

RESOLUTION NO. 25-11-205

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

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 agreement regarding rotating shifts become effective January 1, 2026.

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, Mayor

Attest:



Dawn Siebken, City Clerk

MEMORANDUM OF AGREEMENT
Between
City of Fort Dodge (“City”)
and
Public, Professional & Maintenance Employees (PPME), Local 2003 IUPAT - Police (“Union”)

1. Purpose

This Memorandum of Agreement (“MOA”) is entered into by and between the City of Fort Dodge and PPME Local 2003 (collectively, “Parties”) to establish terms for transitioning bargaining-unit employees in the Fort Dodge Police Department from a **shift-bidding** assignment model to a **rotating shift** schedule, and thereby removing the Shift Bidding process from Article 6, Section 12, to replace it with the Rotating Shift process detailed within this MOA.

2. Authority & Relationship to the CBA

This MOA is made pursuant to the Parties’ Collective Bargaining Agreement (“CBA”) effective **July 1, 2022 – June 30, 2027**. Except as expressly modified herein, all CBA provisions remain in full force and effect. In the event of conflict, the provisions of this MOA govern only with respect to shift bidding and rotating shift implementation, all other CBA provisions control.

3. Implementation Timeline

This MOA shall go into effect **January 1, 2026**, to implement a rotating patrol shift at the beginning of the calendar year. Timelines and deadlines within the current CBA would be waived during the initial implementation of the rotating shift switchover. Shift assignments for the 2026 and 2027 calendar years will be announced by Management during the first week of December preceding each respective year.

4. Rotation

The rotating shift schedule only includes officers assigned to the Patrol Division and does not include officers assigned to Criminal Investigations. Criminal Investigations assignments will continue to be appointed by FDPD Management.

The four patrol shift structure will continue, along with the schedule detailed in existing CBA under Article 6 “Hours of Work”.

Rotations for patrol shifts to move from day shift to night shift and vice versa will occur each March, July, and November or as close to as is reasonable. The months in which the shift change takes place may be moved upon mutual agreement of both parties. During the implementation in January 2026, officers will be assigned by Management to best fit operational needs with the first rotation to take place in March 2026.

(Example: Alpha Shift will be assigned to day shift in January 2026 and will switch to night shift in March 2026. Meanwhile, Charlie Shift will be assigned to night shift in January 2026 and will switch to day shift in March 2026.)

5. Schedule Posting & Changes

Any shift realignment will occur in January of each year, and shift assignment will be for the calendar year, unless movements are necessary due to staffing levels or other applicable reasons. Officers wishing to switch shifts shall submit a written request or email to FDPD Management prior to December of each year.

6. New Hires, Transfers, and Promotions

- New hires will be placed to balance team staffing and qualifications.
- Intra-department transfers occur at the end of a rotation cycle when practicable.
- Promotional movements will be placed where the supervisory opening is when practicable.

7. Management Rights

Except as modified by this MOA, the City retains its management rights under the CBA and applicable law, including the right to determine staffing levels, qualifications, and appointment of officers.

8. Duration

This MOA becomes effective on **January 1, 2026**, and remains in effect through **June 30, 2027**, the expiration date of the current CBA, unless extended by mutual written agreement, or incorporated into the next CBA.

City of Fort Dodge Representatives:

See Resolution.

Matt Bemrich Date
Mayor

 12/1/2025

Jamie Anderson Date
Human Resources Director

Date

PPME Local 2003 – Police Representatives:

 12/14/25

IUPAT, Local 2003 Date

 12-10-25

Mark Hubbard Date
Union Business Representative

Date