# Agreement between
# City of West Des Moines, Iowa
# and
# West Des Moines Association of Professional Fire Fighters, EMT-Paramedics and EMT-Basics
# IAFF Local 3586

**July 1, 2026**
**through**
**June 30, 2030**

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# TITLE I - GENERAL PROVISIONS

## ARTICLE 1 - RECOGNITION

The law governing this contract shall be the Iowa Public Employment Relations Act, hereinafter referred to as the "Act" and such provisions of the Civil Service Law and local laws of the City of West Des Moines, Iowa, which are not inconsistent with the Act.

The governing body charged with the administration of the Act, as provided by law, shall be the Iowa Employment Appeal Board, hereinafter referred to as the "Board."

Pursuant to and in accordance with all applicable provisions of the Act and in recognition of the Board's certification of the Union, the City does hereby recognize the Union during the term of this Agreement, as the sole and exclusive representative for all employees of the City included in the bargaining unit as:

Included: All full-time career and ¾ time EMS Lieutenants, EMT-Paramedics and EMT-Basics.

Excluded: The EMS Chief, Assistant EMS Chief, Deputy Chief, part-time EMT-Paramedics, part-time EMT-Basics, and all others excluded by Section 4 of the Public Employment Relations Act.

## ARTICLE 2 - DURATION OF AGREEMENT

The Agreement shall be in effect for a period of four (4) years beginning July 1, 2026 and ending June 30, 2030.

## ARTICLE 3 - COMPENSATION

Each employee shall be compensated in accordance with the respective classification title and corresponding salary range as set forth in Appendix "A" of this agreement.

Provided such payments are consistent with the Fair Labor Standards Act and the Iowa Wage Payment Collection Law, the City will provide equalized bi-weekly paychecks to employees. If, at any time, either the U.S. Department of Labor or the Iowa Department of Labor determines that such equalized paychecks are not in conformity with the law, the City and the Union agree that paychecks will thereafter be issued to employees in a manner which complies with the regulatory determination of the appropriate department.

All employees shall be paid by direct deposit to a financial institution of their choice.

IN WITNESS WHEREOF, the parties hereto have set their hands this ____ day of _____, 2026.

CITY OF WEST DES MOINES

Russell I. Trimble, Mayor

Ryan Jacobson, City Clerk

WEST DES MOINES ASSOCIATION OF PROFESSIONAL FIRE FIGHTERS, EMT-PARAMEDICS AND EMT-BASICS I.A.F.F., LOCAL UNION NO. 3586

Eric Kozak, President

Amber Redmond, Negotiator

Aaron Frasier, Negotiator

Troy Fick, Negotiator

APPENDIX A
CURRENT BASE WAGE RATES

Annual Base Wage

| | FY2627 | FY2728 | FY2829 | FY2930 |
|---|---|---|---|---|
| EMT 8-Hour<br>(Based on a 40 hour workweek) | $50,000 | $51,750 | $53,303 | $54,768 |
| Lieutenant<br>(Based on the Pitman Schedule workweek) | $84,000 | $86,940 | $89,548 | $92,011 |
| Paramedic – Full Time<br>(Based on the Pitman Schedule workweek) | $72,000 | $74,520 | $76,756 | $78,866 |

Pay Adjustments

The pay rates of each employee will increase at the following rates for each fiscal year:

2026: 4%
2027: 3.5%
2028: 3.0%
2029: 2.75%

The City retains the right to determine within-grade increases outside of the contractual language.

Placement Within Wage Ranges

The EMS Chief will have the discretion to determine the initial wage rate of all newly hired employees and may establish the initial wage rate at any amount from and including the base wage for the job classification up to and including the maximum wage for the job classification.

Acting Officer Pay

The City shall provide any employee assigned to work at the Lieutenant rank $2.50 per hour in acting officer pay in addition to the employee's regular pay for time actually worked. The City shall provide any employee assigned to work at the Division Chief rank $3.00 per hour in acting officer pay in addition to the employee's regular pay for time actually worked.

The EMS Chief reserves the right to determine assignments pursuant to this provision.