

LABOR AGREEMENT

Between the

**ANKENY PROFESSIONAL FIRE FIGHTERS
EMPLOYEES' UNION**

and

THE CITY OF ANKENY

July 1, 2025 – June 30, 2026

TABLE OF CONTENTS

PREAMBLE.....	3
ARTICLE 1: RECOGNITION.....	4
ARTICLE 2: UNION BUSINESS	5
ARTICLE 3: MANAGEMENT RIGHTS.....	6
ARTICLE 4: SENIORITY.....	7
ARTICLE 5: SETTLEMENT OF DISPUTES.....	8
ARTICLE 6: RULES AND REGULATIONS.....	10
ARTICLE 7: HOURS OF WORK.....	11
ARTICLE 8: SHIFT TRADING.....	12
ARTICLE 9: OVERTIME	13
ARTICLE 10: HEALTH AND WELFARE	15
ARTICLE 11: UNIFORMS	16
ARTICLE 12: VACATION AND PERSONAL TIME	17
ARTICLE 13: SICK LEAVE	19
ARTICLE 14: LEAVE OF ABSENCE	20
ARTICLE 15: WAGES.....	22
ARTICLE 16: HOLIDAYS	23
ARTICLE 17: PERFORMANCE STANDARDS	24
ARTICLE 18: SAVINGS CLAUSE	25
ARTICLE 19: AGREEMENT AND WAIVER CLAUSE	26
ARTICLE 20: TERMINATION	27
APPENDIX A.....	28

PREAMBLE

The City of Ankeny, hereinafter referred to as the “Employer or City”, and Ankeny Professional Fire Fighters Employees’ Union hereinafter referred to as the “Union”, agree as follows:

ARTICLE 1: RECOGNITION

Section 1.

Pursuant to and in accordance with all applicable provisions of the Act and in recognition of the Board's certification of the Union, the City does hereby recognize the Union during the term of this Agreement as the sole and exclusive representative for all employees of the City included in the bargaining unit as:

Included: All full-time paid career Fire Fighters, Engineers, and Lieutenants

Excluded: The Fire Chief, Deputy Chiefs, Division Chiefs, Battalion Chiefs, and part-time employees, and all others excluded by Section 4 of the Public Employment Relations Act.

ARTICLE 2: UNION BUSINESS

Section 1. Bulletin Boards

The City shall provide space on bulletin boards, or allow the Union to maintain its own bulletin boards, at all fire stations. Bulletin boards will be used for the posting of Union notices regarding elections, appointments, meetings, and recreational and social affairs. Prior to the posting of any other notice, the notice must be authorized by the Vice President and submitted to the Fire Chief or their designee, who shall approve or disapprove the posting.

Section 2. Union Meetings

Union meetings shall be able to be held at any fire station when it does not interfere with Fire Department business or training. Whenever possible the meeting will be held at Fire Station 1.

ARTICLE 3: MANAGEMENT RIGHTS

Section 1.

The City shall retain whatever rights and authority as set out in Section 20.7 of the Code of Iowa, amended, and nothing shall diminish said rights, except as herein expressly stated in this agreement.

ARTICLE 4: SENIORITY

Section 1. Probationary Period

All employees shall serve a probationary period of twelve (12) months. An employee may be laid off or discharged any time prior to the end of the probationary period and such discharge or lay off shall not be subject to the grievance procedure of this Agreement or the appeal procedure set forth in Chapter 400, Code of Iowa. The Union shall not assert or present any grievance or appeal on behalf of any employee because of any matter or occurrence whatsoever falling within the probationary period. The probationary period may be extended upon agreement of the employee and the Fire Chief.

Section 2. Seniority

After successful completion of the probationary period, the employee shall have established seniority and the employee's seniority date shall be retroactive to the most recent date of employment in a full-time position. For purposes of computing benefits, length of continuous service shall relate to an employee's most recent date of employment in a full-time position. For purposes of the Agreement, the term employee shall mean full-time employee.

Layoff and seniority rights for Civil Service employees shall be administered in accordance with Chapter 400, Code of Iowa. During layoff, the employee shall not accrue or receive any privileges, benefits or pay granted by this Agreement.

