administrator are hereby authorized to execute the Agreement on behalf of the City of Clear Lake, Iowa.

PASSED and APPROVED this 20<sup>th</sup> day of February, 2012.

\_\_\_\_\_  
Nelson P. Crabb, Mayor

ATTEST:

\_\_\_\_\_  
Jennifer Larsen, City Clerk

**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**CITY OF CLEAR LAKE**

**AND**

**TEAMSTERS LOCAL UNION NO. 238**

**CLEAR LAKE POLICE DEPARTMENT**

**JULY 1, 2012 TO JUNE 30, 2015**

This agreement made and entered into by and between the CITY OF CLEAR LAKE, IOWA, hereinafter referred to as the "EMPLOYER," and TEAMSTERS LOCAL UNION NO. 238, MASON CITY, IOWA, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, hereinafter referred to as the "UNION."

## **ARTICLE 1: EMPLOYER**

### **1.1 MANAGEMENT RIGHTS**

The Employer reserves the right to make decisions concerning all matters not specifically addressed to by this Agreement. Such right shall include, but not be limited to, the following matters: efficient management of the police department; determination of the services to be rendered or not rendered; purchase of services; size of the work force; hiring, assignment and layoff of employees; modify the work day or work week, direct the work force, assign work and determine the number of the employees assigned to operations; establish work schedules; modify departmental rules and regulations; approve courses in educational incentive programs; transfer or promote employees; evaluate employees for promotion or any assignment.

1.2 The Employer agrees to recognize, and does hereby recognize, the Union, its agents, representatives, or successors, as the exclusive bargaining agency for all of the employees of the Employer as herein defined.

1.3 The term "employee" as used in this Agreement shall include all of the employees of the Employer in the Department located at Clear Lake, Iowa, as defined and as amended by the Public Employee Relations Board certification on file in this matter.

1.4 The Employer will neither negotiate nor make collective bargaining agreements for any of its employees in the bargaining unit covered hereby unless it is through duly authorized representatives of the Union.

1.5 The Employer agrees that it will not sponsor or promote financially or otherwise, any group or labor organization for the purpose of undermining the Union; nor will it interfere with, restrain, coerce or discriminate against any of its employees in connection with their membership in the Union.

## **ARTICLE 2: DEPARTMENTS AND HOURS OF WORK**

2.1 There shall be two departments as follows: Department No. 1 - Police: Department No. 2 - Dispatchers, Matrons and Parking Enforcement Personnel.

2.2 Department No. 1 shall work six days on and three days off.

2.3 Department No. 2 may work a six (6) day on and three (3) day off schedule, subject to the exemptions and exceptions provided by Sections 7(b)(1) and/or 7(b)(2) of the Fair Labor Standards Act.

2.4 Department No. 1 shall work eight and one-half hours per day and Department No. 2 shall work eight hours per day.

2.5 Employees in Departments No. 1 and No. 2 shall have a probationary period of six (6) months during which probationary period they may be discharged without further recourse.

2.6 Shift change day light savings time. The annual changes in hours created by changing from Standard Time to Daylight Savings Time back to Standard Time shall be considered an even exchange of hours and no adjustments in compensation shall be made.

2.7 Training hours.

A. Officers shall work 6 days on, 3 days off, with 8 ¼ hour (8 hour 15 minute) shifts for the term of this contract. They will be paid for 8 ½ hours for each shift. This schedule reduces the hours an officer works over the year by 60 hours for which they are paid.

B. These hours or a portion of these hours as specified in this agreement will be identified as payback hours that are to be used for training purposes only

C. Each officer shall participate in up to 20 hours of mandatory off-duty training without additional compensation during the term of this contract.

D. Officers requesting optional training over the initial 20 hours of mandatory training will not be compensated for the next 40 hours of training.

E. Officers who are requested to attend training with payback hours over the initial 20 hours may decline such training. If such a request is declined, the Chief may assign the officer to such training, with proper notice and compensate the officer by paying overtime according to the terms of this agreement.

F. Each quarter of the term of this agreement, the lieutenant in charge of training will evaluate each officer's training status. Each officer will be informed on how many payback hours they have used for the year.

G. At the end of the calendar year, any payback hours not used for training will expire without penalty.

H. The Chief or Lieutenant scheduling training will give officers a minimum of 5 days' notice for mandatory training. This requirement may be waived by the officer.

I. Officers will not be assigned training during scheduled vacation periods.

J. Training will be provided in 4 hour blocks of time, unless impractical.

K. Where travel to the training site is over 50 road miles from the Clear Lake Police Department, travel time will be counted towards payback hours.

### ARTICLE 3: CHECK-OFF

3.1 The Employer agrees to deduct from the pay of all employees covered by this Agreement, dues, initiation fees and/or assessments of the Local Union having jurisdiction over such employees and agrees to remit to said Local Union all such deductions. Where laws require written authorizations by the Employee, the same is to be furnished in the form required. The Union agrees to hold the Employer harmless from any liability incurred by the deduction of Union dues, or initiation fees from the wages of any employee in the bargaining unit as provided by this section. **The employer agrees to comply with the Fair Share law, if applicable.**

3.2 Regular full time employees may elect to implement a predesignated monthly credit union check-off by furnishing the Employer with an approved written authorization form not less than fifteen days prior to the effective withholding date (which must always be the first pay date of each calendar month).

