Agreement between
City of West Des Moines
and
West Des Moines Association
of Professional Fire Fighters
Local 3586

July 1, 2026
through
June 30, 2030

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ARTICLE I - GENERAL PROVISIONS

SECTION 1 – PREAMBLE

This Agreement entered into by the City of West Des Moines, Iowa, hereinafter referred to as the "City," and the West Des Moines Association of Professional Fire Fighters, Local Union No. 3586 of the International Association of Professional Fire Fighters, hereinafter referred to as the "Union." The term "Employee" hereinafter refers to any member covered by the bargaining unit as defined in Section 2. It is the purpose of this Agreement to achieve and maintain harmonious relations between the City and the Union; to provide for equitable and peaceful adjustment of differences which may arise, and to establish proper standards of wages, hours and other conditions of employment

SECTION 2 – 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 Public Employment Relations 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 Firefighters, Fire Medics, Driver/Operators and Fire Inspectors (Sworn and Civilian).

Excluded: The Fire Chief, Assistant Fire Chief, Fire Marshal, Deputy Fire Marshal, Deputy Chief, Battalion Chief, Captains, part-time Fire Fighters, and all others excluded by Section 4 of the Public Employment Relations Act.

SECTION 3 – MANAGEMENT RIGHTS

The City shall retain whatever rights and authority as set out in Section 20.7 of the Code of Iowa, amended, and nothing shall diminish said rights, except as herein expressly stated in this agreement.

SECTION 4 – SETTLEMENT OF DISPUTES

A "grievance" is defined as a dispute an employee or group of employees may have with the City concerning the interpretation, application or alleged violation of the specific terms of this Agreement. Should an employee or employee organization (union) have a grievance, it shall be adjusted in the following manner:

Step 1. An employee, employee organization (union), or group of employees, shall present the grievance in writing, with or without their steward, to their supervisor, within twenty (20) calendar days after the occurrence upon which the grievance is based. The employee's supervisor shall give their written answer to the grievance within twenty (20) calendar days after the grievance is presented to them.

If the occurrence, upon which the grievance is based, is action which is taken by an officer other than the employee's supervisor, the employee(s) or employee organization (union) shall present the grievance in writing, with or without their steward, to the officer who took the action and shall provide written notice of the filing of the grievance to their supervisor. The officer with whom the grievance is filed shall give their written answer to the grievance within twenty (20) calendar days after the grievance is presented to them.

Step 2. If the grievance is not settled in Step 1, it may be appealed by the aggrieved employee(s), employee organization (union) or group of employees to the Fire Chief or delegated representative within twenty (20) calendar days after the answer of the employee's supervisor. The grievance shall be in writing, signed by the aggrieved employee(s) or employee organization (union), and shall specifically state the facts on which it is based, the section(s) of this Agreement allegedly violated, and the relief requested. The Fire Chief shall answer the grievance in writing within twenty (20) calendar days after receiving the grievance.

Step 3. If the grievance is not settled at Step 2, it may be appealed in writing to the City Manager by the Union within ten (10) calendar days after receipt of the Fire Chiefs answer. The written notice shall be signed by a Union representative, and shall state the specific section(s) of this Agreement to be considered by the City Manager. The City Manager shall answer the grievance in writing within fifteen (15) calendar days.

Step 4. If the grievance is not settled at Step 3, it may be appealed to arbitration by the Union upon written notice to the City Manager within ten (10) calendar days after receipt of the City's Step 3 answer. The written notice shall be signed by a Union representative, and shall state the specific section(s) of this Agreement to be considered by the arbitrator. If the representatives of the parties are unable to agree upon an arbitrator within five (5) calendar days of the City's receipt of the arbitration notice, the parties shall jointly request the Iowa EAB to submit a list of seven (7) arbitrators. Upon receipt of the list, the parties designated representatives shall determine, by lot, the order of elimination and shall, in that order, alternately strike names from the list, and the remaining person shall act as arbitrator.

An arbitrator selected pursuant to Step 4 of this Section shall schedule a hearing on the grievance and, after hearing such evidence as the parties desire to present, shall issue a written opinion and award. The arbitrators' decision must be issued within thirty (30) days of the arbitration hearing. The arbitrator shall have no authority to add to, subtract from, modify or amend any terms of this Agreement. A decision of the arbitrator, within the scope of their authority, shall be final and

binding upon the City, the Union and the aggrieved employee(s). The City and the Union will share equally the costs of arbitration, including the fees and expenses of the Arbitrator. Any other expenses shall be paid by the party incurring them.

Issues involving the layoff, discharge, displacement, reassignment or recall rights of employees may be appealed through existing Civil Service Commission procedures or through the procedures contained in this Section. No employee is permitted to utilize both procedures.

With supervisory approval, the Steward and grievant may investigate and process grievances during working time without loss of pay provided, however, that no such activities shall interfere with the normal operations of the City.

The failure of an employee, the Union or its representatives to process a grievance within the time specified in this Section shall bar the further processing of the grievance, and any such grievance shall be considered as settled. The failure of the City to answer a grievance within the times specified above shall constitute a denial of the grievance, permitting an appeal to the next step of the grievance procedure. The parties may, however, mutually agree in writing to extend the time limits at any step of the grievance procedure. In the event the United States mail is used, the mailing of a grievance or the answer thereto shall be considered timely if postmarked within the appropriate time limits.

SECTION 5 – SAVINGS CLAUSE

If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

SECTION 6 – AMENDMENT PROVISION

This constitutes the entire Agreement between the parties. This Agreement may be amended, in writing, upon mutual agreement of the parties hereto and as permitted by law. Appropriate amendment shall be executed by the parties of this Agreement upon appropriate action of the employer.

SECTION 7 – 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 II - CONDITIONS OF EMPLOYMENT

SECTION 8 – DISCRIMINATION

In addition to the City's Equal Employment Opportunity and Affirmative Action commitments, the City agrees not to discriminate against any employee for their activity on behalf of, or membership in, the Union. Likewise, the Union agrees not to discriminate against any employee based upon their failure or refusal to join the Union.

SECTION 9 – EMPLOYEE STATUS

A. Seniority

The City's Human Resources Department shall make available a current seniority/position list to the Union annually in accordance with Iowa Code.

The seniority of employees with the same date of employment shall be determined by their ranking on the Civil Service Certified List from which they were hired. If there is no civil service certified list for entry-level positions, the employee's seniority will be determined by overall assessment scores.

B. Probationary Period

All new employees hired under Civil Service shall be conditional upon a probationary period of twelve (12) months during which time the employee shall successfully complete all required certifications. No adverse action shall be taken against a probationary employee if the employee's inability to complete the required certifications is no fault of the probationary employee. During the probationary period the City may discharge the employee from their position without the right of appeal to the Civil Service Commission or the grievance process set forth in this agreement. The reason for dismissal must be provided, in writing, to the employee. Continuance in the position after the completion of the probationary period shall constitute permanent appointment.

This section shall not be subject to the grievance procedure set forth in this Agreement.

SECTION 10 – STATE AND FEDERAL LAW

Matters of probationary period, seniority, promotions, demotions, discharge, suspensions, disability, retirement, and other matters governed by State and Federal Law shall not be subject to collective bargaining.

SECTION 11 – RESIDENCY REQUIREMENT

Employees shall reside within sixty (60) minutes normal drive time measured on a drivable route from the employee's residence to the closest West Des Moines city limit.

