

RESOLUTION NO. 25-07-138

**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 flex time become effective upon approval.

PASSED AND APPROVED by the City Council of the City of Fort Dodge, Iowa, this 28th day of July 2025.

Ayes: Nelson, McCaleb, Alstott and Schuur

Nays: None

Other: Absent: Flattery, Secor and Crimmins

City of Fort Dodge, Iowa



Matt Bemrich
Matt Bemrich, Mayor

Attest:



Dawn Siebken
Dawn Siebken, City Clerk

Memorandum of Understanding
Between the
City of Fort Dodge
and the
PPME Local 2003, District 81, IUPAT

This Memorandum of Understanding (hereinafter "Agreement") is entered into by and between the City of Fort Dodge, IA (hereinafter "City") and PPME Local 2003 (hereinafter "Union").

The intent of this memo is to change Article 6, Hours of Work, Section 13, expanding the types of events and activities that qualify for flex time.

Section 13: Employees engaged in the following management-approved activities will be provided with flex time at time and a half for hours outside of their regular scheduled workday:

1. Training that meets the minimum requirements for the continuation of certification as a peace officer in the State of Iowa.
2. Serving as an instructor, as requested by ILEA.
3. Community outreach efforts, such as but not limited to participation in the Citizens' Academy and delivering safety presentations at local schools and businesses.
4. Special assignments for the betterment of the department, such as but not limited to participation in the Employee Advisory Committee, involvement in peer support programs, and evaluation of department operations and resources, including equipment, policies, and procedures.
5. Honor Guard duties at funerals, organized functions, ceremonies, or parades.

Union-sponsored activities do not qualify for flex time. Any activity for which flex time is requested must be approved in advance by the Chief of Police or an authorized designee.

All other language remains the same.

This Agreement shall be effective as of the date of signing and shall be in full force and effect for the collective bargaining agreement between the City of Fort Dodge and PPME Local 2003 effective July 1, 2022 through June 30, 2027.

<i>Nathan Wolfe</i> _____ IUPAT, Local 2003	9/30/2025 _____ Date	<i>Jamie N. Anderson</i> _____ Jamie N. Anderson Human Resources Director City of Fort Dodge	7/24/2025 _____ Date
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Mark A. Habbard 7-24-25

7-24-25

Mark Hubbard

Date

Mark Hubbard
Union Business Representative