3.3 No deductions will be made for delinquent dues, initiation fees, assessments or credit union check-off in the event that the wages of the employee for the said period are insufficient to cover the deductions.

3.4 The Employer shall be obligated to make deductions from the salary of an employee who has executed a written authorization only for such period of time that the employee remains in the employ of the Employer.

3.5 Should an employee resign or otherwise have his/her employment terminated, it shall be the responsibility of the Union to collect by means other than the dues deduction any amount purportedly owing.

**3.6 The employer agrees to allow a representative of the Local Union 15 minutes of time with any new employee during the training period, to discuss the benefits of having a collective bargaining unit in the workplace. The employer further agrees it will not discourage employees from joining the Union.**

### ARTICLE 4: STEWARDS

4.1 The Employer recognizes the right of the Union to designate one (1) job steward for each shift to handle such Union business as may from time to time be delegated to them by the Union.

4.2 Job stewards have no authority except as authorized by official action of the Union. The Employer recognizes this limitation upon the authority of job stewards. The Employer, in so recognizing such limitation, shall have the authority to render proper discipline, including discharge without recourse, to such job steward, or stewards, in the event the job steward, or stewards, have taken action in violation of this Agreement.

## ARTICLE 5: DISCHARGE OR SUSPENSION

5.1 The Employer shall not discharge or suspend an employee without just cause. Warning notices may be given where deemed appropriate. Provided, however, warning notice shall not be granted in cases of serious misconduct. Any employee may request an investigation as to his/her discharge or suspension. In the event of suspension or discharge, it shall be the responsibility of the employee to actively seek other employment after said discharge or suspension and to hold the Employer harmless from liability for the failure to request the employee to do so during the investigative process. Should an investigation prove that an injustice has been done an employee, he/she shall be reinstated and compensated at their usual rate of pay while out of work. Appeal from discharge or suspension must be taken within five (5) working days by written notice unless such time limit is extended by mutual consent of the parties.

5.2 **Progressive discipline shall be used for violations of Policies and Procedures, any warning notices shall remain in effect for a period of 12 months. A Copy of the Discipline shall be forwarded to the Union.**

## ARTICLE 6: GRIEVANCE PROCEDURE

6.1 A grievance shall mean only a complaint by an employee that there has been an alleged violation, misinterpretation or misapplication of any of the specific provisions of this Agreement.

6.2 Every employee covered by the terms of this Agreement shall have the right to present grievances in accordance with these procedures. The employee has the right to have the Union representative present at any stage of the grievance procedure.

6.3 The failure of a person to act on any grievance within the prescribed time limits will act as a bar to any further appeal and failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual written agreement.

First Step: An attempt shall be made to resolve any grievance in informal, verbal discussion between the grievant and the Chief of Police or his/her designee.

Second Step: If the grievance cannot be resolved informally, the aggrieved person shall file the grievance in writing, and, at a mutually agreeable time discuss the matter with the City Council designee. The written grievance must be filed by using the preprinted forms available at the Police Department and which shall state the nature of the grievance, shall note the specific clause or clauses of the contract violated and shall state the remedy requested. The filing of the formal, written grievance must be filed by using the preprinted forms available at the Police Department and which shall state the nature of the grievance, shall note the specific clause or clauses of the contract violated and shall state the remedy requested. The filing of the formal, written grievance at the Second Step must be within seven (7) working days from the date of the occurrence of the event giving rise to the grievance unless the grievance involves a discharge or suspension

which must be within five (5) working days. The City Council designee shall make a decision on the grievance and communicate it in writing to the grieving person within ten (10) working days after receipt of the grievance. **If the grievance is not resolved satisfactorily at step Two, either party may request a 3<sup>rd</sup> party mediator in an effort to reach a settlement prior to proceeding to the Third Step.**

Third Step: If the grievance is not resolved satisfactorily at Step Two, there shall be available a Third Step of impartial, binding arbitration. The grievant shall submit in writing a request to the City Council designee within twenty (20) working days from the receipt of the Step Two answer to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within seven (7) working days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) working days, the **Public Employment Relations Board (PERB)** will be requested to provide a panel of seven arbitrators who shall be members in good standing of the National Academy of Arbitrators. After the parties determine by lot who strikes first, then the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator will be binding on the parties.

6.4 Expenses for the arbitrator's services shall be borne equally by the Employer and the Union.

6.5 The arbitrator in his/her opinion shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the employer and the Union and his/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

## ARTICLE 7: VACATIONS

7.1 All full-time employees covered by the terms of this Agreement shall receive a vacation with their regular pay on the following basis:

After one year of continuous service	One Week
After two years of continuous service	Two Weeks
After six years of continuous service	Three Weeks
After <b>twelve</b> years of continuous service	Four Weeks
After twenty years of continuous service	Five Weeks*

**\* Five (5) weeks of vacation shall be limited to only those employees who have achieved twenty (20) years of continuous service and who also have a date of hire/anniversary date of 1-1-96 or before.**

7.2 A week of vacation is equal to the number of days in his/her regular shift as established by the Chief of Police and actually worked during the time of accrual of vacation benefits. In the case where an employee has worked different length shifts during the accrual period the shift

length that represents the majority of his/her actual work time shall prevail as the determinate of vacation week days. Under no circumstances shall a work week equal more than six (6) days.

