

RESOLUTION NO. 25-11-206

**A RESOLUTION APPROVING PUBLIC PROFESSIONAL AND
MAINTENANCE EMPLOYEES LOCAL UNION 2003, IUPAT POLICE,
MEMORANDUM OF UNDERSTANDING**

WHEREAS, the labor agreement with the Public Professional and Maintenance Employees Local Union 2003, IUPAT Police, provides for work rules designed to ensure orderly operations and promote harmonious relationships between the employer and its employees; and

NOW, THEREFORE, BE IT RESOLVED that the attached memorandum of understanding regarding promotions become effective upon approval.

PASSED AND APPROVED by the City Council of the City of Fort Dodge, Iowa, this 24th day of November 2025.

Ayes: Flattery, Nelson, Secor, McCaleb, Alstott, Crimmins and Schuur

Nays: None

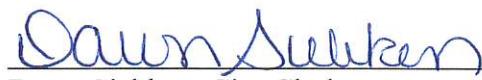
Other: None

City of Fort Dodge, Iowa



Matt Bemrich
Matt Bemrich, Mayor

Attest:



Dawn Siebken
Dawn Siebken, City Clerk

MEMORANDUM OF UNDERSTANDING

Between

City of Fort Dodge ("City")

and

Public, Professional & Maintenance Employees (PPME), Local 2003 IUPAT - Police ("Union")

This Memorandum of Understanding (“MOU”) is entered into by and between the City of Fort Dodge, Iowa (hereinafter “City”) and PPME Local 2003 (hereinafter “Union”), collectively referred to as the “Parties”, for the purpose of establishing clear language regarding step placement when an officer is promoted.

As part of the reopeners specified in Article 28, Section B, of the current collective bargaining agreement, effective July 1, 2022, through June 30, 2027, the Parties established wage increases for the last two years of the agreement (FY 2026 and FY 2027). In conjunction with this wage reopeners, a new step schedule was implemented on July 1, 2025.

The Parties agree to replace current language regarding promotions in Exhibit A, Police Department Wage Grades, in its entirety with the following:

When an officer is promoted, they shall be placed at the same step within the new pay grade. For example, if Patrol Officer Smith is currently at Grade/Step 21/E and is promoted to Sergeant, they will move to Grade/Step 23/E, maintaining their existing step. Time spent in their current step will carry forward into the promoted step.

This provision applies only to promotions from Patrol Officer to Sergeant and from Sergeant to Lieutenant. It does not apply to promotions that skip a rank (e.g., Patrol Officer to Lieutenant).

This MOU shall be effective as of the date of signing and shall remain in full force and effect for the duration of the current collective bargaining agreement effective July 1, 2022, through June 30, 2027.

City of Fort Dodge Representatives:

PPME Local 2003 – Police Representatives:

See Resolution.

Matt Bemrich
Mayor

Nathan Wolfe

12/14/25

IUPAT, Local 2003

Date _____

Jamie Anderson
Human Resources Director

12/1/2025

Mark A. Hubbard 12-10-25
Mark Hubbard Date
Union Business Representative

Date

Date