The Fire Chief may, at their sole discretion, allow deviations from this residency requirement.

SECTION 12 – VACANCIES AND TRANSFERS

If a bargaining unit position is vacated due to promotion, transfer or separation, the Fire Chief will make a decision regarding whether a vacancy exists no later than forty-eight (48) hours after the employee's last day of work by posting a notice of the vacancy on employee bulletin boards for seven (7) calendar days. Any employee may submit to the Fire Chief a written bid to fill the position during the posting period. The posting shall be limited to the initial vacancy. From among employees qualified for a posted position, the City will award the position to the most qualified employee. If two (2) or more bidders are equally qualified, the City will award the job to the senior employee. If no employees who are qualified for the posted position submit bids for the position, the City may fill the position from any source.

Any full-time employee desiring a station or shift transfer shall submit a written request to the Fire Chief. The Fire Chief shall respond, in writing, within fourteen (14) calendar days after receipt of such request.

The Fire Chief shall have sole discretion to make assignments under this article.

SECTION 13 – PERFORMANCE REVIEWS

Purpose. It is agreed that an employee performance evaluation shall be used for the purpose of improving an employee's individual performance, acknowledging an employee's accomplishments, and to provide an opportunity for an employee to improve in a designated area of substandard performance prior to any disciplinary action being taken.

The parties agree that any evaluation system used by the City be carried out in a uniform manner. The following are the provisions of the system:

A. The supervisor, as assigned by the Chief, shall provide for an annual evaluation of all full-time employees in reference to the standard of work performance required. This evaluation shall include a discussion between the employee and their supervisor for the purpose of determining goals and progress toward better performance and personal development. A memorandum record of the results of these discussions shall be forwarded to the Fire Chief by the supervisor on the forms prescribed.

B. Whenever, in an employee's personnel file, reference is made to "meets expectations" this shall be based on the evaluation form submitted by the supervisor.

C. Each employee shall be given a copy of the evaluation form prepared by their supervisor regarding their progress.

D. Every employee evaluation report shall be signed by the employee.

E. A copy of each completed performance evaluation shall be included in the employee's personnel file.

If the employee disagrees with the rating they may so indicate in the space provided on the evaluation form.

Employees with an overall rating of "Unsatisfactory" will not receive a step increase until such time as their performance improvement is measurable and sustainable. There will be no retroactive pay.

In the event of an employee disagreement with a less than overall satisfactory performance evaluation, the employee may request a meeting with their supervisor, the Fire Chief and, if the employee desires, a representative of the Union. The purpose of this meeting is to discuss the rating and provide the employee with an opportunity to discuss the area(s) of disagreement. The supervisor may, at their discretion, revise the original evaluation as a result of such discussion.

An overall performance rating of less than "more development needed" may be grieved subject to the grievance procedure set forth in Section 4. Evaluations that do not result in a less than overall "more development needed" rating shall not be subject to the grievance procedure.

SECTION 14 – HEALTH AND SAFETY

The City agrees to continue making reasonable provisions for the health and safety of its employees during the hours of employment. The Union and the employees will extend their complete cooperation to the City in maintaining state and federal laws and Fire Department rules and regulations as to health and safety.

A Fire Department Safety and Health Committee shall be formed in accordance with the following:

A. There shall be a Fire Department Safety and Health Committee comprised of four (4) representatives to be selected by the Union and two (2) to be selected by the City. The Fire Department Safety and Health Committee Members shall serve a term of one (1) year. One of these representatives may also serve on the City Safety Committee.

B. The purpose of the Fire Department Safety and Health Committee shall be to review work methods, procedures, conditions, apparatus and equipment, and injuries and deaths, and make recommendations to the Fire Chief in order to eliminate or reduce as much as possible: accidents, deaths, injuries, and illnesses of employees.

C. The scope of the Fire Department Safety and Health Committee shall be advisory in nature. The Fire Chief shall have sole discretion for review and remedy of recommendations made by the Committee.

D. With prior approval of the Fire Chief, Fire Department Safety and Health Committee representatives may individually, or as a committee, investigate safety and health matters on working time provided that such activities shall not interfere with the normal operations of the City.

All protective clothing and equipment required to be worn or used by virtue of departmental rules and regulations, or by order of the Fire Chief, shall be provided and maintained by the City.

SECTION 15 – EXTREME WEATHER

Response duties shall be limited to emergency situations during periods of extreme weather conditions. Provisions shall be made to provide relief during any alarm or emergency during these periods. The Fire Chief (or designee) shall, in their sole discretion, determine whether extreme weather conditions exist, taking into consideration all appropriate information relating to operations and personnel.

SECTION 16 – PHYSICAL FITNESS

The City shall allow employees to engage in physical fitness activities during shift hours, provided it does not interfere with the daily operations of the department.

SECTION 17 – REDUCTION IN FORCE

In the event a reduction in force becomes necessary, procedures provided in Chapter 400 of the Code of Iowa shall be recognized. All employees to be laid-off or transferred shall receive a written notice from the City Manager at least ten (10) working days before the effective date of the action. The order of lay-off is by the least senior to the most senior in the following order:

A. Temporary appointees

B. Provisional employees

C. Part-time employees

D. Full-time employees

SECTION 18 – SEPARATION

Full pay for accrued vacation leave, banked holiday, compensatory time, and overtime earned but not taken shall be granted to each employee upon termination, layoff, retirement, or death of the employee. Unused sick leave shall be paid per Section 40. Such accumulated leave shall be paid, at the employee's rate of pay at the time of the event, to the employee or to the beneficiary of the employee's estate. Payment will be made in a lump sum and be included in the employee's last paycheck.

SECTION 19 – WORK RULES AND REGULATIONS

The City has established a manual of work rules and regulations for employees of the Department which shall serve as a guide to employees in the performance of their duties and achievement of the departmental mission. From time to time, pursuant to Section 3 of this Agreement, the City will adopt new work rules and regulations and/or publish changes to existing rules and regulations. The Union would expect its ideas, comments, and suggestions to be considered in the establishment of new rules and regulations or changes to the existing rules and regulations. All employees shall comply with work rules as adopted. Any provision of the work rules and regulations which is in conflict with any provision of this agreement shall be superseded by the provisions contained herein.

ARTICLE III - HOURS OF WORK

SECTION 20 – HOURS OF WORK

The City shall establish and post hours of work within groups and shifts as determined by the Fire Chief to best provide the services to be rendered and to accommodate the public being served within the following:

A. Twenty-Four (24) Hour Shift Personnel. A normal shift for an employee shall consist of twenty-four (24) hours paid time starting at times established by the Fire Chief. The normal schedule of work will be: twenty-four (24) hours on duty, twenty-four (24) off duty, twenty-four

(24) hours on duty, twenty-four (24) hours off duty, twenty-four (24) on duty, and ninety-six (96) hours off duty.

1. In accordance with Section 7(k) of the Fair Labor Standards Act, the normal work period for an employee shall consist of fourteen (14) days. The normal schedule during this work period shall consist of one hundred twelve (112) hours of duty (with a maximum hour standard as provided by Section 7(k) of the Fair Labor Standards Act of one hundred six (106 hours) incorporating a rotating schedule as set out in Section 1 of this Section.