7.3 January 1st through March 1st of each year shall constitute the vacation bid period. During this period of time, the Chief of Police or his/her designee shall post a vacation schedule upon which employees of Department No. 1 and Department No. 2 may sign up for vacation in accordance with their department seniority. After March 1st of each year, any vacation period not taken will be granted to the employee on a first come, first serve basis. The Chief of Police, or his/her designee, reserves the right to limit the number of employees per department on vacation but shall allow a minimum of one employee per department at any one time. **When staffing allows and no overtime is created additional vacation may be granted per department.** It is further agreed that the employees in Department No. 1 shall not take vacation during the week of July 4th. It is further agreed and understood that the Chief of Police shall have the right to recall any employee or employees on any vacation if in his/her opinion an emergency exists provided that the employee(s) are within a fifty (50) mile radius of the City of Clear Lake.

7.4 Department No. 1 employees may split two (2) vacation week into any number of single or multiple days provided that an employee gives at least a ten (10) days advanced notice of intent to use said block of vacation time to the Chief of Police and received approval from the Chief of Police. Thereafter, they are limited to vacation blocks that are at least equal to one (1) vacation week.

Department No. 2 employees may take vacation in blocks of one (1) to six (6) days provided that an employee gives at least a ten (10) days advanced notice of intent to use said block of vacation time to the Chief of Police and received approval from the Chief of Police.

After receiving requests for vacations the Chief of Police or his/her designee shall have three (3) working days in which to approve or disapprove said request.

7.5 Vacation must be taken by employees during the year (12 months following the employee's anniversary date) in which they are earned or they will be forfeited unless approval by the Chief of Police, or his/her designee, has been obtained.

## **ARTICLE 8: FUNERAL LEAVE**

8.1 Employees will be permitted to take time off from work with pay for funeral leave in accordance with the schedule listed below. The Chief of Police may extend the time for funeral leave with or without pay at his/her sole discretion.

8.2 Full-time, permanent employees, who have completed six months of employment and who miss work following the death of an "immediate family member" as hereinafter defined, will be given time off from work with pay, if requested, in the following amounts: (the days will be taken consecutively).

- a. Spouse - five days

- b. Children (including stepchildren) - five days
- c. Parents (including stepparents) - five days
- d. Brothers - three days
- e. Sisters - three days
- f. Parents-in-law - three days
- g. Grandchildren - three days
- h. Grandparents - three days
- I. Brothers/Sisters-in-law - three days

8.3 The employee will notify the Chief of Police or his/her designee of the request for funeral leave before departing. In addition, the employee shall forward in writing such request for funeral leave, explaining the absence and indicating the dates as soon as the employee can.

### **ARTICLE 9: OTHER LEAVES OF ABSENCE**

9.1 Leaves of absence may be granted when requested by employees at the discretion of the Chief of Police or his/her designee.

### **ARTICLE 10: SENIORITY**

10.1 All current and new jobs will be offered by bid to employees within the same job classification and awarded by seniority.—When new jobs or vacancies are made outside the job classification of current employees or the job description of the open job is different than the job the employee currently holds; an employee must qualify to meet the requirements of the new job or vacancy. Employees selected to fill an opening in a new job or vacancy outside of their current job classification, or a job with a different job description, are subject to a 6 month probationary period.

The seniority of qualifying employees will be given consideration as one of the factors in selection for promotion. Employees that are awarded a promotion are subject to a six (6) month probationary period.

10.2 The Chief of Police or his/her designee has the exclusive right to make temporary assignments. However, unless a temporary assignment is required to fill a vacancy of an employee on an approved leave of absence, the Chief of Police shall not make temporary assignments for a period of more than sixty (60) calendar days in duration.

10.3 In the event a layoff becomes necessary, the Employer agrees to recognize seniority providing the employees are qualified to perform the work remaining.

10.4 Seniority shall commence upon the last date of hire and shall be based upon actual continuous length of service for which payment has been received by the employee, provided, however, that in the first twelve months of employment, the employee will not be allowed to exercise any seniority rights.

Seniority in the employment relationship shall be broken and terminated if an employee quits, is discharged, fails to report to work within three working days after having been recalled from layoff, fails to report to work at the termination of an approved leave of absence, accepts other employment while on an approved leave of absence, unless prior permission is granted, retires, or is on layoff for a period of more than one year.

#### **ARTICLE 11: PROMOTION OR TRANSFER**

11.1 After a handicapped individual is employed, the Employer shall not be required under this chapter to promote or transfer such handicapped person to another job or occupation, unless prior to such transfer, such handicapped person by training or experience is qualified for such job or occupation. (Section 601A.13 Code of Iowa, 1977, as amended).

#### **ARTICLE 12: NONDISCRIMINATION**

12.1 The Employer and the Union agree not to discriminate against any individual's race, color, religion, physical handicap, sex, or national origin, nor will they limit, segregate or classify employees in any way to deprive any individual employee of employment opportunities because of his/her race, color, religion, physical handicap, sex or national origin. Wherever the male gender is used in this Agreement, it shall also include the female.

