CONTRACT

CITY OF WEST DES MOINES

and

POLICE TEAMSTERS LOCAL 238

July 1, 2026

through

June 30, 2030

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PREAMBLE

This Agreement entered into by the City of West Des Moines, Iowa, hereafter referred to as the "City," and Teamsters Local Union No. 238, hereafter called the "Union," has as its purpose the harmonious and cooperative relations between the City and the Union; to work together for the public safety; to establish equitable wage scales, standards, and conditions of employment; to provide for collective bargaining and a grievance procedure for the resolution of disputes, all in accord with the Iowa Public Employment Relations Act.

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 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: Police Officers, Civilian Property Officer, Community Service Officer, and Police Analyst.

Excluded: Chief of Police, Assistant Chief of Police, Captains, Lieutenants, Sergeants, Administrative Secretary to the Chief of Police, Administrative Assistant to the Chief's Executive Officer, Clerical Employees and all those excluded by Section 4 of the Act.

During the term of this Agreement, regular part-time employees shall be compensated in accordance with the respective classification title and the starting wage for that classification. In addition, part-time employees shall receive overtime in accordance with Article 14 (Hours of Work and Overtime). Regular part-time employees are not eligible to receive any other benefits contained in this Agreement.

ARTICLE 2
MANAGEMENT RIGHTS

The City shall have and retain, in addition to its regular and customary functions, the exclusive power, duty, and right to:

1. Direct the work of its employees, including the hiring, promotion, demotion, transfer, assignment, and retention within the Police Department.

2. Plan, direct, and control all operations and services of the Department.

3. Determine what goods and services should be purchased.

4. Determine the methods, means, organization and numbers of personnel by which such operations and services are to be conducted.

5. Enforce reasonable work rules and regulations and establish the same.

6. Suspend or discharge employees for proper cause.

7. Initiate, prepare, certify and administer its budget.

8. Schedule working hours and assign overtime.

In matters not specifically covered by language within this Agreement, the Employer shall have the clear right to make decisions in such areas on a unilateral basis. No actions as taken by the City shall be in violation of the provisions contained in this Agreement.

ARTICLE 3
DISCRIMINATION

The City will not interfere with or discriminate, in respect to any term or condition of employment, against any employee covered by this Agreement because of membership in the Union or legitimate and legal activity required in this Agreement on behalf of the Union.

The Union recognizes its responsibilities as the exclusive bargaining representative and agrees to represent all employees in the unit without discrimination, restraint or coercion.

The provisions of this Agreement shall be applied equally to all employees without discrimination as to age, sex, marital status, race, color, creed, national origin, gender, sexual orientation, religion, political affiliation, or disability. The Union shall share equally with the City the responsibilities for applying this provision of the Agreement. Further, the Union agrees to cooperate fully in any affirmative action program or activity undertaken by the City or required of the City by any agency of the State or Federal government.

ARTICLE 4
UNION REPRESENTATION

Section 1. Bargaining. The Union may appoint a bargaining committee to represent the unit in all formal negotiations and/or discussions with the City. The Committee shall

not exceed three (3) in number with one (1) alternate so designated.

Section 2. Stewards. The Employer recognizes the need of the Union to designate job stewards and alternates from the employer's seniority list. It is agreed that while the Union may appoint as many stewards as it desires, not more than one individual at any one time shall perform the duties of steward with respect to this Section and while on the employer's premises. The authority of the steward, and in his or her absence the alternates so designated by the Union, shall be limited to the following activities:

A. Transmission of such necessary messages and information as shall originate with and be authorized by the local and its officers, and the transmission of such messages shall be: (a) on the steward's own time outside of his or her normal working hours, and (b) shall not interfere with, disrupt, or impede the normal workflow of those employees on duty.

B. Receive, investigate, process, and assist employees in the presentation of a grievance through any step of the settlement procedure after Step 1. When the nature of a grievance requires immediate action, i.e., irreparable harm to an employee, the steward or alternate may be permitted to leave the regular work area upon request to his/her immediate supervisor and with the approval of the supervisor. Such employees will suffer no loss of their regular pay from the normal work shift when properly excused by their supervisor. However, such time spent investigating and processing any grievance shall be reasonable and commensurate with the circumstances concerning the nature at issue. Normally, such time spent shall not exceed one-half (½) hour at any step of the grievance process and shall require the attention of no more than one (1) representative.

C. Whenever a steward enters a work area for the purpose of investigating a complaint or a grievance, the supervisor of that area must be so notified and informed of the nature of the problem. Any such investigation shall be accomplished in such a manner as to avoid interference with the Departmental operations and the performance of any employee's job duties.

Section 3. Solicitation. The Union agrees there will be no solicitation for membership, collection of union fees, fines or assessments, meetings or other union activities on City time except as set forth in this Article. The Union will take all reasonable measures to assure that such representatives are knowledgeable of their respective responsibilities.

ARTICLE 5
NO STRIKE - NO LOCKOUT

The Union and employees, individually and collectively agree that during the term of this Agreement they will not strike, cause a slowdown or work stoppage against the City, assist or participate in any such strike or work stoppage, or impose obligation to conduct, assist or participate in such activity. The City in return agrees that there shall be no lockout of the members of the Union.

ARTICLE 6
WORK RULES

The City has established an Operations Manual for employees of the Department, which manual 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 Article 2 of this Agreement, the City may adopt new work rules and/or publish changes in existing departmental work rules. The Union would expect its ideas, comments, and suggestions to be considered in the establishment of new rules or changes to the existing rules. All employees shall comply with the work rules as adopted. Any provision of the work rules which is in conflict with any provision of this contract shall be superseded by the provisions contained herein.

