

ARTICLE VIII
HOURS OF WORK

Section 3 Meal Periods (page 22 currently)

- A. Current Contract Language**
- B. Current Contract Language**
- C. A daily per diem allowance of ten dollars (\$10) per day shall be paid to ~~all Motor Vehicle Enforcement DOT~~ employees covered by this Agreement who work four (4) or more hours on that day. No special documentation shall be necessary to receive this per diem. The Employer and the Council recognize that these officers are required, as a condition of their employment and for the convenience of the Employer, to eat certain meals outside of their homes while on duty. Additionally, if in travel status, the employee will receive the current meal reimbursement rates and lodging rates in accordance with the current DAS guidelines. An employee in travel status is not eligible to receive per diem. ~~BIIP investigators will receive the ten dollars (\$10) per day when away from the office.~~ **BIIP investigators will receive the ten dollars (\$10) per day. The daily per diem rate for all eligible covered employees shall immediately increase to current DAS lunch in state per diem rate, upon an increase by DAS.**

Section 5 Shift Differential (page 22 currently)

- A. The Employer agrees to pay, in addition to the employee's regular hourly rate, a shift differential of at least ninety cents (\$0.90) per hour for any regularly scheduled permanent shift of which four (4) or more hours occur between 6:00 p.m. and midnight, and a shift differential of at least one dollar (\$1.00) per hour for any regularly scheduled permanent shift of which four (4) or more hours occur between midnight and 6:00 a.m. Employees who work rotating shifts on a regularly scheduled permanent basis shall be eligible for shift differential. **The established shift differential shall always be, at minimum, equal to any shift differential paid to non-public safety employees.**

ARTICLE IX
WAGES AND FRINGE BENEFITS

Section 1 Wages (page 23 currently)

- A. On the first day of the pay period that includes July 1, ~~2023,~~ **2025** employees in the bargaining units covered by this Agreement shall receive a ~~five (5.0%)~~ **six (6.0%)** across-the-board pay increase. Department of Transportation employees in this bargaining unit eligible for negotiated within-range step increases shall receive automatic step increases in accordance with their eligibility date. The new rate of pay shall start on the first day of the pay period in which the employee's eligibility date occurs. The current procedure used in Regents will continue as it currently exists. The step increases shall be automatic ~~six percent (6.0%)~~ **4.5%** within-grade increases in accordance with their eligibility date. ~~Prior to July 1, 2023, the employer and Union~~

~~shall meet and agree to slot each employee of the Board of Regents into the pay scale agreed to under Appendix A of this Agreement. During the first year of this Agreement, Regents employees subject to this Agreement shall not receive a separate within-range step increase for FY24. The parties agree if there are any disagreement on lots to go to mediation/arbitration.~~

- B. On the first day of the pay period that includes July 1, ~~2024, 2026~~ Department of Transportation employees covered by this Agreement shall receive a ~~five percent (5.0%)~~ **six (6.0%)** across-the-board pay increase.

On the first day of the pay period that includes July 1, ~~2024-2026~~, Board of Regents employees covered by this Agreement shall receive a **six percent (6.0%)** across-the-board pay increase.

All employees eligible for negotiated within-range step increases shall receive automatic step increases in accordance with their eligibility date. The new rate of pay shall start on the first day of the pay period in which the employee's eligibility date occurs. The current procedure used in Regents will continue as it currently exists. The step increases shall be automatic ~~six percent (6.0%)~~ **4.5%** within-grade increases in accordance with their eligibility date for Department of Transportation employees and ~~five percent (5.0%)~~ **4.5%** within-grade increases in accordance with their eligibility date for Board of Regents employees.