#### **ARTICLE 13: CONDITIONS OF EMPLOYMENT**

13.1 The Employer and employees recognize certain informal working conditions have been enjoyed by the employees. Even though items of this nature have not been specifically negotiated, both parties agree in good faith to continue these conditions unless the Employer, in its discretion, deems changes necessary. The Employer agrees not to make changes in an arbitrary manner.

#### **ARTICLE 14: JURY PAY**

14.1 The Employer shall pay all regular employees serving on any jury the difference between jury pay and his/her regular wages while in such service. If the employee is discharged from the jury before the workday ends, he/she must report immediately to the Employer for work. This shall be construed to mean pay for the regular working hours of the employee selected for such jury duty.

14.2 Any officer required to appear at any court hearing, including but not limited to District Court or Magistrates Court, will be paid for the time actually spent.

If the required appearance falls on a non-duty day, the officer shall be paid a minimum of two and one half (2½) hours at applicable overtime rates or the actual time spent, whichever is greater.

If the officer's court appearance time is more than two (2) hours before or after his/her regular shift, the officer shall be paid a minimum of two (2) hours at applicable overtime rates or the actual time spent, whichever is greater.

If the officer's court appearance time is less than two (2) hours before or after his/her regular shift, the officer shall be for actual time spent at the applicable rates.

If the officer can conduct his/her requirements of the court via the telephone, then it shall be his/her obligation to do so and the officer shall be paid for actual time spent thereon at the applicable overtime rates when said proceedings are on non-duty time. However, the minimum amount paid for non-duty time shall be one (1) hour at the applicable overtime rate **or actual time whichever is greater.**

**If an officer is scheduled for court before 9:30am, it is his/her obligation to call the clerk or designee, not more than one (1) hour prior to the scheduled time of appearance, to determine if their case has been cancelled or rescheduled. If an officer is scheduled for court before 9:30am, it is his or her obligation to call the clerk or designee no earlier than 4:00 pm on the previous business day to determine if their case has been cancelled or rescheduled. If the court has been canceled at a time prior to the call in time specified above, and the officer does not call to check, but makes an appearance in court, no overtime will be paid.**

The officer agrees to see that all witness fees are paid that the officer is entitled to and that the officer agrees to turn these over to the City. Failure of the officer to apply for the witness fee available shall result in the amount of witness fee that would have been received being deducted from the applicable pay under the provisions of this section.

## **ARTICLE 15: HOLIDAYS**

15.1 Regular full time employees shall receive the following nine holidays; New Year's Day, President's Day, Good Friday, Memorial Day, July 4th, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

15.2 Regular full time employees in Departments 1 and 2 shall receive eight (8) hours of holiday pay at their regular rate.

15.3 Regular full time employees in Departments 1 and 2 that are required to work any of the above enumerated holidays shall receive in addition to their eight (8) hours of holiday pay as referred to in paragraph 15.2 pay at one and one-half (1 ½) time their regular rate.

Regular full time employees in Departments 1 and 2 that are required to work the Day after Thanksgiving (Friday) shall receive pay at one and one-half (1 ½) times their current hourly regular rate of pay for actual hours worked.

15.4 In addition to the basic nine (9) holidays previously listed, regular full time employees in Departments 1 and 2 shall be allowed two (2) personal days. Said employees may elect to use their personal day(s) to supplement vacation days or give ten (10) days written notice to the Chief of Police prior to the usage thereof. (The Chief of Police may at his/her discretion allow usage of a personal day without 10 days notice). Furthermore, under no circumstances shall more than one employee per department be allowed usage of a personal day on the same calendar day nor shall any employee be allowed to report for duty during the usage of a personal day.

15.5 It is expressly understood and agreed that the Chief of Police shall have the right to recall an employee or employees on any holiday if in his/her opinion an emergency exists provided that the employee(s) are within a fifty (50) mile radius of the City of Clear Lake.

15.6 To be eligible for holiday pay the employee must complete their last scheduled duty day prior to the holiday and the first scheduled duty day after the holiday unless prior approval is given by the Chief of Police.

#### **ARTICLE 16: SICK LEAVE**

16.1 Full time employees shall accumulate sick leave at the rate of 2 days per month to a maximum of 106 days.

16.2 The Employer will allow up to, but not more than, five (5) days of an employee's accumulated sick leave to be used for providing care to the employee's spouse, mother, father, son or daughter during short term, non-serious illness that does not meet the provisions of the Family and Medical Leave Act as outlined in the Employer's "Employee Handbook". In all cases, the provisions of the Family and Medical Leave Act shall prevail over this article and in cases of conflict or duplication only the provisions contained in the Family and Medical Leave Act may be used.

16.3 In the event of suspected abuse, the Employer may require the employee to furnish a doctor's certificate verifying the illness claimed. This doctor's certificate shall be furnished at the expense of the employee.

16.4 Full time employees who do not use any sick leave in the six-month period from July through December or the six-month period from January through June shall be awarded one (1) additional day of vacation per six-month period, which shall be used within the following six-month period. (The Chief of Police reserves the right to send employees home in cases of suspected illness).

