

**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, Mayor

Attest:



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:

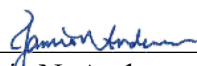
1. Training that meets the minimum requirements for the continuation of certification as a peace officer in the State of Iowa.
2. Serving as an instructor, as requested by ILEA.
3. Community outreach efforts, such as but not limited to participation in the Citizens' Academy and delivering safety presentations 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.

  
\_\_\_\_\_  
IUPAT, Local 2003                      9/30/2025  
Date

  
\_\_\_\_\_  
Jamie N. Anderson                      7/24/2025  
Human Resources Director                      Date  
City of Fort Dodge

Mark A. Hubbard 7-24-25

Mark Hubbard      Date  
Union Business Representative