B. Forty (40) Hour Personnel. A normal shift for an employee shall consist of eight (8) hours per shift and scheduled for five (5) days followed by two (2) days off. Under this agreement this covers the position of Fire Inspector.

SECTION 21 – SHIFT EXCHANGE

With prior supervisory written approval, an employee may exchange shifts or hours provided that such exchange does not result in any additional cost to the City. Such exchanges need to be made with personnel that are equally qualified in an acting or full-time capacity.

ARTICLE IV - WAGES

SECTION 22 – 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. Effective with their review date, employees that are eligible shall receive a one (1) step increase.

Provided such payments are consistent with the Fair Labor Standards Act and the Iowa Wage Payment Collection Law, the City will provide bi-weekly paychecks to employees.

There will be a four percent (4%) wage increase for all employees to be implemented on July 1, 2026; a three and 1/2 percent (3.5%) wage increase for all employee to be implemented on July 1, 2027; a three percent (3%) wage increase for all employees to be implemented on July 1, 2028; and a two and three-quarter percent (2.75%) wage increase for all employees to be implemented on July 1, 2029.

SECTION 23 – OVERTIME

A. FLSA Overtime

In accordance with Section 7(k) of the Fair Labor Standards Act, the work period for twenty-four (24) hour shift personnel shall consist of fourteen (14) days, and, for any regularly scheduled hours in excess of one hundred six (106) hours, employees shall be paid at the overtime rate of one and one-half (1 ½) times the employee's regular rate of pay for each such hour. All FLSA overtime shall be paid in cash.

B. Contractual Overtime

Overtime hours, other than FLSA overtime hours, shall be paid at the overtime rate of one and one-half (1½) times the employee's regular rate of pay for each hour worked. Employees who perform contractual overtime shall have the option of receiving cash compensation or receiving one and one-half (1½) hours of compensatory time for each contractual overtime hour worked.

Hours Worked. For purposes of calculating overtime, all hours that are in pay status shall be treated as hours worked.

C. Compensatory Time

The request to use compensatory time off should be given to the employee's immediate supervisor (or the on-call Duty Officer) for consideration of approval.

Compensatory time is calculated at a rate of one and one-half (1 ½) times the excess hours worked in overtime at the employee's regular rate of pay. Employees who have left work and are called back, shall receive overtime, compensatory time, or a minimum of two (2) hours at time and one half pay.

When the employee reaches the maximum accrual of one hundred twenty (120) hours of compensatory time, all contractual overtime hours will be paid in cash. In addition, the employee will have the option of cashing-out one-half (½) their accrued compensatory time once per contract year.

D. Forty-Hour Personnel

"Contractual Overtime" shall mean that overtime hours shall be paid at the overtime rate of one and one-half (1 ½) times the employee's regular rate of pay for each hour worked outside of the hours stated in Section 22, #1a. Employees who perform contractual overtime shall have the option of receiving cash compensation or receiving one and one-half (1 ½) hours of compensatory time for each contractual overtime hour worked. Overtime will be paid for all hours worked over forty (40) hours in a pay period week.

SECTION 24 – CALL BACK PROCEDURES

An employee who, having left the premises after a shift, is required to report to work will receive a minimum of two (2) hours straight time compensation or compensation at one and one-half (1½) times their regular rate of pay, whichever is greater. The two (2) hour minimum does not apply to any hours worked continuous to the employee's regularly scheduled hours of work.

When necessary, employees shall be called to cover shifts by policy, as stipulated in the Fire Department rules and regulations.

SECTION 25 – COURT APPEARANCES

Any employee who, during a regularly scheduled shift, is subpoenaed to testify in a recognized court of law as a direct result of their employment under this agreement shall be paid their regular rate. Any off-duty employee who is subpoenaed to testify in a recognized court of law as

a direct result of their employment under this agreement shall be provided additional compensation for the greater of two (2) hours straight time pay or time and one-half (1½) for the time actually worked. Witness fees due from court shall be provided to the City. Employees shall be reimbursed for necessary and reasonable expenses incurred pursuant to the City's Expense Reimbursement Policy.

ARTICLE V - SUPPLEMENTAL PAY

SECTION 26 – ACTING OFFICER PAY

The City shall provide any employee, as outlined in Section A, assigned to work at the Captain rank two dollars and fifty cents ($2.50) per hour in acting officer pay in addition to the employee's regular pay for time actually worked.

A. Selection

When making an assignment as an Acting Officer, the City shall follow this order of preference:

1. Firefighters who, at the time of assignment, are on the civil service list for Captain in rank order on the list, regardless of the station to which they are assigned.

2. Offered in order of seniority to fire fighters who are assigned to that shift and permanently assigned to be at the fire station where the "Acting Officer" is needed and who meet the minimum qualifications. "Permanently assigned" will be defined as the fire station that the employee is listed under in the staff module of the departments record management software.

3. Offered to firefighters assigned to other stations who meet the minimum qualifications in order of seniority.

SECTION 27 – ON-CALL PAY

The City shall provide to an employee who is assigned to the status of active "on-call," subject to immediate call-out or return to duty at any time prior to their next regularly assigned shift, one dollar ($1) per hour for each hour assigned. In addition, the City shall provide a notification device for the employee(s) "on-call."

SECTION 28 – LONGEVITY

In addition to wages, employees shall receive annual longevity compensation as follows:

Completed years of service	Amount received
Five (5) years	$350 per year
Ten (10) years	$700 per year
Fifteen (15) years	$1050 per year
Twenty (20) years	$1400 per year

Continuous service will be terminated by resignation, dismissal, or retirement. If employees experience any of those situations and then become re-employed by the City, the employees won't receive credit for prior City service. Continuous service will not be considered "broken" if:

A. The employee is on Military or Family and Medical Leave of absence and returns to City employment in compliance with federal and state law; or

B. The employee is on an authorized unpaid leave of absence or suspension. However, no longevity credit will be given for unpaid leave of thirty (30) calendar days or more.

Longevity pay is pro-rated and accumulated on a monthly basis. It is paid on a lump-sum basis on the first (1st) payday in December. The first (1st) longevity payment will be based on the date the employee completes twelve (12) months of continuous service, pro-rated to December of that same year. For example, if an employee completes twelve (12) months of continuous service on September 1, the employee will receive their first longevity pay for three (3) months of service.

SECTION 29 – DRIVER/OPERATOR POSITION

A. Promoted Driver/Operator

The City shall promote an employee to a "Driver/Operator" position within each station that is staffed by career firefighters and that has a permanently-staffed vehicle that weighs 20,000 pounds or more. When a permanently-staffed vehicle that weighs 20,000 pounds or more is placed in service, the position shall be filled by a full-time Driver/Operator. Employees eligible for promotion to full-time "Driver/Operator" must meet the following qualifications:

1. Completed four (4) years of service as a career firefighter on the West Des Moines Fire Department.

2. Completed Fire Academy or an approved Firefighter 1 and 2 training program.

3. Successfully obtained the Driver/Operator certification for Engine and Aerial apparatus through the Iowa Fire Service Training Bureau, or approved equivalent.

4. Successfully complete the West Des Moines Fire Department Division Driver Qualification periodic assessments, as outlined in the Driver/Operator Handbook.