#### **ARTICLE 17: INSPECTION PRIVILEGES**

17.1 Authorized agents of the Union shall have access to the Employer's establishment during working hours for the purpose of adjusting disputes, investigating working condition, collection of dues, and ascertaining that the Agreement is being adhered to; provided, however, that there is

no interruption of the Employer's working schedule and each visit is first approved by the Supervisor.

#### **ARTICLE 18: SEPARABILITY AND SAVINGS CLAUSE**

18.1 If any article or section of this contract or any riders thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this contract and of any rider thereto, or the applications of such article or section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

18.2 In the event that any article or section is held invalid or enforcement of or compliance with which has been restrained, as above set forth, the parties affected thereby, shall enter into immediate collective bargaining negotiations, upon the request of the Union, for the purpose of arriving at a mutually satisfactory replacement for such article or section during the period of invalidity or restraint. If the parties do not agree on a mutually satisfactory replacement, either party shall be permitted all legal or economic recourse in support of its demand notwithstanding any provision in this contract to the contrary.

#### **ARTICLE 19: HEALTH AND LIFE INSURANCE**

19.1 The Employer costs for health insurance shall be limited to full time, permanent employees who have completed three (3) months of employment. **The Employer shall pay 85% of the cost for family coverage and 90% of the single coverage. The Employee shall pay 15% of the cost of family coverage and 10% of the single coverage, except that, for Year 1 of this contract the employee shall not pay more than \$245 for family coverage and \$35 for single coverage. For Year 2 of this contract, the Employee shall not pay more than \$265 for family coverage and \$45 for single coverage. For Year 3 of this contract, the Employee shall not pay more than \$285 for family coverage and \$50 for single coverage.**

19.2 The Employer costs for health insurance shall be limited to the Blue Cross/Blue Shield Alliance Select single and dependent premiums for full time, permanent employees, who have completed three (3) months of employment.

19.3 Full time, permanent employees may elect single or family coverage under the Blue Cross/Blue Shield Alliance Select with or without the drug card plan so long as they pay any and all premiums associated with the drug card add on. Said additional premiums are due in advance on the 1st day of each month.

19.4 The Employer shall pay the employee premium for a forty thousand dollar (\$40,000) term life insurance policy for any regular full time employee of Department No. 1 and Department No. 2.

19.5 The Employer reserves the right to change carriers at any time during the life of this Agreement, providing that the coverage provided is equal to or greater than the present coverage and further provided that no benefits are lost.

19.6 The Employer is not required to pay any premiums for insurance under the terms of this article unless and until the employee has satisfactorily completed three (3) months of employment. Employees may pay their own premiums during that first three (3) months of employment.

#### ARTICLE 20: CLOTHING ALLOWANCE & OTHER BENEFITS

20.1 The Employer will continue to supply clothing to employees. No requests for clothing replacement shall be arbitrarily denied. Employees may purchase initial and/or replacement clothing from their vendor of choice, provided that he/she receives prior permission to do so from the Chief of Police. **The City shall reimburse an officer for or replace lost, damaged, destroyed or worn out equipment up to one hundred fifty dollars (\$150). Items unrelated to the officers official duties, such as jewelry is excluded.**

**The Department shall provide Level IIA vests, not to exceed five-hundred dollars (\$500.00), every five (5) years, or for a period of time not to exceed the manufactures recommended length of use, whichever is greater. If the officer desires a higher-level vest, that is approved by the Police Chief and the cost of the vest exceeds \$500.00, the officer will reimburse the City for the difference.**

**20.2 Officers and dispatchers may purchase one (1) pair of shoes every two (2) years. Officers may purchase or be reimbursed up to one-hundred and fifty dollars (\$150) and dispatchers may purchase or be reimbursed up to seventy-five dollars (\$75). If the shoes purchased by the officers or dispatchers wear out before two years expire, they may purchase replacements, with the prior authorization of the Chief of Police**

20.3 Eligible Subsistence Expenses. Standards for out-of-town meal allowance while on official City business shall be \$35.00 for an entire day with no single meal over \$20.00. Receipts will be required. Reimbursement will be for the actual cost of the meal only. Alcoholic beverages and gratuities are ineligible. If meals are included in registration fees paid by the City, those meals will not be eligible for reimbursement.

20.4 Wellness Program. Upon request, the City will pay 50% of the cost of a monthly single membership for a full-time employee to a Clear Lake fitness or exercise center, providing the employee meets the minimum attendance goals established by City policy.

**20.5 The Department shall provide up to two (2) boxes of ammunition to each officer, per budget year. Ammunition shall be given out one (1) box at a time, with the brass from expended ammunition returned before another box is given out.**

## ARTICLE 21: WAGES

21.1 Wages will be paid in accordance with Schedule "A", which is attached hereto and by this reference made a part hereof. Such wage adjustment shall consist of: **1.75% wage increase on each July 1<sup>st</sup> and 1.50% wage increase on each January 1<sup>st</sup> for each year the contract. Part-time officers and part-time dispatchers shall be added to the pay matrix**

### Dog Handler:

The dog handler (canine officer) shall receive an additional \$.50/hour.