An employee's seniority and employment relationship with the City shall be broken and terminated for the following reasons:

- A. Resignation
- B. Discharge
- C. Death
- D. Retirement
- E. If, after a layoff, the employee fails to report to work within five [5] work days after being notified to report to work.

The seniority of employees with the same date of employment shall be determined by their ranking on the Civil Service Certified List from which they were hired. In the event two employees have equal ranking seniority shall be determined alphabetically by last name.

Section 3. State and Federal Law

Matters of probationary period, seniority, promotions, demotions, discharge, suspensions, disability, retirement, and other matters governed by State and Federal Law shall not be subject to collective bargaining.

ARTICLE 5: SETTLEMENT OF DISPUTES

Section 1. Grievance and Arbitration Procedure

A grievance is defined as a complaint or dispute between the City and an employee member of the bargaining unit, or group of employees in the bargaining unit, regarding the application, meaning or interpretation of this agreement. Upon the execution of this agreement, the Fire Chief shall provide written notification to employees of person(s) designated as "the Chief's representative" to receive Step 1 grievances.

A grievance shall be settled in the following manner:

- Step 1. The Employee, employee organization (union), or group of employees shall take up the grievance or dispute in writing with the Chief's designated representative within ten (10) calendar days of the date of the grievance or the Employee's knowledge of its occurrence. The designated representative shall attempt to adjust the matter, and shall respond in writing to the Employee within ten (10) calendar days.
- Step 2. If the grievance has not been resolved, it shall be presented in writing to the Fire Chief within ten (10) calendar days of the designated representative's response to Step 1. The Chief shall respond in writing to the Employee within ten (10) calendar days.
- Step 3. If the grievance remains unresolved, it shall be presented in writing by the Employee or the Union representative to the City Manager or his designee within ten (10) calendar days after the Chief's response. The City Manager or designee will meet with the appropriate Union representative and aggrieved employee to discuss and attempt to resolve the grievance. Following this meeting, the written decision of the City Manager will be returned to the grievant and the Union representative within ten (10) calendar days.
- Step 4. If the grievance is still unsettled, either party has fifteen (15) calendar days after the reply of the City Manager by written notice to the other, to request arbitration.

The arbitration proceeding shall be conducted by an arbitrator selected by the Employer and the Union within ten (10) calendar days after notice has been given. If the parties fail to select an arbitrator, the Iowa Public Employment Relations Board shall be requested by either or both parties to provide a panel of seven (7) arbitrators. Both the Employer and the Union shall have the right to strike three (3) names from the panel. The Employer and the Union will determine by coin toss who has the option of exercising the first strike. The process will be repeated, and the remaining person shall be the arbitrator. The parties also have the option to agree on one (1) of the names on the panel as being the arbitrator.

The decision of the arbitrator shall be final and binding on the parties, and the arbitrator shall be requested to issue their decision within thirty (30) calendar days after the conclusion of the testimony and argument. In questions involving back pay, the arbitrator's authority shall be limited to providing back pay for a period not to exceed thirty (30) calendar days prior to the filing of the grievance.

Expenses for the arbitrator's service and the proceedings shall be born equally by the Employer and the Union. However, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record and makes copies available without charge to the other party and to the arbitrator.

Section 2. Time Limits

Failure by an Employee or the Union to comply with the above provisions shall constitute a withdrawal of the grievance. If the Employer fails to comply with the time limits the grievance is automatically moved to the next step.

Time limits may be extended only upon the mutual agreement of the parties.

Section 3. Exclusive Remedy

This grievance procedure is the exclusive mechanism by which grievances under this contract may be exercised. Disputes under the jurisdiction of the City Civil Service Commission may not be filed as grievances.

ARTICLE 6: RULES AND REGULATIONS

Section 1. Standard Operating Procedures/Standard Operating Guidelines

An electronic copy of the fire department's standard operating procedures (SOP)/standard operating guidelines (SOG) shall be maintained on the City server. All SOP/SOG and revisions thereto shall be dated and signed by the Fire Chief or their designee and shall become effective 10 calendar days after a copy is emailed to the union president. Employees shall familiarize themselves with the standard operating procedures and shall be responsible for complying with same. SOPs/SOGs shall be controlling only to the extent that they are not in conflict with the provisions of this agreement and Iowa Law.