5. At a minimum, must possess a valid Iowa Class B Commercial driver's license within six (6) months of promotion to Driver/Operator. All employees who are assigned as Driver/Operator as of June 30, 2009 must maintain their current class of driver's license. The City shall be responsible for all costs associated with the individual obtaining a valid Iowa Class B Commercial driver's license. This shall only be applicable to the employee's first attempt to pass the required training and testing. Any full-time driver with an Iowa Class B or higher Commercial Driver's License shall be paid two hundred dollars ($200) per year for maintaining this license.

6. Not on disciplinary probation nor received any discipline within the prior six (6) months which was more serious than a written reprimand.

B. Selection

When making an assignment as an Acting Driver/Operator, the City shall follow this order of preference:

1. Offered in order of seniority to firefighters who are assigned to that shift and permanently assigned at the fire station where the "Acting Driver/Operator" is needed and who meet the minimum qualifications. "Permanently assigned" will be defined as the fire station that the employee is listed under in the staff module of the departments record management software.

2. Firefighters who, at the time of assignment, are on the civil service list for Drivers/Operator in rank order on the list, regardless of the station to which they are assigned.

3. Offered to firefighters who meet the minimum qualifications in order of seniority.

C. Acting Driver/Operator Pay

Any employee who functions as an acting "Driver/Operator" shall be paid, in addition to their regular pay, the following additional compensation:

One dollar and fifty cents ($1.50) per hour for employees who are qualified as defined in Section 2.

Fifty cents ($0.50) per hour for an employee assigned as the Tiller Operator (Rear Position). The assignment of a Tiller Operator shall be at the discretion of the Chief or their designee.

SECTION 30 – MASTER FIREFIGHTER STATUS

A. Master Firefighter

The City established a pay incentive of "Master Firefighter (MFF)" applicable to employees who meet the following qualifications. Incentives as provided herein are to encourage employees to become more highly educated, and in so doing, to increase their worth to the department and to the citizens of West Des Moines. Degrees and credit hours must be obtained from a college or university accredited by the U.S Department of Education or approved by the Fire Chief.

B. MFF-1 Classification

In order to qualify under MFF-1 classification, a fire fighter must meet the following requirements:

1. Serve as a full-time employee of the West Des Moines Fire Department for a period not less than two (2) years.

2. Possess/maintain a minimum State of Iowa EMT certification, except when not a condition of employment.

3. Possess a Fire Protection Technology Certificate or approved equivalent with a grade-point average of 2.00 or above on a 4.00 equivalent scale**.**

C. MFF-2 Classification

In order to qualify under MFF-2 classification, a firefighter must meet the following requirements:

1. Serve as a full-time employee of the West Des Moines Fire Department for a period not less than three (3) years.

2. Possess/maintain a minimum State of Iowa EMT certification, except when not a condition of employment.

3. Possess a Fire Protection Technology Certificate or approved equivalent with a grade-point average of 2.00 or above on a 4.00 equivalent scale.

4. Possess a two (2) year degree or have successfully completed sixty (60) semester credit hours with a grade-point average of 2.00 or above on a 4.00 equivalent scale.

D. MFF-3 Classification

In order to qualify under MFF-3 classification, a firefighter must meet the following requirements:

1. Serve as a full-time employee of the West Des Moines Fire Department for a period not less than four (4) years.

2. Possess/maintain a minimum of State of Iowa EMT certification, except when not a condition of employment.

3. Possess a Fire Protection Technology Certificate or approved equivalent with a grade-point average of 2.00 or above on a 4.00 equivalent scale.

4. Possess a Bachelor of Science (B.S.) or Bachelor of Arts (B.A.) or a Bachelor of Applied Science (B.A.S) Degree.

E. MFF Compensation

Compensation is reflected in the wage schedule.

SECTION 31 – CERTIFICATION COMPENSATION

A. EMT/Paramedic Compensation

Firefighters who fulfill the requirements to be classified as “EMT" shall, in addition to their regular pay, annually receive additional compensation of three hundred dollars ($300.00) per year.

Firefighters who fulfill the requirements to be classified as “Paramedic" shall, in addition to their regular pay, annually receive additional compensation of five hundred and seventy-five dollars ($575.00) per year.

Firefighters who attain the required prerequisites during the course of the year shall have the benefit pro-rated in accordance with the percentage of the applicable year for which they qualify.

Employees who perform the duties as a Fire Medic will be paid an additional two dollars ($2.00) per hour for all hours of the shift during which the duties are performed.

B. Fire Investigator Compensation

Fire Investigators shall receive supplemental pay of one thousand two hundred dollars ($1,200) per year for their additional responsibilities in addition to any “on-call” pay (see Section 29) for any on call hours.

C. EMT/Paramedic & Fire Investigator Payment

Compensation as set forth in Sections 1 and 2 of this Section shall be added to each applicable step of the pay scale set forth in Appendix “A” of this contract, and shall be disbursed proportionately with each paycheck throughout each contract year.

SECTION 32 – MILEAGE ALLOWANCE

If the City directs an employee to use their personal vehicle in the performance of duties, the City will reimburse the employee at the IRS Standard Mileage Rate.

ARTICLE VI - BENEFITS

SECTION 33 – IN-SERVICE TRAINING

The City shall provide employees with orientation and on-the-job training relevant to their respective positions.

The City will ensure that employees receive, at a minimum, the required number of in service training hours for Fire and EMS certifications utilized by the City.

With approval from the Fire Chief, an employee may be sent to outside instructional courses as a means of upgrading their capabilities as a City employee. Expenses for meals, lodging,

travel/auto, program registration, and other reasonable expenses shall be reimbursed pursuant to the City's written policy.

Whenever the duties of a position are to be materially changed by the introduction of new machines or processes, the City shall provide for the resources and a reasonable time period for employees to learn the use of the new machines or processes.

While attending Fire Academy or outside instructional courses, employees will be paid at the same rate as active full-time firefighters (fifty-six (56) hours per week). The employees will accrue leave time (vacation and sick) at a rate consistent with a full-time firefighter.

Employees enrolled in a Paramedic course paid for by the City shall bear no tuition or book cost, and shall not be required to use personal time to attend class.

If instructional classes are in session on a recognized City holiday, and the employee receives the day off from the instructional classes, the employee will not receive holiday pay or compensatory time, as set forth in Section 38, Holidays, of this agreement. If instructional classes are held on a recognized City holiday, the employee shall receive holiday pay or compensatory time as set forth in Section 38, Holidays, of this agreement.

SECTION 34 – TUITION REIMBURSEMENT PROGRAM

Employees will be eligible to participate in the City's Tuition Reimbursement Program subject to the terms of the program as determined by the City and applied to other City employees.

If at any time during the duration of this Agreement, the City provides greater tuition reimbursement benefits to employees of the City not covered by this Agreement, the employees covered by this Agreement shall be entitled to the greater benefit.

SECTION 35 – UNIFORMS

Uniforms and wearing apparel, including shoes, required to be worn by an employee by virtue of departmental rule or by special order of the Fire Chief shall be provided by the City.

SECTION 36 – DEFERRED COMPENSATION PLAN

Employees may participate in the City's deferred compensation plan. This plan allows the employee to set aside pre-tax contributions through payroll deductions. Any amendment to the deferred compensation plan which would provide a matching provision for hourly employees shall be made available to the union under the same terms and conditions by which the plan is offered to hourly employees.