### Shift Differential:

Those employees scheduled to work second and third shift shall receive a shift differential of an additional \$0.20/hour and \$0.30/hour, respectively for regular hours worked. Second shift is defined as any shift scheduled to end between 8 p.m. and midnight. Third shift is defined as any shift scheduled to be completed after midnight.

Shift differential is not subject to increase for hours worked as overtime and/or Holidays. Shift differential is only paid for actual hours worked and not paid for vacation days, sick days, personal days, holidays, or any other days the employee may receive compensation for but not actually work.

### IPERS Clause:

In the event of a substantial change, which would result in an increase in the current IPERS employee contribution rate and a decrease in the employer's contribution rate as a result of State legislation, which results in no benefit to the employee; the City would agree to reopen Article 21 Wages with the Bargaining Unit for the duration of this Agreement.

21.2 When matron duties are assigned to another bargaining unit employee during the matron's vacation period, such duties shall be compensated for at the matron's rate of pay applicable for the length of service of the replacement employee.

21.3 When a patrolman is requested to report to work in "plain clothes" he/she shall be eligible for Detective pay. He/she shall receive either four (4) hours of Detective pay or the actual hours worked at the Detective rate whichever is greater.

21.4 Promotion to Patrolman I shall not take place until an officer has successfully completed all ILEA training requirements to be certified Peace Officer in the State of Iowa. Promotion to Patrolman II or Detective shall not be allowed unless the employee to be promoted has served at least two years on the Clear Lake Police Department. The employer shall not arbitrarily deny promotion from one level of pay to another within the same job classification. (i.e. Promotion from Patrolman I to Patrolman II) provided the employee has qualified for the next pay level within his/her job classification. It shall be the responsibility of the employee to pursue further

education and/or training to be eligible for the pay levels as described above and listed in Schedule A and the employer shall not be required to pay for said education and/or training until the employee has done so, and then only in the amounts shown in the applicable classification hourly rates.

21.5 Employees required to work a shift other than their regularly scheduled shift shall be given forty-eight hours advance notice or be awarded time and one half (1½) for hours worked. It is further understood and agreed that under no circumstances shall more than eight (8) hours of premium pay be drawn for any one-shift change occurrence regardless of the duration of said change. However, this section shall not apply if the Employer is unable to provide said advanced notification due to an act of God, utility failure, government restriction, fire, flood, riot, civil commotion, the failure or refusal of an employee or employees to report for or perform their work or any cause beyond the control of the Employer.

21.6 Since there is no guarantee of availability of work, employees shall be entitled to reporting pay when they are available and appear for work. This report/reporting pay shall be one (1) hour at regular time rates and shall constitute the maximum salary liability of the Employer.

21.7 All regular full time employees covered by this agreement that are recalled to duty after his/her scheduled shift and after having left the work station (work station shall include but not be limited to vehicles owned by the City of Clear Lake) will be paid the applicable rate or a minimum of two and one half (2½) overtime hours.

If an employee is called to report early for his/her regular shift, this section shall not apply.

21.8 **College Credits – Members of Departments one (1) and two (2) who take classes at an accredited college or university in the field of Police Science, Business Management, or Spanish will be reimbursed fifty dollars (\$50) for each completed credit hour at the end of the semester to a maximum of 12 credit hours per semester, provided they maintain not less than a “C” average for each class taken. The Police department shall be flexible in scheduling to allow continued education.**

21.9 **Posted overtime normally filled by an officer shall be offered to officers by seniority before being offered to the Lieutenants. Overtime openings created by the absence of a Lieutenant shall be offered to the other Lieutenants prior to being offered to the officers.**

**Off-duty security assignments and compensation are outside the scope of this contract. It is at the sole discretion of the Chief of Police whether or not to allow officers to work off-duty for private employers. Where such off duty has been approved by the Chief, it may be posted as a courtesy within the Police Department. It shall be posted exclusively for the bargaining unit up until 48 hours prior to the event; after that it will be open to Lieutenants**

**When officers are working approved off-duty jobs, payment shall be made from the employer directly to the officer.**

When an officer is off-duty and such officer takes "official police action", within the provisions of Iowa Code 804.7 and 804.8, they shall be considered on-duty and covered by all the provisions of employment such as workers compensation.

## **ARTICLE 22: NO STRIKE**

It shall be a violation of this agreement for an employee or the Union, directly or indirectly, to induce, instigate, encourage, authorize, ratify or participate in a strike against the Employer.

"Strike" means a public employee's refusal, in concerted action with others, to report to duty, or his/her willful absence from his/her position, or his/her stoppage of work, or his/her abstinence in whole or in part from the full, faithful and proper performance of the duties of employment, for the purpose of inducing, influencing or coercing a change in the conditions, compensation, rights, privileges or obligations of public employment.

The Union shall publicly disavow any action violating this article and shall publicly request the employees to resume work immediately. Violation of this article shall constitute grounds for any lawful action by the City including discipline of employees.

## **ARTICLE 23: PART-TIME EMPLOYEES**

When and if the Employer hires part-time employees includable in the existing bargaining unit, such part-time employees shall not receive any benefits or protections of this Agreement with the sole exception of base wages as specified in Schedule A of this Agreement.

## **ARTICLE 24: TERMINATION**

This Agreement shall be effective as of July 1, 2012 through June 30, 2015.