- C. In addition, Regents employees who are promoted, demoted, reclassified, assigned special duties, or lead workers will have their pay set based upon the administrative rules of the Regent Merit System with the value of a step equal to ~~six percent (6.0%) in FY24 and five percent (5.0%) in FY25.~~ **4.5%**

D. **Current Contract Language**

E. **Current Contract Language**

F. **Current Contract Language**

~~G. Effective June 30, 2025, automatic within-range step increases under sections A, B, and C of this Section shall revert to four and one-half percent (4.5%).~~

- H. **Longevity Pay: Increases in hourly wage rate in the amount of 1.75% at 5 years, 2.25% for 10 years, 2.75% at 15 years, 3.25% at 20 years, and 3.75% at 25 years.**

It is the intent of the following provisions to maintain bargaining unit members' access to the same benefits program that is provided to other employees at the University of Iowa, Iowa State University, and the University of Northern Iowa. As such, any incompleteness or ambiguity in the provisions below should be construed in a manner to ensure bargaining unit members maintain the same eligibility, coverage, and ~~premium costs~~ as university employees outside of the bargaining unit.

A. Current Contract Language

B. Effective Date of Insurance Coverage. The insurance plans available through the University's Benefits Program become effective as follows:

University of Iowa - ~~the first of the month following employment,~~ **first date of employment** and such coverage will end on the last day of the month in which the termination occurs.

Iowa State University - ~~the first of the month following employment,~~ **first date of employment** except for Health and Dental coverage which is effective the first day of employment. All coverage will end on the separation date or, in the case of Health and Dental coverage, the last day of the month in which the termination occurs.

University of Northern Iowa - ~~the first of the month following employment,~~ **first date of employment** and such coverage will end on the last day of the month in which the termination occurs.

C. Plan Administration. Bargaining unit employees may select from the benefit plan options currently available and participate in the University's Benefits Program ~~under the same administrative rules and conditions as other University employees.~~

~~**D. Plan Premium Rate Changes.** Bargaining unit employees will be charged under the same premium rate structures under the plans as other University employees and such rates may be changed on an annual basis to reflect changes in the cost of such plans. Furthermore, bargaining unit employees will receive contributions from the Employer consistent with contribution elements outlined in this Part.~~

E. Current Contract Language

F. Current Contract Language

G. Current Contract Language

F. Plan Premium Rate Changes. The employees will have No additional changes for the life of this contract.

Section 9 Sick Leave (page 30 currently)

~~**E. Payment of Sick Leave Upon Retirement for Regents Employees** Upon retirement, Regents employees shall receive cash payment of accumulated unused sick leave not to exceed a total of two thousand dollars (\$2,000), payable during the pay period preceding the employee's retirement.~~

F. Payment of Sick Leave Upon Retirement and Accrual for ~~Non-Regents~~ Employees

Employees will receive the following sick leave provisions. All non-temporary, ~~non-Regents~~ employees covered by this contract, working a full-time schedule shall accrue sick leave in accordance with the following:

[current contract language]

Payment of Sick Leave Upon Retirement Upon Retirement

Employees shall receive cash payment for accumulated unused sick leave converted at the employee's current hourly rate. Initially, the employee will receive two thousand dollars (\$2,000) payable with the final pay period that includes the employee's retirement date. The remaining converted balance of the accrued sick leave balance shall be converted as follows: Upon a bona fide retirement, employees will convert the remainder, after payment of the two thousand dollars (\$2,000) addressed in the preceding paragraph, of the unused sick leave balance to a bank for purposes of purchasing health insurance after retirement. The Sick Leave Balance for Conversion Rate purposes will be the employee's balance before payment of the two thousand dollars (\$2,000) addressed above and will be converted according to the following schedule:

Sick Leave Balance Rate of Accrual Conversion Rate:

Zero to 750 hours 18 days per year 60% of value Over 750 hours to 1500 hours 12 days per year 80% of value Over 1500 hours 6 days per year 100% of value

The Employer will continue to pay the Employer's share of the health insurance premium each month until the converted value of the employee's sick leave balance is exhausted or until the employee is eligible for Medicare, whichever comes first. The retired employee may stay with the same health insurance program as when employed or switch "down" at any time without underwriting. The converted value of the sick leave can only be applied to the Employer's share of health insurance payments. It has no cash value, and it is not transferable to another use or to an heir. The State agrees that with regards to employees in positions designated by IPERS as Protection Occupation positions who have reached retirement eligibility and have separated from employment with the State, but who have not yet begun to receive IPERS retirement benefits, it will work with the Union to establish terms for their use of this benefit.