ARTICLE 7: HOURS OF WORK

Section 1. Work Shift

All Employees shall be scheduled to work on a regular work shift, and each work shift shall have a regular starting and quitting time. Only three full-time employees (rank of Lieutenant and lower) will be allowed to be off at the same time without expressed, written permission by the Fire Chief or their designee.

Section 2. Twenty-Four (24) hour Shift Personnel

A normal shift for an employee assigned to a twenty-four (24) hour shift shall consist of twenty-four (24) hours paid time starting at times established by the Fire Chief, followed by two consecutive days off or an equivalent 48 hours off. Full-time personnel will be assigned to one of three rotating 24 hour shifts (A, B or C),

Assuming proper coverage, off-going personnel will be relieved at the end of their shift unless they are held over from an ongoing emergency call for service, completion of a patient care report or returning apparatus to a level of readiness. Off-going personnel may not leave the fire station until properly relieved by personnel as scheduled.

If there is a deficiency in the duty crew staffing for any specific time period within a duty shift (full-time or part-time), the department's administration reserves the right to hold over or call back full-time personnel for the time necessary to ensure minimum coverage. If a full-time employee is required to be held over from the previous day's shift, this will be done on an alternating basis. Holdover time will be paid at the overtime rate in 15-minute increments. The employee who is being held over shall be scheduled for the duration of the open shift or until a mutually agreed time between the employee and supervisor. Any callback will be for a minimum of two hours and compensated at the normal overtime rate as well.

In the event employees are attending paramedic school or Fire/EMS training academy, they may be assigned to a 40 hour schedule as mutually agreed upon by the Fire Chief.

In the event of a light duty assignment, the Fire Chief shall have the right to determine the work duties and work schedule.

Section 3. Forty (40) hour workweek Personnel

A normal shift for an employee assigned to a forty (40) hour workweek shall consist of eight (8) hours per work day and scheduled for five (5) days followed by two (2) days off, or four (4) ten (10) hour work days with three (3) days off duty with the permission of the Fire Chief or their designee.

In the event no personnel promotes or voluntarily transfers to the position of Lieutenant Community Risk Reduction, appointment will be made for no longer than one (1) year, or 365 days, and will be assigned on a rotational basis starting with the least senior member that qualifies for the position.

Section 4. Emergency

The Employer retains the right to schedule hours or work during emergency periods, different from those indicated above and to call back any and all Employees for work during emergency periods.

ARTICLE 8: SHIFT TRADING

Section 1. Voluntary Time Trade

Shift trades will be allowed between equivalent full-time shift personnel, pending prior approval by the Fire Chief or their designee. Shift trades cannot create additional overtime.

The Fire Department shall not be responsible for enforcing any agreement between employees. It is understood the originally scheduled employee remains responsible for his/her shift.

Time trades between employees are initiated by a member for the member's benefit and not for the benefit of the City. All trades of time between employees are strictly voluntary and shall not result in overtime pay. Any time trade that would result in overtime pay under the Fair Labor Standards Act (FLSA) or any other law, regulation or rule is not allowed.

Section 2. Early Relief

Oncoming shift personnel may relieve off going personnel no more than 60 minutes prior to the start of the shift without a formal approval of the voluntary time trade by the Fire Chief or their designee.

ARTICLE 9: OVERTIME

Section 1. Rate of Pay

Time and one-half (1½) the Employee's regular hourly rate of pay shall be paid for all overtime hours worked.

Section 2. Work Period

In accordance with Section 7(k) of the Fair Labor Standards Act, the work period established by the employer for twenty-four (24) hour shift personnel shall consist of twenty-eight (28) days. The normal schedule during this work period shall fluctuate between two hundred sixteen (216) and two hundred forty (240) hours of duty incorporating a rotating schedule as set out in Article 8. Hours of Work. The parties understand that the work period and the pay period do not coincide. They anticipate that the hours worked in each pay period will fluctuate.