SECTION 37 – INSURANCE

The City retains the right to select and change the health and medical insurance carrier. All terms and conditions of insurance coverage provided including eligibility for coverage, coverage period, and dates of premium payments necessary for such coverage period, shall be determined by the insurance carrier. Commencing July 1, 2025, the health insurance plan design shall be

equivalent to the health insurance plan design and contribution rates offered to other City employees. The plan design cannot increase more than 50% of the benefit levels set forth in each of the plans offered.

The contribution rates will be as follows:

	Standard	Wellness	Savers
Single	8%	7%	7%
Ee + Spouse	14%	11%	11%
Ee + Child(ren)	14%	11%	11%
Family	14%	11%	11%

The City shall provide a dental plan and shall pay one hundred percent (100%) of the cost of the premium for single coverage for each employee. Family coverage shall be at the option of the employee with any additional premium the responsibility of the employee through payroll deduction.

The City shall keep in effect a life insurance plan throughout the term of this contract. The City will pay one hundred percent (100%) of the cost of the basic insurance offered which includes one-half (1/2) of basic salary on the employee as well as two thousand five hundred dollars ($2,500) of coverage for dependents of the employee. If the employee requests additional life insurance through the same carrier, the additional cost will be paid by the employee through payroll deduction. The City shall offer supplemental life insurance to be purchased by employees. Such insurance will include Accidental Death and Dismemberment coverage up to a maximum of $100,000.00 for line-of-duty coverage.

ARTICLE VII - HOLIDAYS; VACATIONS; LEAVES OF ABSENCE

SECTION 38 – HOLIDAYS

Section 1: Recognized Holidays

1. New Year's Day (January 1)
2. Martin Luther King Junior Day (3rd Monday in January)
3. Memorial Day (Last Monday in May)
4. Independence Day (July 4)
5. Labor Day (1st Monday in September)
6. Thanksgiving Day (4th Thursday in November)
7. The Friday following Thanksgiving
8. Christmas Eve Day (December 24th)
9. Christmas Day (December 25th)

Section 2: Holiday Pay

Twenty-four (24) hour shift personnel who work on a recognized holiday shall be paid at one and one-half (1 ½) times their regular rate of pay for twelve (12) hours worked, at their regular rate for twelve (12) hours worked, and, in addition thereto, shall receive twelve (12) hours of pay at their regular rate. Employees who are recalled to work on a recognized holiday shall be paid at

two and one-half (2 ½) times their regular rate of pay for all hours of work on the holiday and, in addition thereto, shall receive twelve (12) hours of pay at their regular rate of pay. If the holiday falls on a day which an employee is not scheduled to work, the affected employee(s) shall be paid twelve (12) hours of holiday pay at their regular rate. If an employee is on a paid leave of absence, and a holiday occurs during their leave, the holiday will not be counted as part of that leave of absence.

Holiday pay shall be included in the paycheck for the pay period which includes the date of the holiday.

Eight (8) hour personnel shall receive eight (8) hours of time off for each holiday cited above. For employees who work a Monday through Friday schedule, if a holiday falls on a Saturday, the Friday before the holiday will be observed. If a holiday falls on a Sunday, the Monday after the holiday will be observed. In those rare instances when back-to-back holidays fall on Friday and Saturday, then Thursday and Friday will be designated days off; if back-to-back holidays fall on Sunday and Monday, then Monday and Tuesday will be the designated days off.

SECTION 39 – PERSONAL DAYS

In addition to recognized holidays, each twenty-four (24) hour shift personnel**,** after completing twelve (12) months of continuous service, shall receive twenty-four (24) hours to be used as needed by the employee. Forty-hour hour personnel, after completing twelve (12) months of continuous service, shall receive two (2) eight (8) hour days to be used as needed by the employee. The following guidelines apply to personal days:

A. Personal days do not accumulate from year to year.

B. Personal days must be used in increments of one (1) hour.

C. Personal days cannot be borrowed.

The total number of time-off slots shall be equal to four (4) staff members.

SECTION 40 - VACATION LEAVE

Vacation leave credits shall be accrued as follows:

Years of Service	Days Per Year (24 hour Personnel)	Days Per Year (8 Hour Personnel)
From Start Date	5 shifts	10 work days
After 4 years	8 shifts	15 work days
After 11 years	10 shifts	20 work days
After 19 years	12 shifts	25 work days

The total number of time off slots shall be equal to four (4) staff members.

Both parties of this Agreement shall work together to develop an electronic scheduler that will be used to automate the vacation selection process. If such an electronic scheduler can not be completed or agreed upon by both parties by October first (1st) of each year of this Agreement, the vacation selection book and associated process, as outlined below, shall be used.

Each shift shall have a vacation selection book to be circulated among the shift personnel by seniority each October previous to the year to be scheduled. Each employee may schedule a minimum of one (1) twenty-four (24) hour shift up to the total number of twenty-four (24) hour shifts of vacation which the employee would accrue at the time of taking vacation leave, then forward to the next employee on the list. Each employee may not keep the selection book for more than two (2) working days. After each employee has had an opportunity to schedule by seniority, any employee may schedule vacation on a first-come basis. Fire Department employee requests for vacation shall not be denied or canceled due to the schedule of another department for the vacation selections.

Each employee may carry over vacation hours into the following year up to a maximum of twice the annual vacation hours for which the employee is eligible.

The minimum increment for the use of vacation will be four (4) hours for twenty-four (24) hour shift personnel; four (4) hours for forty-hour (40) hour personnel. If a holiday occurs on a scheduled vacation day, the employee shall be granted twelve (12) or eight (8) hours of pay for each occurrence.

SECTION 41 – SICK LEAVE

Sick leave shall be granted under the following circumstances:

1. Physical incapacity not incurred in the line of duty.

2. Personal illness, including medical, dental, or optical appointments during working hours.

3. Enforced quarantine of the employee in accordance with community health regulations.

4. Serious medical condition of the immediate family (spouse, child, parent) upon approval of the Fire Chief or designee.

A. Accrual

For twenty-four (24) hour shift personnel, sick leave shall be credited to employees on the basis of 7.38 (seven and thirty-eight hundredths) hours per pay period with a maximum accrual of one thousand six hundred eighty (1,680) hours; forty- hour (40) personnel sick leave shall be credited at the rate of 3.69 (three and sixty-nine hundredths) hours per pay period, with a total maximum accumulation of one thousand fifty six (1,056) hours. Sick leave will continue to accrue so long as the employee is on compensated leave.

B. Administration

The following rules shall apply in administration of sick leave:

1. Notification of sick leave shall be made before an employee is scheduled to report for duty. Notification should be given to the Duty Officer who is working at the time that the request is submitted at least sixty (60) minutes prior to the time that the employee is scheduled to report for duty.

2. The City shall have the right to verify the reported sickness of an employee and may, on the third (3rd) consecutive day of absence, require a doctor's certificate for absence due to illness. Such certification may also be requested when the City reasonably believes an employee is abusing sick leave benefits.

3. Sick leave shall be chargeable only when used on regularly scheduled work days or work periods. Should a holiday occur during an employee's sick leave and the employee is regularly entitled to the holiday, it shall not be charged as sick leave.

4. When a Duty Officer receives notification from an off-duty employee who will be utilizing sick time, said Duty Officer shall complete the necessary payroll form to report actual sick leave used.