ARTICLE 7
USE OF BULLETIN BOARDS

The City will provide reasonable space, for official Union business, on each bulletin board in each work area of the unit. Use of the board shall be limited to the following general types of notices:

1. Listing of Union officers and officials.

2. Union meetings.

3. Union elections.

4. Necessary and proper Union business and information.

ARTICLE 8
PROBATIONARY PERIOD

Section 1. Initial Probationary Periods

A. Police Officers

All original appointments shall be subject to a twelve (12) month probationary period. Once released to solo patrol, monthly reports shall be completed by the Watch Commander and the probationary employee, and reviewed by the Patrol Commander, to assist the employee in meeting the standards of performance of the position to which he/she has been appointed. At any time during the probationary period, an employee may be discharged, upon written notification, for any reason without right of appeal. Continuance in the position after expiration of the probationary period shall constitute permanent appointment. Officers hired that are ILEA certified shall be subject to a nine (9) month probationary period.

B. Other Employees

All original appointments shall be subject to a six (6) month probationary period. Reports shall be completed by a supervisory employee and the probationary employee, and reviewed by the Division Commander, to assist the employee in meeting the standards of performance of the position to which he/she has been appointed. At any time during the probationary period, an employee may be discharged, upon written notification, for any reason without right of appeal. Continuance in the position after expiration of the probationary period shall constitute permanent appointment.

ARTICLE 9
PERFORMANCE EVALUATIONS

Section 1. 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.

Section 2. Evaluation Provisions. 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. An annual evaluation of all permanent employees in reference to the standard of work performance required shall be completed by the employee's supervisor. This evaluation shall include a discussion between the employee and his/her supervisor for the purpose of determining goals and evaluating progress toward better performance and personal development. A memorandum record of the results of

these discussions shall be forwarded to the Police Chief or designee, by the supervisor on the forms prescribed.

B. Whenever, in an employee's personnel file, reference is made to "satisfactory performance" or "standard performance," this shall be based on the evaluation form submitted by the supervisor and determined by the Police Chief or designee.

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

D. Each employee shall be given a copy of the evaluation form prepared by his/her supervisor regarding his/her progress.

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

F. A copy of each completed performance evaluation shall be forwarded to the Human Resources office for inclusion in the employee's personnel file.

Section 3. Exception by the Employee. In the event of an employee disagreement with the performance evaluation received, the employee may request a meeting with his/her supervisor and the Police Chief or designee. 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 his/her discretion, revise the original evaluation as a result of such discussion.

Section 4. Upon request, the Department will provide to any employee any and all data generated, examined or used during the performance review processes. In the event an employee is given feedback regarding improvement in any area of the review, the supervisor will determine goals needed to accomplish improved performance.

If the employee still disagrees with the rating, he/she may so indicate in the space provided on the evaluation form.

ARTICLE 10
SENIORITY

The seniority of employees covered by this Agreement shall be as follows:

A. City seniority shall mean an employee's length of continuous, full-time service with the City since his/her last date of hire.

B. Job classification seniority shall mean that seniority dating from the first day of full-time employment in the job classification of Police Officer, Civilian Property Officer, Police Analyst, and Community Service Officer. Job classification seniority may or may not coincide with City seniority. In the event an employee has been promoted from one classification to another, seniority shall continue to accrue in any classification(s) that were formerly held.

C. In computing seniority, any period of absence exceeding sixty (60) calendar days in any one year, except for disability, shall be deducted from the employee's time of seniority.

ARTICLE 11
REDUCTION IN FORCE

Section 1. Order of Layoff. Whenever it becomes necessary for employees to be laid off because of lack of work, lack of funds, or reorganization, the employees shall be laid off in reverse order of their seniority as defined in Article 10 of this Agreement. Provided further, however, that any reduction in the number of employees within any given classification shall be by reverse order of seniority within that classification, subject to the provisions of Chapter 400, Code of Iowa, for employees moved from a higher to lower classification. The seniority list used for such determinations shall be maintained by the Human Resources Department, in accordance with Section 400 of the Iowa Code. The order of layoff, by classification, shall be as follows:

A. Temporary employees

B. Part-time employees

C. Full-time employees

Section 2. Notice. All employees laid off in accordance with the provisions of this Article as per authority of the City shall be given written notice by the Police Chief or designee of such layoff at least ten (10) days prior to the effective date, with a copy of said notice being given to the City Manager.

ARTICLE 12
RE-EMPLOYMENT

Section 1. Re-employment List. The names of employees laid off shall be placed on a re-employment list.

Section 2. Eligibility. Such persons shall be eligible for re-employment in reverse order of layoff for a period of three (3) years, provided that they are still qualified and able to perform the job.

Section 3. Removal. When an employee is notified to return to work, satisfactory arrangements to do so must be made by the employee within seven (7) calendar days of notification or he/she will be automatically dropped from the re-employment list.

ARTICLE 13
DISCIPLINARY ACTION

Section 1. Purpose and Scope. Both parties of this Agreement recognize that a certain amount of discipline is necessary for the efficiency of operation. Therefore, these certain penalties for infractions of rules and policies have been agreed upon as follows:

A. Oral reprimand or warning;

B. Written reprimand or warning;

C. Suspension;

D. Discharge;

E. Demotion.

Section 2. Reprimand or Warning. Whenever an employee's performance falls below the required level, or when an employee's conduct falls under one of the causes for action listed in Section 5 below, the supervisor shall inform the employee promptly and specifically of such lapses. If appropriate and justified, following discussion of the matter, a reasonable time for improvement or correction may be allowed before any further disciplinary action is initiated. In situations where an oral warning has not resulted in the correction of the condition, or where more severe initial action is warranted, a written reprimand shall be sent to the employee and a copy placed in the employee's personnel file folder. An attempt shall be made to have the employee sign receipt of said copy of any written reprimand and failure to do so shall require a statement to that extent from a witness.

Section 3. Suspensions. In those cases where one or more written reprimands have not been effective, or where the seriousness of the events or conditions warrant, an employee may be suspended without pay by the Police Chief or designee, for a

period not to exceed thirty (30) calendar days for each offense for any cause listed in Section 5.