## **ARTICLE 25: SOLE AGREEMENT**

"This contract is the sole Agreement between the parties and it shall not be construed to incorporate any other agreements, oral or written, any past practices or other limitations on the Employer not specifically provided for herein. It is specifically agreed by the parties that all subjects not specifically listed in the contract are retained by the Employer as management rights and the Union further agrees to waive its right to grieve concerning the contemplation, approval, application, implementation or adoption of any management right, whether listed in this contract or not. All matters not specifically referred to in the terms of this contract are understood to be within the definition of a management right. Furthermore, this article shall not affect Article 13 of this Agreement."

## **ARTICLE 26: CIVIL SERVICE**

“When the Employer is required by law to adopt the provisions of the Iowa Code regarding civil service matters, all issues subject to civil service jurisdiction shall be exempt from the provisions of this contract. Furthermore, if adoption of civil service provisions result in any increased costs to the Employer, this contract shall be reopened for negotiations with the Union concerning the impact of such increased cost on wages, hours and other negotiable topics that initiate changes to the existing contract.”

The parties arrived at this agreement after complete exercise of their rights and duties to negotiate. Therefore, each party voluntarily and unqualifiedly waives their right and the duty of the other party to bargain collectively concerning any matter during the term of this Agreement.

CITY OF CLEAR LAKE, IOWA

TEAMSTERS LOCAL UNION NO. 238

\_\_\_\_\_  
Mayor            Date:

\_\_\_\_\_  
Union            Date:

\_\_\_\_\_  
City Administrator    Date:

\_\_\_\_\_  
Union            Date:

Schedule "A"  
7/1/2012 Thru 12/31/2012

	Beginning	After 6 Months	After 12 Months	After 18 Months	After 24 Months	
Patrolman	\$19.00	\$19.21	\$19.58	\$20.18	N/A	No Academy
Patrolman I	\$19.19	\$19.40	\$19.76	\$20.31	\$22.83	With Academy
	After 2 yrs	After 5 yrs	After 10 yrs	After 15 yrs	After 20 yrs	
Patrolman II	\$22.83	\$23.03	\$23.25	\$23.46	\$23.69	
Detective	\$23.41	\$23.63	\$23.85	\$24.04	\$24.28	

Shift Commander \$ .50 per hour after 2 years  
 Dog Handler \$ .50 per hour  
 2nd Shift Differential \$ .20 per hour  
 3rd Shift Differential \$ .30 per hour

	Beginning	After 6 Months	After 12 Months	After 18 Months	After 24 Months	
Dispatcher	\$13.90	\$14.81	\$15.02	\$15.48	\$17.07	
Dispatcher/Office Clerk*	\$13.90	\$14.81	\$15.02	\$15.48	\$17.07	
	After 2 yrs	After 5 yrs	After 10 yrs	After 15 yrs	After 20 yrs	
Dispatcher	\$17.07	\$17.30	\$17.52	\$17.71	\$17.94	
Dispatcher/Office Clerk*	\$17.07	\$17.30	\$17.52	\$17.71	\$17.94	

1/1/2013 thru 6/30/2013

	Beginning	After 6 Months	After 12 Months	After 18 Months	After 24 Months	
Patrolman	\$19.29	\$19.50	\$19.87	\$20.48	N/A	No Academy
Patrolman I	\$19.48	\$19.69	\$20.06	\$20.61	\$23.17	With Academy
	After 2 yrs	After 5 yrs	After 10 yrs	After 15 yrs	After 20 yrs	
Patrolman II	\$23.17	\$23.38	\$23.60	\$23.81	\$24.05	
Detective	\$23.76	\$23.98	\$24.21	\$24.40	\$24.64	

Shift Commander \$ .50 per hour after 2 years  
 Dog Handler \$ .50 per hour  
 2nd Shift Differential \$ .20 per hour  
 3rd Shift Differential \$ .30 per hour

	Beginning	After 6 Months	After 12 Months	After 18 Months	After 24 Months	
Dispatcher	\$14.11	\$15.03	\$15.25	\$15.71	\$17.33	
Dispatcher/Office Clerk*	\$14.11	\$15.03	\$15.25	\$15.71	\$17.33	
	After 2 yrs	After 5 yrs	After 10 yrs	After 15 yrs	After 20 yrs	
Dispatcher	\$17.33	\$17.56	\$17.78	\$17.98	\$18.21	
Dispatcher/Office Clerk*	\$17.33	\$17.56	\$17.78	\$17.98	\$18.21	

7/1/2013 thru 12/31/2013

	Beginning	After 6 Months	After 12 Months	After 18 Months	After 24 Months	
Patrolman	\$19.63	\$19.84	\$20.22	\$20.84	N/A	No Academy
Patrolman I	\$19.82	\$20.03	\$20.41	\$20.97	\$23.58	With Academy
	After 2 yrs	After 5 yrs	After 10 yrs	After 15 yrs	After 20 yrs	
Patrolman II	\$23.58	\$23.79	\$24.01	\$24.23	\$24.47	
Detective	\$24.18	\$24.40	\$24.63	\$24.83	\$25.07	