5. The minimum increment for the use of sick leave will be one (1) hour for twenty-four (24) hour shift personnel. However, if an employee becomes ill during their working hours, or if the supervisor approves, then the minimum increment limitation shall not apply and the employee's sick leave account will only be charged for the number of hours of work actually missed.

C. Payment

Payment for unused sick leave will be made under the following:

1. Retirement. Upon retirement, as defined by MFPRSI, an employee will receive a cash credit equal to fifty percent (50%) of each full hour of unused sick leave (but not to exceed one thousand three hundred twenty (1,320) hours for twenty-four (24) hour shift employees and nine hundred sixty (960) hours for eight (8) hour employees) at the employee's daily rate. This credit shall be used exclusively to pay for health insurance premiums until such time as the credit is exhausted.

   The parties agree to select a Post Employment Health Plan (PEHP) in accordance with the terms and conditions of the IRS Code (Section 501(c) (9)VEBA) and any applicable laws. Nationwide Retirement Solutions shall administer the plan. It is understood that the plan is an insurance premium reimbursement account and that employees will bear the cost of all administrative charges and fees that are assessed by the Nationwide Retirement Solutions.

2. Death. In the event of death, the employee's estate will be paid fifty percent (50%) of each full hour (but not to exceed one thousand three hundred twenty (1,320) hours for twenty-four (24) hour shift employees and nine hundred sixty (960) hours for eight (8) hour employees) of unused sick leave at the employee's hourly rate.

SECTION 42 – ADDITIONAL LEAVES

A. Funeral Leave

In the event of the death of an employee's spouse/domestic partner, child/unborn child, daughter/son-in-law, father, mother, former guardian brother, sister, brother/sister-in-law, grandchild, grandparent, ward, or comparable relatives of an employee's spouse/domestic partner (Group 1 below) the employee will be allowed up to five (5) days leave for attendance at the funeral and for any other purpose directly arising out of the death of the individual.

In the event of the death of an employee's aunt, uncle, niece, or nephew, or comparable relatives of an employee's spouse/domestic partner (Group 2 below) the employee will be allowed up to two (2) days leave.

In the event of the death of an employee's family member not listed above or a close friend (Group 3 below) the employee will be allowed up to one (1) day of sick leave.

Employee Group	1	2	3
Regular Employees	5 days	2 days	1 day of sick leave
24-Hour Employees	7 days (3 shifts)	3 days (1 shift)	1 day of sick leave

B. Jury Duty

When an employee's required time to report for jury duty is less than three (3) hours after the scheduled start of the employee's work day, then the employee shall call their supervisor and report their status, but the employee shall not be required to report for duty. When an employee's required time to report for jury duty is three (3) hours or more after the scheduled start of the employee's work day, the employee shall report for duty as scheduled. After an employee is released from jury duty, the employee will promptly report back for duty.

It is agreed that an employee while on jury duty, shall receive as pay from the City of West Des Moines the difference between regular pay, and all monies collected as a result of jury duty, excluding those monies received as mileage reimbursement. Said payment shall be made to the employee as part of the regular biweekly pay by the City upon receipt of evidence of actual monies received by the employee from jury duty.

The Union recognizes that shift changes and rescheduling of personnel may be necessary in the event that bargaining unit personnel do participate in jury duty activities.

SECTION 43 – FAMILY AND MEDICAL LEAVE

The City shall provide family and medical leave in accordance with State and Federal Laws, and City policy. It shall be understood that twenty-four (24) hour personnel shall receive twelve (12) weeks FMLA time during a twelve (12) month period.

SECTION 44 – PAID PARENTAL LEAVE

Employees will be eligible to participate in the City's Parental Leave Policy subject to the terms of the program as determined by the City and applied to other City employees as of January 1, 2022.

If at any time during the duration of this Agreement, the City provides greater parental leave benefits to employee of the City not covered by this Agreement, the employees covered by this Agreement shall be entitled to the greater benefit.

SECTION 45 – MILITARY LEAVE

The City shall provide military leave in accordance with State and Federal laws, and City Policy.

SECTION 46 – UNION LEAVE

Union representatives shall be entitled to pay for time spent during contract negotiations with representatives of the City, if the Union representatives are scheduled to work at the time of such negotiation sessions. All preparations for negotiations shall occur during voluntary time, not during paid duty time.

SECTION 47 – CANCER SCREENINGS

During the employees' fire department authorized physical, as set forth in department rules and regulations, members shall undergo a screening for cancer. The City shall determine the testing procedure to be used during the physical. The cost for the screening shall be paid for by the City.

IN WITNESS WHEREOF, the parties hereto have set their hands this 16th day of April 2026.

CITY OF WEST DES MOINES

Russ Trimble, Mayor

Ryan Jacobson
City Clerk

WEST DES MOINES ASSOCIATION OF PROFESSIONAL FIRE FIGHTERS, LOCAL UNION NO. 3586

Eric Kozak, President

Andrew Carey, Negotiator

Tyler Wallace, Negotiator

Grant Gaumer, Negotiator

Appendix A

WAGE SCHEDULE

The wage schedule will increase at the following rates for each fiscal year:

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

Effective with their review date, employees receive a one (1) step increase.

Fire Medics, Driver Operators and Fire Inspectors (Sworn) shall have the wage schedule modified to reflect the hourly increase respective of each attained Master Fire Fighter classification:

MFF 1: $0.24 / hour
MFF 2: $0.31 / hour
MFF 3: $0.52 / hour

Annual wages (as stated above) are the wages that will be reported to the MFPRSI for pension purposes in addition to other pension, taxable earnings as defined by MFPRSI.

Twenty-four (24) hour shift personnel: Annual wages are based upon a regular work year of two thousand nine hundred twelve (2,912) hours at a straight time hourly rate. Twelve (12) hours of FLSA Premium shall be paid on the payroll following the end of the fourteen (14) day cycle according to Department of Labor's FLSA regulations and shall include all supplemental pay. In addition to the minimum required payment of scheduled hours, the City shall include leave hours/wages in the overtime calculation for firefighters. Also reference SECTION 25 - Overtime.

Forty (40) hour personnel: Annual wages are based upon a regular work year of 2,080 hours at a straight time hourly rate.

Note: Probationary is defined as one (1) year of employment.

7/1/2026: 4.0%

	Firefighters	
	Hourly	Annual
P	$23.61	$68,746
1	$24.82	$72,290
2	$25.99	$75,682
3	$27.32	$79,558
4	$28.68	$83,525
5	$30.13	$87,735
6	$31.63	$92,096
7	$34.05	$99,152

	FF, MFF1	
	Hourly	Annual
P		
1		
2	$26.23	$76,381
3	$27.56	$80,257
4	$28.92	$84,224
5	$30.37	$88,434
6	$31.87	$92,795
7	$34.29	$99,851

	FF, MFF2	
	Hourly	Annual
P		
1		
2		
3	$27.63	$80,461
4	$28.99	$84,428
5	$30.44	$88,638
6	$31.94	$92,999
7	$34.36	$100,055

	FF, MFF3	
	Hourly	Annual
P		
1		
2		
3		
4	$29.20	$85,040
5	$30.65	$89,249
6	$32.15	$93,610
7	$34.57	$100,667

	Fire Medics	
	Hourly	Annual
P	$27.08	$78,862
1	$28.29	$82,375
2	$29.48	$85,857
3	$30.75	$89,552
4	$32.13	$93,550
5	$33.56	$97,729
6	$35.11	$102,241
7	$37.44	$109,025