Section 4. Dismissal. When other forms of disciplinary action have proved ineffective or where the seriousness of the offense or conditions warrant it, the Police Chief or designee, with the approval of the City Manager, may dismiss the employee for any cause listed in Section 5.

Section 5. Causes for Action. The following shall be causes for action:

A. Incompetency, inefficiency, or negligence in the performance of duty.

B. Activity which has been determined to be incompatible with his/her employment.

C. Insubordination, constituting a serious breach of discipline.

D. Unauthorized absences or abuse of leave privileges.

E. Acceptance of any valuable consideration given to influence the employee in the performance of his/her duty.

F. Falsification of any application or report or other City document.

G. Use of official position for personal advantage.

H. Prohibited political activity as provided by state law.

I. Willful violation of the provisions of law.

J. Unnecessary abuse of City property.

K. Violation of written departmental rules.

Section 6. Any employee who is subject to an investigatory interview which may lead to a documented disciplinary action shall be given up to one (1) hour, upon request, to arrange for representation of a union steward or his/her designee.

Section 7. Appeal. Any employee shall have the right to challenge the propriety of disciplinary action through the regular grievance procedures as stipulated and contained within this Agreement.

ARTICLE 14

HOURS OF WORK AND OVERTIME

Section 1. Hours.

A. The City shall establish and post the hours of work within groups and shifts as determined by it to best provide the service to be rendered and to accommodate the public being served.

B. Nothing herein shall be construed as a guarantee of the number of hours of work per day or per week, or the number of days per week.

C. A normal shift for police officers shall consist of eight (8) hours paid time, including a fifteen (15) minute paid roll call before tour, seven and one-half (7 ½) hours of regular duty, and a fifteen (15) minute debriefing. Police officers shall take a one-half (½) hour unpaid meal period while on the tour of duty.

D. The Community Service Officers shall work one of three shifts: (1) 0800-1630 hours, or (2) 1000-1830 hours, or (3) 1830-0300 hours. All Community Service Officers will work on a 5-on/2-off schedule Monday through Friday. This schedule may be changed by mutual agreement of management and the affected employee(s).

E. The Civilian Property Officers shall work eight (8) hours of paid time per day on a Monday through Friday schedule. Break periods and meal periods for these employees shall continue as in effect on July 1, 2000.

F. Police Officers serving as detectives shall be on a 5-on/2-off schedule, Monday through Friday working between the hours of 7:00 am and 6:00 pm. Each eight and one-half (8 ½) hour shift shall have a one-half (½) hour unpaid meal period.

G. Work Week/Work Year. The normal schedule for Patrol Officers, Officers shall consist of twenty-eight (28) days and one hundred sixty (160) hours of paid duty time incorporating a schedule of 5-on/4-off, 5-on/4-off, 6-on/4-off, ten (10) hour days. Shifts may change in order to meet the operational needs of the City with involvement from the Union. Officers will utilize the Bid Board Process in accordance with Article 33 for their assignment to one of the three shifts if assigned to Patrol: (1) 0600-1600, (2) 1400-2400, or (3) 2100-0700.

H. Power shift – Patrol. An alternative shift for Patrol Officers may be offered, at the discretion of management, on a 5-on/2-off schedule,

Monday through Friday, working the hours of 1030-1900. If this shift is offered by management these positions will be a part of the overall Bid Board Process as outlined in G above.

I. Police Officers serving in the Special Operations Unit, Support Services Division, will work the following shifts, based on assigned duty position:

1. Traffic/Special Events (TSE) Officers shall be on a 4-on/4-off, 4-on/2-off (Week 1 – Monday–Thursday/Week 2 – Tuesday–Friday) assigned to one of two shifts - 0700-1700 hours or 0800-1800 hours. This will be a ten (10) hour shift with a paid one-half (½) hour lunch break.

2. Entertainment Response Team (ERT) Officers shall be on a 4-on/4-off, 4-on/2-off (Week 1 – Tuesday-Friday/Week 2 – Wednesday-Saturday) working the hours of 1700-0300 hours. This will be a ten (10) hour shift with a paid one-half (½) hour lunch break.

3. K-9 Officers will be assigned to support either the TSE Officer schedule (Team #1) or the ERT Officer schedule (Team #2). K-9 Officers will bid, based on positional seniority (length of time in the K-9 duty assignment), for each of six months as detailed in Article 33.

   If the K-9 Officer leaves their current assignment, they will not have the option to return to either TSE/ERT Officer schedules as a K-9 Officer and the following applies:

   > K-9 Officers will be assigned to 2nd Watch Patrol and the hours worked will be from 1400 hours to 0000 hours. K-9 Officers will bid, based on positional seniority (length of time in the K-9 duty assignment), for each of six months as detailed in Article 32.

4. School Resource Officers (SRO) shall be on a 5-on/2-off, Monday through Friday schedule. When school is in session they will work from 0730-1600 hours. When school is not in session they will work from 0800-1630 hours. This is an eight (8) hour schedule with an unpaid one-half (½) hour lunch break.

J. Police Analyst employees shall work a shift consisting of eight (8) hours of paid time with varying start and ending times between the hours of 7

am and 5 pm and with one (1) hour unpaid meal break. Police Analyst employees shall work five (5) consecutive days.

K. Police Officers serving in the Community Outreach Programs and Service Unit (COPS), will work the following shifts, based on the assigned duty position:

1. Training and Emergency Management Officers shall be on a 5-on/2-off, Monday through Friday schedule. Their work hours will be 0800-1630 hours. This is an eight (8) hour schedule with an unpaid one-half (½) hour lunch break.

2. Community Outreach Programs and Services Officers shall be on a 5-on/2-off, Monday through Friday schedule. Their work hours will be 0800-1630 hours. This is an eight (8) hour schedule with an unpaid one-half (½) hour lunch break.

Section 2. Overtime.