Section 3. FLSA Overtime

In accordance with Section 7(k) of the Fair Labor Standards Act, the work period established by the employer for twenty-four (24) hour shift personnel shall consist of twenty-eight (28) days, and for any regularly scheduled hours in excess of two hundred twelve (212) hours, employees shall be paid at the overtime rate of one-half (1/2) times the employee's regular rate of pay for each such hour. Employees are paid an overtime premium of one-half (1/2) the regular rate of pay for working the scheduled FLSA overtime hours because they have already received compensation for the hours at the straight time hourly rate. Employees will be paid their overtime premium for scheduled FLSA overtime worked in each 28-day work period in the paycheck associated with the end of that 28-day work period.

Section 4. Contractual Overtime

Overtime hours, other than the FLSA overtime hours, shall be paid at the overtime rate of one and one-half (1 ½) times the employee's regular rate of pay for each hour worked. For purposes of calculating overtime, all hours that are in pay status shall be treated as hours worked. Employees will be paid for contractual overtime in the paycheck associated with the pay period in which the contractual overtime was worked.

For forty (40) hour workweek employees "contractual overtime" shall be paid at the overtime rate of one and one-half (1 ½) times for all hours worked over forty (40) hours in a week. For purposes of calculating overtime, all hours that are in pay status shall be treated as hours worked.

Section 5. Reported Annual Wages

Annual wages are based upon a regular work year of 2912 hours at straight time hourly rate. In addition, 156 of these 2912 hours are scheduled to be compensated at a FLSA overtime rate of one-half of the regular rate. Annual wages are the wages that will be reported to the MFPSI for pension purposes in addition to other pension taxable earnings as defined by MFPSI.

Section 6. Court Appearance

The Employer shall pay to each Employee the appropriate hourly rate for said Employee subpoenaed to appear in court in connection with their official duties. When

said court appearance occurs outside their regularly scheduled work time Employees will receive time and one-half (1 ½) for said court appearance. Employee shall obtain all fees paid by the court for their appearance and shall remit same to the City.

Section 7. Comp Time

Forty (40) hour week shift personnel, at their discretion, shall be compensated in cash or compensatory time at a rate of time and one-half (1 ½) times for all hours worked in excess of forty (40) in any workweek. Comp time shall be allowed to accumulate up to eighty (80) hours per fiscal year. All accumulated comp time not taken by the end of the fiscal year will be paid. Comp time may be used in increments of one-quarter hour and will be scheduled mutually by the Employee and the Fire Chief or their designee.

ARTICLE 10: HEALTH AND WELFARE

Section 1. Group Life

Employer shall establish and maintain a group life insurance program and shall provide through the program life insurance for each Employee, effective commencing the first day of employment in an amount equal to 150% of the Employee's gross annual base wage as defined in Appendix A in effect on July 1 of each year or the date of initial employment subsequent to that date during the term of this agreement.

Section 2. Group Medical

- A. The Employer shall establish and maintain a group medical health program for each permanent Employee effective on their first day of employment as a permanent employee.

For the plan year beginning July 1, 2025, and continuing through June 30, 2026, each month the Employer will pay

- 89% for single coverage
- 89% for employee + child(ren)
- 89% for employee + spouse
- 89% for family coverage

The Employer's contribution set out above will increase by 2 percentage points for those employees who qualify under the Employer's "Wellness Program".

- B. For the term of this contract the Employer will make available a flexible benefits spending account plan. Participation in said plan will be voluntary.

Section 3. Group Dental

The Employer shall establish and maintain a group dental program, effective the Employee's first day of employment and will contribute the entire portion of a single person coverage per covered Employee. The Employer will provide no sums towards the maintenance of a group family dental program for any covered Employee.

Section 4. Fitness Membership

The Employer will pay up to eighteen dollars (\$18.00) a month toward a membership to any fitness center provided that the employee must have used the facilities at least six (6) times during the month for which reimbursement is sought.

ARTICLE 11: UNIFORMS

Section 1. Authorized Use

If an Employee is required to wear a uniform as a condition of employment, the Employee shall wear the uniform only as authorized in the work place.

Section 2. Replacement or Repair

If the employee is required to wear a uniform as a condition of employment established by the Employer, the uniform shall be furnished by the Employer. The Employee is not responsible for fair wear and tear to the uniform. The Employee is responsible for any damage caused to the uniform by deliberate act or by deliberate violation of the work rules.