	FM, MFF1	
	Hourly	Annual
P		
1		
2	$29.72	$86,556
3	$30.99	$90,251
4	$32.37	$94,249
5	$33.80	$98,428
6	$35.35	$102,940
7	$37.68	$109,724

	FM, MFF2	
	Hourly	Annual
P		
1		
2		
3	$31.06	$90,455
4	$32.44	$94,452
5	$33.87	$98,632
6	$35.42	$103,144
7	$37.75	$109,928

	FM, MFF3	
	Hourly	Annual
P		
1		
2		
3		
4	$32.65	$95,064
5	$34.08	$99,243
6	$35.63	$103,756
7	$37.96	$110,540

	Driver Operators	
	Hourly	Annual
1	$28.68	$83,525
2	$30.13	$87,735
3	$31.63	$92,096
4	$33.25	$96,821
5	$35.59	$103,635

	DO, MFF1	
	Hourly	Annual
1		
2	$30.37	$88,434
3	$31.87	$92,795
4	$33.49	$97,519
5	$35.83	$104,333

	DO, MFF2	
	Hourly	Annual
1		
2		
3	$31.94	$92,999
4	$33.56	$97,723
5	$35.90	$104,537

	DO, MFF3	
	Hourly	Annual
1		
2		
3		
4	$33.77	$98,335
5	$36.11	$105,149

	Fire Inspector (Sworn)	
	Hourly	Annual
1	$40.29	$83,802
2	$42.29	$87,956
3	$44.42	$92,390
4	$46.66	$97,063
5	$48.97	$101,865

	FI, MFF1	
	Hourly	Annual
1		
2	$42.53	$88,455
3	$44.66	$92,889
4	$46.90	$97,562
5	$49.21	$102,364

	FI, MFF2	
	Hourly	Annual
1		
2		
3	$44.73	$93,035
4	$46.97	$97,708
5	$49.28	$102,510

	FI, MFF3	
	Hourly	Annual
1		
2		
3		
4	$47.18	$98,144
5	$49.49	$102,947

	Fire Inspector (Civilian)	
	Hourly	Annual
P	$34.08	$70,888
1	$35.78	$74,414
2	$37.55	$78,113
3	$39.45	$82,050
4	$41.41	$86,139
5	$44.34	$92,217

7/1/2027: 3.5%

	Firefighters	
	Hourly	Annual
P	$24.43	$71,153
1	$25.69	$74,820
2	$26.90	$78,331
3	$28.28	$82,343
4	$29.69	$86,449
5	$31.18	$90,806
6	$32.73	$95,319
7	$35.24	$102,623

	FF, MFF1	
	Hourly	Annual
P		
1		
2	$27.15	$79,054
3	$28.53	$83,066
4	$29.94	$87,172
5	$31.43	$91,529
6	$32.98	$96,043
7	$35.49	$103,346

	FF, MFF2	
	Hourly	Annual
P		
1		
2		
3	$28.60	$83,277
4	$30.01	$87,383
5	$31.50	$91,740
6	$33.05	$96,254
7	$35.56	$103,557

	FF, MFF3	
	Hourly	Annual
P		
1		
2		
3		
4	$30.23	$88,016
5	$31.72	$92,373
6	$33.27	$96,887
7	$35.78	$104,190

	Fire Medics	
	Hourly	Annual
P	$28.03	$81,622
1	$29.28	$85,258
2	$30.52	$88,862
3	$31.83	$92,686
4	$33.25	$96,824
5	$34.74	$101,150
6	$36.34	$105,820
7	$38.75	$112,841

	FM, MFF1	
	Hourly	Annual
P		
1		
2	$30.76	$89,586
3	$32.08	$93,410
4	$33.50	$97,547
5	$34.98	$101,873
6	$36.59	$106,543
7	$39.00	$113,565

	FM, MFF2	
	Hourly	Annual
P		
1		
2		
3	$32.15	$93,621
4	$33.57	$97,758
5	$35.06	$102,084
6	$36.66	$106,754
7	$39.07	$113,775

	FM, MFF3	
	Hourly	Annual
P		
1		
2		
3		
4	$33.79	$98,391
5	$35.27	$102,717
6	$36.88	$107,387
7	$39.29	$114,408

	Driver Operators	
	Hourly	Annual
1	$29.69	$86,449
2	$31.18	$90,806
3	$32.73	$95,319
4	$34.41	$100,209
5	$36.83	$107,262

	DO, MFF1	
	Hourly	Annual
1		
2	$31.43	$91,529
3	$32.98	$96,043
4	$34.66	$100,933
5	$37.08	$107,985

	DO, MFF2	
	Hourly	Annual
1		
2		
3	$33.05	$96,254
4	$34.73	$101,144
5	$37.16	$108,196

	DO, MFF3	
	Hourly	Annual
1		
2		
3		
4	$34.95	$101,776
5	$37.37	$108,829

	Fire Inspector (Sworn)	
	Hourly	Annual
1	$41.70	$86,735
2	$43.77	$91,034
3	$45.97	$95,624
4	$48.30	$100,460
5	$50.69	$105,430

	FI, MFF1	
	Hourly	Annual
1		
2	$44.01	$91,551
3	$46.22	$96,141
4	$48.55	$100,977
5	$50.94	$105,947

	FI, MFF2	
	Hourly	Annual
1		
2		
3	$46.29	$96,291
4	$48.62	$101,127
5	$51.01	$106,098

	FI, MFF3	
	Hourly	Annual
1		
2		
3		
4	$48.84	$101,579
5	$51.23	$106,550

	Fire Inspector (Civilian)	
	Hourly	Annual
P	$35.27	$73,369
1	$37.03	$77,019
2	$38.87	$80,847
3	$40.83	$84,922
4	$42.86	$89,153
5	$45.89	$95,445

7/1/2028: 3.0%

	Firefighters	
	Hourly	Annual
P	$25.17	$73,287
1	$26.46	$77,065
2	$27.71	$80,680
3	$29.13	$84,813
4	$30.58	$89,042
5	$32.12	$93,530
6	$33.72	$98,179
7	$36.30	$105,701

	FF, MFF1	
	Hourly	Annual
P		
1		
2	$27.96	$81,426
3	$29.38	$85,558
4	$30.83	$89,787
5	$32.37	$94,275
6	$33.97	$98,924
7	$36.55	$106,446

	FF, MFF2	
	Hourly	Annual
P		
1		
2		
3	$29.46	$85,775
4	$30.91	$90,005
5	$32.45	$94,492
6	$34.05	$99,141
7	$36.63	$106,604

	FF, MFF3	
	Hourly	Annual
P		
1		
2		
3		
4	$31.13	$90,657
5	$32.67	$95,144
6	$34.27	$99,793
7	$36.85	$107,316

	Fire Medics	
	Hourly	Annual
P	$28.87	$84,070
1	$30.16	$87,816
2	$31.43	$91,528
3	$32.78	$95,467
4	$34.25	$99,729
5	$35.78	$104,184
6	$37.43	$108,995
7	$39.91	$116,226

	FM, MFF1	
	Hourly	Annual
P		
1		
2	$31.69	$92,273
3	$33.04	$96,212
4	$34.50	$100,474
5	$36.03	$104,929
6	$37.69	$109,740
7	$40.17	$116,971