A. Nothing herein shall be construed as a limitation on the Employer's rights to require overtime as conditions warrant.

B. Overtime is all time ordered and worked in units of one-quarter (¼) hour or more which is in excess of the assigned scheduled hours of work for an employee as outlined in Section 1 of this Article. It is the policy of the City that overtime, whether compensated by cash payment or time off shall be held to a minimum consistent with efficient operations and the provision of essential services to the public. Whenever possible, work assignments will be made in such a way as to avoid accumulation of overtime.

C. Employees shall be credited for overtime by compensatory time or pay at time and one-half for work performed in excess of their normal assigned work schedule or duties subject to the provisions further contained in this paragraph.

The City at any time shall have the right and option to assign use of or to buy back a bargaining unit member's accumulated Compensatory time (C-time) down to a protected level of four (4) days for any individual employee. In the exercise of its right, the City shall buy down towards the protected level in a uniform manner, beginning with the unit employee with the highest level of accumulated C-time reduced through the buy back option, below the lowest level of accumulated C-time of any other bargaining unit employee, unless by

mutual agreement. Accumulated compensatory time may be used in one-hour increments.

D. Compensatory Time. Compensatory time (C-time) may be used with regular vacation schedule. The maximum amount of compensatory time that employees with an eight (8) hour schedule may maintain is eighty (80) hours and the maximum amount of compensatory time that employees with a ten (10) hour schedule may maintain is one hundred (100) hours. All overtime earned in excess of the applicable hour maximum shall be paid in cash.

ARTICLE 15
VACATION AND SICK LEAVE

Section 1. Vacation leave credits shall be accrued as follows:

Years of Continuous Service	Hours of Vacation Earned Bi-Weekly
After 1 year through 4 years	3.08 (2 weeks)
5th year through 11th year	4.62 (3 weeks)
12th year through 19th year	6.16 (4 weeks)
20th year and over	7.70 (5 weeks)

Employees must complete the 5th, 12th, and 20th years of service to advance to the three week, four week, and five week schedules and be credited for the extra week accumulated at each step.

Section 2. Administration.

A. When an employee graduates from one (1) vacation schedule rate to another based upon continuous years of services, the new rate shall take effect the first (1st) day of the first (1st) month following the employee's anniversary date. The seniority date of an employee is considered the same as the vacation anniversary date.

B. Earned vacation can be accumulated but in no event shall total accumulation be in excess of double one (1) year's credit.

C. Probationary employees shall accrue vacation during probationary period, but shall be ineligible for such vacation until they become permanent employees and have completed twelve (12) months service.

D. Vacation leave shall not be used in units of less than one-half (½) day, except when an employee has exhausted all other forms of paid leave accrued and available. In the event an employee has exhausted all

forms of paid leave, accrued and recorded vacation time will be available in one (1) hour increments.

E. When a holiday occurs during an employee's approved leave and the employee is regularly entitled to the holiday, the employee will receive holiday pay only for that day and the day will not be counted as part of the leave time.

F. All vacation leave schedules must be filed in the prescribed manner and a response shall be given by the employee's supervising officer within seventy-two (72) hours of submittal. In approving such schedules, the supervising officer shall consider the needs of the City and seniority. In the event an employee's vacation request is denied, the employee may appeal the denial to the Police Chief or designee who shall provide a response to the employee within seven (7) calendar days.

An employee's scheduled vacation may not be cancelled during periods of normal operations of the City. In the event an employee's vacation is cancelled by the City, the employee shall be reimbursed any monetary loss suffered (e.g. nonrefundable reservations) which, after due diligence, the employee is unable to recover.

An employee may reschedule vacation upon giving not less than forty-eight (48) hours prior notice to the City. Prior notice shall not be required by an employee responding to a court subpoena.

G. No advanced usage of vacation will be permitted.

H. No vacation time will be accrued during layoff due to lack of work or during a personal leave of absence.

I. An employee absent form work due to illness for a period not exceeding sixty (60) days shall continue to accrue vacation time. An employee who is injured on the job in the line of duty, shall continue to accrue vacation time while on injury leave.

J. Accrued but unused vacation will be paid to employees with six (6) or more months of continuous employment upon termination.

K. Vacation leave must be used. Double pay in lieu of vacation time will not be authorized or granted.

Section 3. Sick Leave. Sick leave shall be credited to employees on the basis of 3.6923 hours per pay period with total accumulation not to exceed one thousand fifty-six (1,056) hours maximum.

A. Usage. 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 Police Chief or designee.

(5) Sick leave may be granted for employees to attend funerals subject to the approval of the Police Chief or designee.

B. Administration.

(1) All requests for sick leave shall be made before an employee is scheduled to report for duty.

(2) The City shall have the right to verify the reported sickness of an employee and may require a doctor's certificate for absence due to illness. Such verification would not normally be expected unless the illness exceeds three days. The certificate shall state the kind and nature of the illness or injury and whether the employee has been incapacitated for said period. If the City requests specifically a doctor's statement, and the certification shows the employee has been incapacitated for the entire period, the City shall pay the costs of such examination. Should the certificate fail to indicate the above, the City shall have no obligation.

(3) Sick leave shall be chargeable only when used on regularly scheduled workdays 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) The City shall have the right to request a second opinion from a City-selected provider for return-to-work releases.

C. Separation

No compensation for unused sick leave credit shall be made upon separation from City employment except in the case of retirement or death of a permanent employee of the City, as prescribed hereinafter.

In the event of the employee's retirement which meets the requirements of the applicable Federal or State statute, the employee shall be credited with an amount equal to fifty (50%) percent of his/her daily salary based on his/her salary rate at the time of his/her retirement for each full day of unused sick leave credit the employee has accrued up to the limit. The credit shall only be used for the payment of health insurance premiums for the employee and his/her dependents.

If an employee elects to receive a credit and dies prior to the exhaustion of the credit, the employee's named beneficiary shall be paid the balance of the unused sick leave credit which the employee has accrued. Employees shall designate a beneficiary in writing and file such designation with the Human Resources Department.