Section 3. Protective Clothing

If an Employee is required to wear a protective device as a condition of employment established by the Employer, the protective device shall be furnished and maintained by the Employer. Uniforms and protective devices include shoes.

ARTICLE 12: VACATION AND PERSONAL TIME

Section 1. Vacation Period

All eligible Employees shall be granted an annual paid vacation for the period specified below, based on the following requirements:

<u>Years of service</u>	<u>Vacation Per Year</u> (24 hour personnel)	<u>Vacation Per Year</u> (40 hour workweek)
after 1 year	120 hours	80 hours
after 5 years	168 hours	120 hours
after 10 years	216 hours	160 hours
after 15 years	288 hours	200 hours

There shall be no pro rata accrual of vacation time.

Section 2. Eligibility

An Employee is not eligible for a paid vacation until they have completed twelve (12) consecutive calendar months of service. Therefore, an Employee will not accrue additional vacation until they have completed an additional twelve (12) consecutive months of service.

Section 3. Vacation Pay

The rate of vacation pay shall be the Employee's regular hourly rate of pay as defined in Article 15, Wages, in effect for the Employee's classification on the day immediately preceding the Employee's vacation period.

Section 4. Scheduling

An official vacation/personal leave calendar will be maintained for full-time Employees by the Fire Chief or their designee. Vacation and personal leave will be scheduled twice a year (April and October). To ensure parity, each full-time employee will be allowed to choose various 24 hour shifts to be taken off on a rotating basis—with the first choice going to the employee with the most seniority. No two consecutive recognized holidays may be taken off by the same employee.

Vacation time shall be taken in increments of a minimum of 12 hours unless authorized by the Fire Chief or their designee.

Section 5. Accumulation of Vacation Time

Vacation time must be taken within the twelve (12) month period after the completion of the service year in which it is earned.

Vacation time not used by an Employee is lost. There will be no carryover of accrued vacation leave unless approved by the Fire Chief or their designee and the City Manager.

Section 6. Vacation "Sell Back"

Each year an Employee shall have the option to "sell back" up to 72 hours (for 24 hour shift employees) or 40 hours (for 40 hour workweek employees) of their vacation accumulation prior to their anniversary date. It shall be the sole responsibility of the

Employee requesting to be paid out to submit the request form in a timely manner. Vacation payouts shall be made on the last payroll prior to their anniversary date.

Section 7. Unused Vacation Time

An Employee who is laid off, discharged, retired or separated from the service of the Employer or dies, shall be compensated for any unused vacation they have earned at the time of such layoff, discharge, retirement, separation or death provided they have successfully completed their probationary period and has given a minimum of two weeks written notice. Accrued vacation time may not be used to satisfy the two week minimum termination notice requirement, unless waived under special circumstances by the City Manager. All unused vacation will be paid in lump sum on the employee's last paycheck. An employee's termination date will be their last working day.

Upon an employee's separation of service in good standing, an employee who has completed twenty (20) years or more of service with the City of Ankeny, shall be paid for all accrued but unused vacation time into a Retirement Health Savings plan established by the City for the benefit of the Employee.

Section 8. Personal Time

Each year on July 1, full-time shift employees shall receive five (5) 24 hour shifts off or five (5) 8 hour shifts, or four (4) 10 hour shifts off for paid personal time to be taken at any time during the fiscal year. There will be no carryover of these paid personal time days. Personal leave is not paid out at time of separation. You must use it prior to your last working day or you lose it.

Personal time may be taken in any increment with approval from the Fire Chief or their designee.

Employees hired between July 1 and October 1 shall receive five (5) 24 hour shifts or five (5) 8 hour shifts, or four (4) 10 hour shifts off for paid personal time; after October 1 but prior to January 1 shall receive four (4) 24 hour shifts or four (4) 8 hour shifts, or three (3) 10 hour shifts off for paid personal time; after January 1 but prior to April 1 shall receive three (3) 24 hour shifts off or three (3) 8 hour shifts, or two (2) 10 hour shifts for paid personal time; after April 1 but prior to July 1 shall receive two (2) 24 hour shifts or two (2) 8 hour shifts or one (1) 10 hour shift off for paid personal time.

ARTICLE 13: SICK LEAVE

Section 1. Definition

Sick leave is that leave which may be earned by an Employee which, after earned, may be used by the Employee in case of actual personal illness or injury to themselves or their immediate family.