	FM, MFF2	
	Hourly	Annual
P		
1		
2		
3	$33.11	$96,429
4	$34.58	$100,691
5	$36.11	$105,146
6	$37.76	$109,957
7	$40.24	$117,189

	FM, MFF3	
	Hourly	Annual
P		
1		
2		
3		
4	$34.80	$101,343
5	$36.33	$105,798
6	$37.98	$110,609
7	$40.47	$117,841

	Driver Operators	
	Hourly	Annual
1	$30.58	$89,042
2	$32.12	$93,530
3	$33.72	$98,179
4	$35.44	$103,215
5	$37.94	$110,480

	DO, MFF1	
	Hourly	Annual
1		
2	$32.37	$94,275
3	$33.97	$98,924
4	$35.70	$103,961
5	$38.20	$111,225

	DO, MFF2	
	Hourly	Annual
1		
2		
3	$34.05	$99,141
4	$35.78	$104,178
5	$38.27	$111,442

	DO, MFF3	
	Hourly	Annual
1		
2		
3		
4	$36.00	$104,830
5	$38.49	$112,094

	Fire Inspector (Sworn)	
	Hourly	Annual
1	$42.95	$89,338
2	$45.08	$93,765
3	$47.35	$98,493
4	$49.75	$103,474
5	$52.21	$108,593

	FI, MFF1	
	Hourly	Annual
1		
2	$45.34	$94,297
3	$47.61	$98,025
4	$50.00	$104,006
5	$52.46	$109,125

	FI, MFF2	
	Hourly	Annual
1		
2		
3	$47.68	$99,180
4	$50.08	$104,161
5	$52.54	$109,281

	FI, MFF3	
	Hourly	Annual
1		
2		
3		
4	$50.30	$104,627
5	$52.76	$109,746

	Fire Inspector (Civilian)	
	Hourly	Annual
P	$36.33	$75,570
1	$38.14	$79,329
2	$40.03	$83,273
3	$42.05	$87,470
4	$44.15	$91,828
5	$47.26	$98,308

7/1/2029: 2.75%

	Firefighters	
	Hourly	Annual
P	$25.86	$75,303
1	$27.19	$79,184
2	$28.47	$82,899
3	$29.93	$87,145
4	$31.42	$91,491
5	$33.00	$96,102
6	$34.64	$100,879
7	$37.30	$108,608

	FF, MFF1	
	Hourly	Annual
P		
1		
2	$28.73	$83,665
3	$30.19	$87,911
4	$31.68	$92,257
5	$33.26	$96,868
6	$34.91	$101,644
7	$37.56	$109,374

	FF, MFF2	
	Hourly	Annual
P		
1		
2		
3	$30.27	$88,134
4	$31.76	$92,480
5	$33.34	$97,091
6	$34.98	$101,868
7	$37.64	$109,597

	FF, MFF3	
	Hourly	Annual
P		
1		
2		
3		
4	$31.99	$93,150
5	$33.57	$97,761
6	$35.21	$102,538
7	$37.87	$110,267

	Fire Medics	
	Hourly	Annual
P	$29.66	$86,382
1	$30.99	$90,230
2	$32.30	$94,045
3	$33.69	$98,092
4	$35.19	$102,471
5	$36.76	$107,049
6	$38.46	$111,992
7	$41.01	$119,423

	FM, MFF1	
	Hourly	Annual
P		
1		
2	$32.56	$94,811
3	$33.95	$98,858
4	$35.45	$103,237
5	$37.02	$107,815
6	$38.72	$112,757
7	$41.27	$120,188

	FM, MFF2	
	Hourly	Annual
P		
1		
2		
3	$34.03	$99,081
4	$35.53	$103,460
5	$37.10	$108,038
6	$38.80	$112,981
7	$41.35	$120,411

	FM, MFF3	
	Hourly	Annual
P		
1		
2		
3		
4	$35.76	$104,130
5	$37.33	$108,708
6	$39.03	$113,651
7	$41.58	$121,081

	Driver Operators	
	Hourly	Annual
1	$31.42	$91,491
2	$33.00	$96,102
3	$34.64	$100,879
4	$36.42	$106,054
5	$38.98	$113,518

	DO, MFF1	
	Hourly	Annual
1		
2	$33.26	$96,868
3	$34.91	$101,644
4	$36.68	$106,819
5	$39.25	$114,283

	DO, MFF2	
	Hourly	Annual
1		
2		
3	$34.98	$101,868
4	$36.76	$107,043
5	$39.32	$114,507

	DO, MFF3	
	Hourly	Annual
1		
2		
3		
4	$36.99	$107,713
5	$39.55	$115,176

	Fire Inspector (Sworn)	
	Hourly	Annual
1	$44.13	$91,794
2	$46.32	$96,344
3	$48.65	$101,201
4	$51.12	$106,319
5	$53.64	$111,580

	FI, MFF1	
	Hourly	Annual
1		
2	$46.58	$96,891
3	$48.92	$101,748
4	$51.38	$106,866
5	$53.91	$112,126

	FI, MFF2	
	Hourly	Annual
1		
2		
3	$48.99	$101,907
4	$51.45	$107,026
5	$53.98	$112,286

	FI, MFF3	
	Hourly	Annual
1		
2		
3		
4	$51.68	$107,504
5	$54.21	$112,764

	Fire Inspector (Civilian)	
	Hourly	Annual
P	$37.33	$77,648
1	$39.19	$81,511
2	$41.14	$85,563
3	$43.21	$89,875
4	$45.36	$94,353
5	$48.56	$101,012

Appendix B

INSURANCE PLANS

Medical

In-Network Benefits	Standard	Wellness	Savers
Copays			
ACA Preventive Office Visit	$0	$0	$0
Office Visit Copay	$0 - Iowa Clinic	$0 - Iowa Clinic	Deductible
	$10 - All Other Providers	$20 - All Other Providers	
Prescription Drugs	Script Sourcing - $0	Script Sourcing- $0	
Standard and Wellness Plans: Copays reduced by $5 at Hy-Vee pharmacies	Tier 1 - $10	Tier 1 - $10	
	Tier 2 - $20	Tier 2 - $25	
	Other - $30	Other- $40	
	Specialty - same as cost-share above depending on drug category	Specialty - same as cost-share above depending on drug category	
Other Services			
Deductible	$250 individual $500 family maximum Medical services only	$500 individual $1,000 family maximum Medical services only	$3,400 individual $5,000 family maximum Medical and Rx combined
Coinsurance	You pay 10%	You pay 20%	You pay 0%
Out of Pocket Maximum – medical and Rx combined	$750 individual $750 family maximum	$1,500 individual $3,000 family maximum	$3,400 individual $5,000 family maximum

Dental

	PPO Dentist	Premier/Non-Par Dentist
Preventive Services	Covered in full	Covered in full
Deductible	$15 individual/$45 family	$25 individual/$75 family
Basic Services	You pay 10%	You pay 20%
Major Services	You pay 50%	You pay 50%
Annual Maximum	$1,000 per person	
Orthodontia	For dependent children up to age 19 $50 deductible You pay 50% Lifetime maximum - $2,000	

Vision

	In-Network	Out-of-Network
Exam	$10 copay	Up to $40
Contacts	Up to $120	Up to $105
Frames (every 24 mos.)	Up to $120	Up to $70
Lenses (based on type)	$25-$160 copay	Up to $40-$80