The separation benefit for retirement or death shall not exceed fifty (50%) percent of one hundred thirty-two (132) days.

ARTICLE 16
PARENTAL LEAVE

Employees will be eligible for paid parental leave as stated in Employee Handbook, Section 6.12 in effect on July 1, 2021.

ARTICLE 17
FAMILY AND MEDICAL LEAVE

The City shall provide family and medical leave in accordance with State and Federal Laws.

ARTICLE 18
MILITARY LEAVE

The City shall provide military leave in accordance with State and Federal laws, and City Policy in effect on July 1, 2000.

ARTICLE 19
FUNERAL AND JURY DUTY LEAVES

Section 1. 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

Section 2. Jury Duty Leave. Leave of absence with pay may be authorized by the Police Chief or designee in order that full time employees serve required jury duty for a reasonable period of time. Such periods of time shall be considered as time on duty; however, should an employee be released from jury duty at a time when three (3) or more hours remain in the regular City working day (8:00-4:45), such employee shall return to work within one (1) hour following such release and finish a tour until completion of the regular City work day.

It is agreed that an employee while on jury duty, shall receive as pay from the City of West Des Moines the difference between his/her regular pay, and all monies collected as a result of his/her jury duty, exclusive of 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.

ARTICLE 20
HOLIDAYS

Section 1. Holidays.

A. During the duration of the contract, Police Officers, Community Service Officers, and the Civilian Property Officer shall be entitled to ten (10) holidays per year as follows:

New Years Day	Labor Day	Day After
Martin Luther King Jr.	Veteran's Day	Thanksgiving
Day	Thanksgiving Day	Christmas Eve Day
Memorial Day		Christmas Day
Independence Day		

B. During the duration of the contract, police analyst employees shall be entitled to nine (9) holidays per year as follows:

New Years Day	Independence Day	Day After
Martin Luther King Jr.	Labor Day	Thanksgiving
Day	Thanksgiving Day	Christmas Eve Day
Memorial Day		Christmas Day

C. If the holiday falls on a Saturday, the Friday before the holiday will be observed, and if the holiday falls on Sunday, the Monday after the holiday will be observed.

If an employee is placed on a schedule to work a holiday the employee shall receive at least twenty (20) days' notice of removal from said schedule. However, the employee would be subject to recall.

Section 2. Personal Days Police Officers, Community Service Officers, and the Civilian Property Officer shall receive one (1) personal day for each twelve (12) months of continuous City service. Police Analyst employees shall receive two (2) personal days for each twelve (12) months of continuous City service. The Police Chief, or designee must approve advanced use of the employee's personal day off. Personal days may be used in one-hour increments. Personal days or hours shall not be accumulated from year to year.

Section 3. Holiday and personal day hours will be equivalent to the number of hours per day that an employee is regularly assigned to work.

ARTICLE 21
LONGEVITY

In addition to the annual salaries, as hereinafter provided, all employees in the Bargaining Unit shall receive longevity compensation as follows:

After five (5) years of service	$350
After ten (10) years of service	$700
After fifteen (15) years of service	$1,050
After twenty (20) years of service	$1,400

Longevity pay shall be pro-rated and accumulated on a monthly basis but shall be paid on a lump-sum basis on the first (1st) pay day in December, for the previous twelve (12) months accumulation or any unpaid portion thereof.

ARTICLE 22
PAY PERIOD

During the term of this Agreement, the City of West Des Moines will retain its policy and procedure of paying employees on a bi-weekly basis. All employees shall be paid by direct deposit to a financial institution of their choice.

ARTICLE 23
SUPPLEMENTAL PAY

Section 1. Command Pay. In addition to other compensation, the City shall pay an additional three dollars ($3.00) per hour to any police officer below the rank of Sergeant, who is assigned "Command duty" for a particular shift in the absence of a higher-ranking officer.

Section 2. On-Call Pay. In addition to other compensation, the City shall pay to any police officer serving in the capacity of "detective" and anyone officially designated as a Crime Scene Investigator who is placed in the status of active "on-call", subject to immediate call-out or return to duty at any time prior to his or her next regularly assigned shift an additional two dollars ($2.00) per hour for each hour so defined or classified.

Section 3. Field Training Officer (FTO) Compensation. In addition to other compensation, the City shall pay to any Police Officer serving in the capacity of "FTO" one (1) hour of compensatory time for each training day spent with a Probationary Officer. Community Service Officers will be compensated one (1) hour of straight time pay for each training day spent with a Probationary employee. Primary FTOs shall receive ten (10) hours of compensatory time upon the completion of each field training assignment (officer).

Section 4. Mentor Compensation. In addition to other compensation, the City shall pay to any police officer serving in the capacity of Mentor, twenty-four (24) hours of compensatory time for their involvement with a new employee. They will be given twelve (12) hours at the start of their mentoring and the final twelve (12) hours at the completion of the new employee's probationary period. If during the mentoring period the mentor feels that more extensive mentoring is needed, and the extra mentoring is agreed upon by the mentoring coordinator, the mentor will be compensated for the additional time spent.

Section 5. K-9 Officer Compensation. In addition to other compensation, the City shall pay to any Police Officer serving in the capacity of K-9 handler, one (1) hour of Compensatory time per day for each day their assigned canine is in their care.

Section 6. Community Service Officer (CSO) Crime Scene Investigator (CSI) Compensation. In addition to other compensation, the City shall pay to a Community Service Officer (CSO) who is trained, certified, and serving in the capacity of the additional duty of Crime Scene Investigator (CSI) an hourly pay differential of fifty cents ($0.50) per hour, added to the CSO-CSI's hourly pay on a continuous basis.

Section 7. Bi-Lingual Pay. As determined by the Police Chief, an employee proficient in a foreign language needed by the City shall be compensated $1,000. This payment shall be made in the first pay period that includes the applicable July 1st.