Section 10 Paid Annual Leave of Absence (page 34 currently)

A. Current Contract Language

B. Employees shall begin earning annual leave on their first day in pay status. Employees are eligible for and shall be granted annual leave as follows:

Years of Service

- i. 0-4 112 hours (14 days)
- ii. 5-11 152 hours (19 days)
- iii. 12-19 192 hours (24 days)
- iv. 20-24 208 hours (26 days)
- v. 25&up 232 hours (29 days)

b. Annual leave may be accumulated to three times the annual entitlement.

C. Current Contract Language

D. Current Contract Language

Employees who are over the age of 50 may, upon retirement, convert ~~up to two hundred and seventy (270) hours of accrued Vacation and/or eighty (80) hours compensatory time at a rate of one (1) hour of vacation for one (1) hour of sick leave pursuant to Article IX, Section 9(C).~~

- 1. Any or all vacation hours; and/or
- 2. Any or all holiday compensatory hours and/or
- 3. Up to 100 hours of compensatory hours to sick leave at a conversion rate of one (1) hour for one (1) hour.

Section 11 Holidays (page 34 currently)

A. Current Contract Language

B. Holiday Pay: When a holiday falls on an employee's regularly scheduled workday, the employee will receive holiday pay equal to their regularly scheduled workday **(or actual hours worked, whichever is greater)**, except that no full-time employee shall receive less than eight (8) hours. When the holiday falls on a scheduled day off (rest day) the employee will receive eight (8) hours compensation which may be in cash or compensatory time at the employee's discretion. When an employee is required to work on a holiday, the employee will receive holiday pay equal to their regularly scheduled workday **(or actual hours worked, whichever is greater)**, except that no full-time employee shall receive less than eight (8) hours. The holiday pay may be in cash or compensatory time at the employee's discretion. When compensatory time off is to be granted, it shall be taken at the request of the employee with the approval of the Appointing Authority. Such time shall be paid to the employee if not used within the subsequent twelve (12) month period.

C. Holiday Premium Pay: When an employee is required by the Employer to work a holiday listed in Section 12(A) above, the Employer agrees to provide holiday premium pay at the rate of time and one half (1-1/2) the employee's regular rate in addition to their normal holiday pay for all hours worked between the hours of 12:00 a.m. and 11:59 p.m. and for all hours worked on a regularly scheduled shift for which at least half (1/2) of the scheduled hours fall on a holiday. **This includes hours working special events or athletic events that occur on a holiday.**

At the discretion of the employee, such premium compensation shall be either in cash or compensatory time. However, in accordance with the Fair Labor Standards Act, the employee must receive cash payment for all hours worked on the holiday.

In the event compensatory time off is granted, it shall be scheduled at the request of the employee with the approval of the Employer. Such time shall be paid to the employee if not used by the end of the fiscal year.

D. **Current Contract Language**

E. **Current Contract Language**

F. **Current Contract Language**

G. **Current Contract Language**

Section 13 Uniforms / Clothing Maintenance Allowance (page 37 currently)

All Bargaining Unit Employees shall receive all Uniform(s) and Leather equipment needed to perform their assigned duties. The Employer also agrees to provide a reimbursable cleaning allowance of up to four hundred dollars (\$400.00) annually in July. Additionally, non-uniformed employees shall receive a clothing reimbursement of up to ~~six hundred dollars (\$600.00)~~ **seven hundred dollars (\$700.00)** annually in July to be utilized for the purchase of clothing. Regents' institutions bargaining unit employees shall receive all Uniform and Leather equipment needed to perform their assigned duties. Each Institution provides cleaning service for Uniforms.

Article XI:

Miscellaneous

Section 2 Training

Current Contract Language plus:

Departmental instructors whose training discipline requires additional certification(s) shall receive an additional 2.5% of their hourly wage while preparing for and/or instructing other officers.