Shift Commander \$ .50 per hour after 2 years  
 Dog Handler \$ .50 per hour  
 2nd Shift Differential \$ .20 per hour  
 3rd Shift Differential \$ .30 per hour

	Beginning	After 6 Months	After 12 Months	After 18 Months	After 24 Months	
Dispatcher	\$14.36	\$15.29	\$15.52	\$15.98	\$17.63	
Dispatcher/Office Clerk*	\$14.36	\$15.29	\$15.52	\$15.98	\$17.63	
	After 2 yrs	After 5 yrs	After 10 yrs	After 15 yrs	After 20 yrs	
Dispatcher	\$17.63	\$17.87	\$18.09	\$18.29	\$18.53	
Dispatcher/Office Clerk*	\$17.63	\$17.87	\$18.09	\$18.29	\$18.53	

\*Includes Matron/Com - Officer and Parking Officer

Schedule "A" Page 2  
1/1/2014 Thru 06/30/2014

	Beginning	After 6 Months	After 12 Months	After 18 Months	After 24 Months	
Patrolman	\$19.92	\$20.14	\$20.52	\$21.15	N/A	No Academy
Patrolman I	\$20.12	\$20.33	\$20.72	\$21.28	\$23.93	With Academy
	After 2 yrs	After 5 yrs	After 10 yrs	After 15 yrs	After 20 yrs	
Patrolman II	\$23.93	\$24.15	\$24.37	\$24.59	\$24.84	
Detective	\$24.54	\$24.77	\$25.00	\$25.20	\$25.45	

Shift Commander \$ .50 per hour after 2 years  
Dog Handler \$ .50 per hour  
2nd Shift Differential \$ .20 per hour  
3rd Shift Differential \$ .30 per hour

	Beginning	After 6 Months	After 12 Months	After 18 Months	After 24 Months	
Dispatcher	\$14.58	\$15.52	\$15.75	\$16.22	\$17.89	
Dispatcher/Office Clerk*	\$14.58	\$15.52	\$15.75	\$16.22	\$17.89	
	After 2 yrs	After 5 yrs	After 10 yrs	After 15 yrs	After 20 yrs	
Dispatcher	\$17.89	\$18.14	\$18.36	\$18.56	\$18.81	
Dispatcher/Office Clerk*	\$17.89	\$18.14	\$18.36	\$18.56	\$18.81	

7/1/2014 thru 12/31/2014

	Beginning	After 6 Months	After 12 Months	After 18 Months	After 24 Months	
Patrolman	\$20.27	\$20.49	\$20.88	\$21.52	N/A	No Academy
Patrolman I	\$20.47	\$20.69	\$21.08	\$21.65	\$24.35	With Academy
	After 2 yrs	After 5 yrs	After 10 yrs	After 15 yrs	After 20 yrs	
Patrolman II	\$24.35	\$24.57	\$24.80	\$25.02	\$25.27	
Detective	\$24.97	\$25.20	\$25.44	\$25.64	\$25.90	

Shift Commander \$ .50 per hour after 2 years  
Dog Handler \$ .50 per hour  
2nd Shift Differential \$ .20 per hour  
3rd Shift Differential \$ .30 per hour

	Beginning	After 6 Months	After 12 Months	After 18 Months	After 24 Months	
Dispatcher	\$14.84	\$15.79	\$16.03	\$16.50	\$18.20	
Dispatcher/Office Clerk*	\$14.84	\$15.79	\$16.03	\$16.50	\$18.20	
	After 2 yrs	After 5 yrs	After 10 yrs	After 15 yrs	After 20 yrs	
Dispatcher	\$18.20	\$18.46	\$18.68	\$18.88	\$19.14	
Dispatcher/Office Clerk*	\$18.20	\$18.46	\$18.68	\$18.88	\$19.14	

1/1/2015 thru 06/30/2015

	Beginning	After 6 Months	After 12 Months	After 18 Months	After 24 Months	
Patrolman	\$20.57	\$20.80	\$21.19	\$21.84	N/A	No Academy
Patrolman I	\$20.78	\$21.00	\$21.40	\$21.97	\$24.72	With Academy
	After 2 yrs	After 5 yrs	After 10 yrs	After 15 yrs	After 20 yrs	
Patrolman II	\$24.72	\$24.94	\$25.17	\$25.40	\$25.65	
Detective	\$25.34	\$25.58	\$25.82	\$26.02	\$26.29	

Shift Commander \$ .50 per hour after 2 years  
Dog Handler \$ .50 per hour  
2nd Shift Differential \$ .20 per hour  
3rd Shift Differential \$ .30 per hour

	Beginning	After 6 Months	After 12 Months	After 18 Months	After 24 Months	
Dispatcher	\$15.06	\$16.03	\$16.27	\$16.75	\$18.47	
Dispatcher/Office Clerk*	\$15.06	\$16.03	\$16.27	\$16.75	\$18.47	
	After 2 yrs	After 5 yrs	After 10 yrs	After 15 yrs	After 20 yrs	
Dispatcher	\$18.47	\$18.74	\$18.96	\$19.16	\$19.43	
Dispatcher/Office Clerk*	\$18.47	\$18.74	\$18.96	\$19.16	\$19.43	

\*Includes Matron/Com - Officer and Parking Officer