ARTICLE 24
COURT APPEARANCES

All bargaining unit personnel who are called to court when off duty shall be paid additional compensation or credited with C-time as follows:

District Court, Grand Jury, hearings, or any court of law: one and one-half (1½) the hourly rate with a minimum of one (1) hour, plus mileage to and from Court at the mileage rate allowed by the Internal Revenue Service. Time shall commence when the employee leaves his/her residence and finalize when the employee returns to his/her residence. Witness fees due from Court shall be credited to the City.

ARTICLE 25
UNIFORM AND CLOTHING PROVISIONS

Section 1. Uniforms. Uniforms, uniform hardware, frisk gloves, body armor (up to and including Level IIIA protection), and wearing apparel required to be worn by an employee by virtue of departmental rules and regulations, or by special order of the Police Chief or designee, with the exception of underclothing, socks, shoes, handgun, watches, or eye glasses, shall be provided by the City.

Section 2. Personal Property. Personal property carried on duty shall be replaced at a reasonable price, not to exceed actual value or three hundred dollars ($300), when lost or damaged while on duty, if the loss or damage is not a direct result of employee negligence. A police officer's handgun or individually owned patrol rifle lost or damaged in the line of duty shall be an exception to the three hundred dollar ($300) rule but not to exceed one thousand dollars ($1,000).

Section 3. Clothing Allowance. Police officers assigned to plainclothes duty for a period exceeding six (6) months during any fiscal year shall receive a clothing allowance of seven hundred fifty dollars ($750.00). The payment of the clothing allowance will be made by the second payroll in July for the preceding fiscal year.

ARTICLE 26
WAGES

Each full-time employee shall be compensated in accordance with the respective classification title and corresponding salary range as set forth in Appendix "A."

Shift Differential: $0.40 per hour

Lateral Transfer:
The Chief, with the approval of the City Manager, shall have the authority to place a new officer on any step based upon factors determined by the City.

Procedural Guidelines:

- The Lateral Officer will start on the Seniority List on the date of hire and be assigned the next available PIN number in accordance to Article 10 Section B on the contract. (No Seniority Credit for Prior Years of Service)
- The Lateral Officer will be required to meet Iowa Administrative Code 501-2.1(80B) General requirements for law enforcement officers and 501-2.3(80B) Officers moving from agency to agency.
- The Lateral Officer will maintain the current nine (9) month probationary period as stated in Article 8 of the Contract.
- The Lateral Officer will receive vacation and sick leave based on Years of Service in Relation to the Date of Hire by the City of West Des Moines in accordance with Article 15 of the Contract. (No seniority Credit for Years of Service)

ARTICLE 27
HOLIDAY PAY

Any employee who works a designated holiday as one of his/her regularly scheduled workdays, shall receive one and one-half (1½) times his/her normal hourly rate for all hours worked, plus eight (8) hours of holiday pay. Any employee who is required to work on a designated holiday that is not his/her regularly scheduled workday shall receive two (2) times his/her normal hourly rate for all hours worked, plus eight (8) hours of holiday pay. An employee may elect to take up to eight (8) hours compensatory time in lieu of eight (8) hours holiday pay.

ARTICLE 28
CALL TIME AND EXTRA DUTY

Section 1. Call time. An employee, who is called back to work, or called out to work for any reason other than employee negligence, shall be compensated a minimum of two (2) hours at time and one half pay. In the event the employee works more than two (2) hours during the callback, he/she shall be paid at time and one-half for the entire period of work. Call time does not apply when an employee is ordered to work beyond his/her regular shift or when a call out occurs less than two (2) hours prior to an employee's regular shift.

Determination as to whether an employee shall receive pay or compensatory time credit, shall be in accordance with Article 14, Section 2.

ARTICLE 29
DEFERRED COMPENSATION

Regular full-time and regular half and three-quarter part-time employees are eligible for a City match as defined by role after six (6) months of employment.

Employee Type	**Matching Amount Per Pay Period**
1/2 and 3/4 Part-Time Non-Exempt	$25
Full-Time Non-Exempt	$50

ARTICLE 30
INSURANCE

Section 1. The City shall offer a comprehensive health and medical insurance plan. 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. 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 contribution rates set forth above shall be maintained for the term of the contract. Commencing July 1, 2025, the health insurance plan design shall be equivalent to the health insurance plan design offered to other City employees.

However, the plan design cannot increase more than fifty percent (50%) of the benefit levels set forth in each of the plans offered.

Section 2. Dental Insurance. The City shall provide a dental plan equal to the Delta Dental Plan currently in effect, and shall pay one hundred percent (100%) of the cost of the premium for single coverage for each full-time employee. Family coverage shall be at the option of the employee with any additional premium the responsibility of the employee through payroll deduction.

Section 3. Life Insurance. The City shall keep in effect the present life insurance plan, or a plan equal thereto, throughout the term of this contract. The City will pay one hundred percent (100%) of the cost of the basic insurance offered. If the employee requests additional life insurance through the same carrier, the additional cost will be paid by the employee through payroll deduction.

ARTICLE 31
TRAINING AND CAREER DEVELOPMENT

Section 1. Non-academic Courses. The purpose of this section is to establish policy for employee training and for sending City employees to special outside courses of instruction relating to their employment with the City which does not accrue credit toward a high school diploma or high school equivalency certificate, college degree, law degree, CPA recognition or related educational certification.

A. The City will, at its direction, provide orientation and on-the-job training for each employee. Upon the recommendation of the Police Chief or designee, and approval of the City Manager, an employee may be sent to outside instructional courses as a means of upgrading his/her capabilities as a City employee.

B. The criteria for evaluating a request to attend outside instructional courses shall be that the estimated value to the City from the course is commensurate with the total cost including tuition, transportation, meals, lodging, pay and other expenses; that consideration be given to the quality of both curriculum and the instructors involved so as to be reasonably certain that the course will be practical and usable in City operation; and that in the case of a prolonged course of instruction there will be adequate coverage of the employee's normal duties during his/her absence.