Section 5 Performance Evaluation

All bargaining unit employees are entitled to a fair and impartial performance evaluation. All bargaining unit employees shall receive a formal and confidential opportunity to provide fair and impartial feedback of supervisors and administrators. The feedback shall be provided to the evaluator of the supervisor or administrator and shall be used in conjunction with other means of evaluation by the evaluator.

Section 9 Wellness

A. The Employer agrees to provide up to six (6) paid hours per fiscal year for an employee to attend counseling, therapy, or psychiatric services from a provider of the employee's choice. The paid time

for counseling, therapy, or psychiatric services shall be separate from an employee's accrued sick leave, vacation, or compensatory time and shall be paid at the employee's regular salary.

The employee shall be allowed to attend to utilize the six (6) paid hours to attend counseling, therapy during their regularly scheduled shift or, if the appointment falls outside of the employee's regularly scheduled shift, the employee shall be allowed to flex their schedule at a 1:1 ratio for an appointment falling outside the employee's regularly scheduled shift. The 1:1 flex shall occur within the same week in which the appointment occurs.

The employee shall be entitled to utilize their rest period for travel to and/or from the appointment. The employee shall be considered unavailable/off duty during the appointment and shall notify the employee's immediate supervisor of the scheduled appointment a minimum of 24 hours in advance of the appointment.

In addition to the allotted six (6) hours per fiscal year, the Employer agrees to provide an additional six (6) paid hours to an employee responding to or involved in a critical incident including but not limited to death, serious injury, incident involving life-saving measures, sexual assault, or an incident involving a serious injury to an officer.

The appointments covered under this section shall be considered confidential, and the Employer shall not be permitted to request a Release of Information from the employee for the appointments. The Employer shall be permitted to request verification from the provider that the employee has attended a session covered by this section of the bargaining agreement.

APPENDIX A

PAYGRADES AND CLASSIFICATIONS

GENERAL GOVERNMENT

(Creation of Motor Vehicle Investigator 2)

The Motor Vehicle Investigator 2 (MVI2) classification will consist of Motor Vehicle Investigators with 8 or more years of service as a peace officer with the Department of Transportation. Motor Vehicle Investigators will be eligible to become MVI2 on the first pay period following attainment of the above condition. Motor Vehicle Investigator's already meeting the above conditions will be eligible to become MVI2 on the first day of the pay period that includes July 1, 2025. The regular compensation for MVI2 shall be pay grade 32. The employee will receive a one pay grade increase upon moving to paygrade 32 and the employee's increase eligibility date will not be reset at that time.

For purposes of this Agreement, the above referenced pay grades include a 4.5 % increase effective July 1, 2025, and July 1, 2026, consistent with Article IX, Section 1 of this Agreement.

REGENTS (University of Iowa)

Those already in the Police Sergeant Classification at the University of Iowa shall receive an additional step increase of 4.5% on July 1, 2025, placing them at pay grade 320. Those who are promoted or moved to the Police Sergeant Classification at the University of Iowa after July 1, 2025, shall receive a step equivalent to 9% from their established pay grade as a Police Officer, placing them in pay grade 320.

Appendix D: Board of Regents

Miscellaneous –

University of Northern Iowa:

Compensatory time may be accumulated for working special events. Compensatory time accumulated for special events but not used shall be paid out on the last pay period prior to June 30th of the fiscal year earned. If the employee accumulates more compensatory time than permitted in Article VII, Section 2.B.3, the excess accumulation shall be paid from the employee's special event compensatory time.

University of Iowa:

Those assigned to the department's investigative unit shall receive a 5% increase to their hourly wage rate. This increase is to compensate for the additional responsibilities, higher expectations, and possibility of being called out to assist patrol. This 5% increase will be forfeited upon an officer's return to the patrol unit.

Iowa State University:

There will be no mandatory training(s) during the months of May and November.

The Department shall utilize partner agencies to staff special event overtime assignments prior to or in lieu of mandating ISUPD officers.

When an officer is required to work a mandatory overtime assignment with less than two weeks' notice. Either that officer is paid at the same rate the Department billed for, or the monetary difference is placed into an "officers' fund".