C. Employee training to improve work performance of the employee in his/her present position, both by means of in-service instruction and outside instructional courses, may be conducted during or after the employee's working hours. If conducted during the employer's time,

training such shall be at the City's expense. Training to prepare the employee for promotion shall be on the employee's own time, unless, because of shortages of manpower or other circumstances, it is in the City's interest to use work time.

Section 2. Tuition Reimbursement. Each employee will be eligible to participate in the City's Tuition Reimbursement Program as stated in Employee Handbook, Section 7.5.

Section 3. New Positions Created. Whenever the duties of a position are materially changed by the introduction of new machines or processes requiring different skills, any employee affected by the change shall be given a reasonable opportunity to learn to perform the new duties and qualify for status in any new class of positions. Any employee who, after a reasonable training period, qualifies for an appointment in a different class and possesses the specific education and experience requirement, shall be appointed thereto with the same status and seniority which he/she last had in the previous class. Employees who do not qualify for such appointments shall be reassigned to other duties appropriate to his/her class or be laid off in accordance with the provisions of law and Article 11 of the Agreement.

ARTICLE 32
SETTLEMENT OF DISPUTES

Section 1. 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 group of employees have a grievance, it shall be adjusted in the following manner:

Step 1. An employee shall present the grievance in writing, with or without his steward, to his/her Supervisor, within five (5) working days after the occurrence upon which the grievance is based. The Supervisor, after consultation with the Unit Commander, shall give his/her written answer to the grievance within five (5) working days after the grievance is presented to him/her.

Step 2. If the grievance is not settled in Step 1, it may be appealed by the aggrieved employee(s) to the Police Chief or designee or delegated representative within five (5) working days after the Supervisor's answer. The grievance shall be reduced to writing, signed by the aggrieved employee(s), and shall specifically state the facts on which it is based, the section(s) of this Agreement allegedly violated, and the relief requested. The Police Chief or designee shall answer the grievance in writing within five (5) working days after receiving the grievance.

Step 3. If the grievance is not settled at Step 2, it may be appealed to the City Manager by the Union upon five (5) days written notice to the City Manager after receipt of the Police Chief or designee's 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) working days.

Step 4. If the grievance is not settled at Step 3, it may be appealed to arbitration by the Union upon ten (10) days written notice to the City Manager 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. When a timely request has been made for arbitration, a representative of the City and a representative of the Union shall select a mutually agreeable arbitrator to hear and determine the grievance. If the representatives of the parties are unable to agree upon an arbitrator within fifteen (15) working days of the City's receipt of the arbitration notice, the parties shall jointly request the Iowa PERB 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, alternatively strike names from the list, and the remaining person shall act as arbitrator.

Section 2. An arbitrator selected pursuant to Step 4, Section 1, of this Article 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 arbitrator's decision must be issued within 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 his 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.

Section 3. Issues involving the layoff, suspension, demotion, reinstatement, discharge, displacement, reassignment, or recall rights of employees may be appealed through existing Civil Service Commission procedures or through the procedures contained in this Article. No employee is permitted to utilize both procedures.

Section 4. 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.

Section 5. The failure of an employee, the Union or its representatives to process a grievance within the time specified in Section 1 of this Article 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.

ARTICLE 33
UNION-MANAGEMENT RELATIONS

All formal negotiations or bargaining with respect to the terms and conditions of this Agreement shall be conducted by authorized representatives of the Union and authorized representatives of the City.

Agreements reached as a result of such negotiations shall become effective only when signed by the authorized representatives of the parties.

ARTICLE 34
SHIFT ASSIGNMENTS - OPERATING PROCEDURES
Shift Rotation Schedules - Patrol

Shift Bid Board

Section 1. The Shift Bid Board is a process to determine Patrol Shift Assignments that has been agreed upon by Management as well as the Union. The Shift Bid Board is explained as follows:

Patrol officer assignments will be determined by the Shift Bid Board. The Shift Bid Board is a process in which patrol officers will be assigned, based on seniority, to each of the three (3) duty shifts covering a twenty-four (24) hour period, and rotated on January 1st and July 1st of each year.

Sixty (60) days prior to July 1st and January 1st the Bid Board will be posted in the Patrol Roll Call room. Each patrol officer will sign up for his/her shift bid on the Shift Bid Board. This will be done in order of seniority, starting with the most senior officer assigned to patrol and continue down the seniority list to the least senior officer assigned to patrol. The Bid Board will be posted for a period of approximately thirty (30) days. Thirty (30) days prior to January 1st and July 1st the bid board will be finalized and shifts assignments posted in accordance with this process.

The Bid Board may contain reserved slots on 2nd and 3rd Watch. If there are reserved slots, they will correspond with the number of officers in a probationary status at the time the Bid Board is posted. The reserved slots will allow an officer who is on probation to be assigned to a duty shift at the exception of the Bid Board, with notification from the Patrol Commander to the Bid Board Officer prior to the posting of the bid. An example of this would be if there were several probationary officers in phase 5 of the field training program all on one particular shift. This would allow phase 5 probationary officers to be assigned to either 2nd or 3rd watch, to assist in the completion of their training and development.

An officer may choose to place his/her bid in a reserved slot, with the understanding that the slot is not guaranteed. If it is determined that a probationary officer needs to be placed in the reserved slot, the officer may be placed in a reserved slot on another shift.

An officer may be placed in a slot/position on the Bid Board, prior to the posting of the Bid Board. This may be done when special circumstances warrant, that are beyond the control of the officer. Exceptions may also apply temporarily due to sickness or vacation. If this is done it will be by the Patrol Commander in consultation with the Patrol Division Commander and with notification to the Bid Board Officer, prior to the posting of the bid.

There will be a "Bid Board Officer", that has been agreed upon to be one of the Union Stewards. The function of the Bid Board Officer is to act as a liaison between the Patrol Commander, and the Bid Board process/function. The Bid Board Officer will ensure that the Bid Board is being completed in a timely and orderly fashion. He/She will make contact with the officer/s who is due to place their bid, to make their bid, if there is any delay or stop during the process. If an officer is unable to place their bid due to vacation, days off, or other absence or reason, the Bid Officer has the authority to place that officers bid in accordance with their direction. The Bid Board Officer will work closely with the Patrol Commander, keeping them informed during the process.

If there are any staffing issues that arise, such as possible movement of officers, the Patrol Commander and Bid Board Officer will have time to discuss such issues prior to completion of the final draft of the bid board.

With respect to the movement or transfers of officers to and from patrol, it is agreed that management will make every attempt to make these movements or transfers in conjunction with the Bid Board process, on or about January and July of each calendar year. This would reduce to a minimum the amount of shift displacement during the year. If an officer is transferred into Patrol and the Bid Board has been completed for that time frame, that officer will be placed on a shift that has a vacancy.

After an officer submits his/her primary vacation bid, the Department will guarantee an officer up to an additional six (6) days off for secondary vacation during the six (6) month vacation cycle, providing the request is made at least thirty (30) days prior to the scheduled vacation and providing no more than two (2) officers per unit are on leave status (vacation or compensatory time) on any given day (except for Thanksgiving Day and Christmas Day which will only be approved if the officer uses a day of vacation or compensatory time on a day which is contiguous with the holiday).

Section 2. The provisions of the Shift Bid Board shall apply only to the uniform patrol section and Community Service Officers.

ARTICLE 35
SENIOR OFFICER STATUS

Section 1. The City shall establish a pay incentive for "Senior Officer" applicable to individuals holding the position of Police Officer or Community Service Officer. Incentives as provided herein are to encourage individual officers to become more highly educated, and in so doing, to increase their worth to the Department and to the citizens of the community. Pay as set forth in Section 4 of this Article shall be added to compensation set forth at each step of the applicable pay scale contained in Appendix "A," and paid on a lump sum basis the first pay day in December.

Section 2. Senior Officer Classification. In order to qualify as a Senior Officer, an officer must: (a) have served as a member of the West Des Moines Police Department a minimum of five (5) years and have successfully completed a Bachelor of Science or a Bachelor of Arts (B.S. or B.A.) program at an accredited college or university, or (b) have served as a member of the West Des Moines Police Department a minimum of eight (8) years and have successfully completed an Associate of Arts (A.A.) program at an accredited college or university or (c) have served as a member of the West Des Moines Police Department a minimum of ten (10) years and have successfully completed one hundred twenty (120) credit hours of professional development training with a minimum of two (2) specialties (the professional development training programs and the specialties will be determined by the Police Chief).

Section 3. Senior Officer Compensation. Those officers who at the start of each contract year have fulfilled the requirements to be classified as a "Senior Officer" shall, in addition to their regular pay, receive one thousand five hundred dollars ($1,500.00). Those officers who attain the required pre-requisites 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.

ARTICLE 36
DISCLAIMER

The provisions of this Agreement shall not be deemed, implied, or otherwise to apply to the internal or external workings, business, etc. or the West Des Moines Police Benevolent Association.

ARTICLE 37
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. Wages and insurance shall be open for negotiations in years three (3) and four (4) of the contract (July 1, 2028 and July 1, 2029).

WAGES:

Police Officers:	See attached wage schedule.
7/1/26	1) 3% ATB applied to steps 00 through 06. 4% ATB applied to step 7. 2) All step movement shall be frozen from July 1, 2026 through June 30, 2027. Steps shall resume on July 1, 2027.
7/1/27	1) 4% ATB

All Other Classifications

7/1/26 –3% ATB
7/1/27 –3% ATB

IN WITNESS WHEREOF, the parties hereto have set their hands this 17th day of November, 2025.

CITY OF WEST DES MOINES

Russell I. Trimble, Mayor

Ryan Jacobson
City Clerk

TEAMSTERS LOCAL #238

Brian Simpson, Agent

#272
Kenneth Bensley, Steward

Jaime Ballesteros, Steward

#229
Brian Ascheman, Steward

APPENDIX A
WAGE SCHEDULE
2027 - 28 FY

Classification	FY2627			FY2728	
Community Service Officer	**Hourly**	**Annual**		**Hourly**	**Annual**
00	$27.53	$57,262		$28.36	$58,989
01	$29.51	$61,381		$30.40	$63,232
02	$31.51	$65,541		$32.46	$67,517
03	$32.87	$68,370		$33.86	$70,429
04	$34.48	$71,718		$35.51	$73,861
05	$35.52	$73,882		$36.59	$76,107
Police Officer	**Hourly**	**Annual**		**Hourly**	**Annual**
00	$37.14	$77,250		$38.63	$80,340
01	$39.19	$81,508		$40.75	$84,768
02	$41.23	$85,766		$42.88	$89,197
03	$43.28	$90,024		$45.01	$93,625
04	$45.33	$94,282		$47.14	$98,053
05	$47.38	$98,540		$49.27	$102,482
06	$49.42	$102,798		$51.40	$106,910
07	$51.97	$108,096		$54.05	$112,419
Civilian Property Officer	**Hourly**	**Annual**		**Hourly**	**Annual**
00	$33.26	$69,181		$34.26	$71,261
01	$34.49	$71,739		$35.52	$73,882
02	$35.89	$74,651		$36.97	$76,898
03	$37.26	$77,501		$38.38	$79,830
04	$38.73	$80,558		$39.89	$82,971
Police Analyst	**Hourly**	**Annual**		**Hourly**	**Annual**
00	$37.66	$78,333		$38.79	$80,683
01	$39.30	$81,744		$40.48	$84,198
02	$41.08	$85,446		$42.31	$88,005
03	$42.94	$89,315		$44.23	$91,998
04	$44.86	$93,309		$46.21	$96,117
05	$46.89	$97,531		$48.30	$100,464