Section 2. Eligibility

Full time shift employees shall be eligible to earn sick leave after thirty (30) days of consecutive service with the employer.

Section 3. Earned leave

Eligible employees shall be allowed to earn sick leave at the rate of 16.8 hours per month for 24 hour shift employees or 8 hours per month for 40 hour workweek employees each consecutive calendar month of service, commencing on the first day of the first full calendar month of service after the thirty (30) day waiting period.

Sick leave shall be earned during any calendar month of service only if the Employee has received compensation in each of the regularly scheduled work weeks during the calendar month of service.

Section 4. Accumulation

Sick leave may accumulate from year to year, but the maximum accumulation of sick leave at any time shall not exceed 1600 hours.

Section 5. Used sick leave

Sick leave, may be granted, if earned, in minimum units of one-half (1/2) hour, unless prior approval is granted.

Section 6. Unused sick leave

Upon an employee's separation of service in good standing, an employee who has completed 20 years or more of service with the City of Ankeny, shall be paid 40% of their sick leave balance, up to a maximum of 448 hours (for 24 hour shift employees) or 320 hours (for 40 hour workweek employees), into a Retirement Health Savings plan established by the City for the benefit of the Employee. There shall be no payout of any sick leave balance for employees who involuntarily terminate or resign in lieu of termination, or employees who have less than 20 years of service with the City of Ankeny.

Section 7. Immediate Family Provision

When an Employee must be away from the job for the health or medical needs of an immediate family member, such leave may be granted and charged against sick leave time accrued. "Immediate Family" for purposes of this article, is defined as the Employee's spouse, child, step-child, parent or step-parent.

No more than seventy-two (72) hours of sick leave per calendar year may be used for the immediate family members, or forty (40) hours for an 40 hour workweek employee. In the event of a catastrophic illness or injury (including any condition that qualifies for FMLA leave) additional use of sick leave may be granted by the City Manager.

ARTICLE 14: LEAVE OF ABSENCE

Section 1. Eligibility

Employee shall be eligible for leaves of absence after six (6) months of service with the Employer. Leaves of absence shall be for a maximum of one (1) year.

Section 2. Application for Leave

A request for a leave of absence shall be submitted in writing by the Employee to the Fire Chief. The request shall indicate the reason the leave of absence is being requested, the length of leave time requested, and whether the request is for leave with or without pay. The request shall be submitted no later than ten (10) days prior to the date of the anticipated absence whenever possible.

Section 3. Grant or Denial of Requested Leave

The Fire Chief shall grant or deny leave, taking into consideration the division's work units, work load and the Employee's request.

Authorization for leave, if granted, shall be furnished by writing. Any request for a leave of absence shall be answered promptly. In addition to accruing seniority while on any leave of absence granted under this article (subject to the limitation of 400.12, the Code of Iowa) the Employee shall be returned to the position they held at the time the leave was requested.

Section 4. Paid Leaves

A. Bereavement Leave:

In the event of a death in the immediate family of an Employee—spouse, parents, step-parent, children, step-children, father-in-law, mother-in-law—the Employee should be granted two (2) 24 hour leave of absence with full pay. For other family members defined as brother, step/half-brother, brother-in-law, sister, step/half-sister, sister-in-law, daughter-in-law, son-in-law, grandchild, step-grandchild, grandparent or grandparent of a spouse, the Employee should be granted one (1) 24 hour leave of absence with full pay. In most cases the bereavement leave should be taken within one week of the death of the immediate family member. A 40 hour workweek employee will follow the language in the employee handbook.

B. Jury Duty:

If regular full-time employees are called to jury duty, upon providing proof of such duty, the city will continue to pay your wage or salary. In addition, the employee is allowed to keep any compensation received from the court system for their jury duty. If you are released and there are two or more hours left in your normal workday, you will need to return to work.

C. Voting Time. Employees shall be granted a leave of absence on any election day if there is not sufficient time outside the Employee's work hours to allow the Employee to vote. Such leave shall be granted in accordance with Section 49.109 of the Iowa Code.

Section 5. Paid and/or Unpaid Leaves

A. Military Service. Any Employee who is a member of a reserve force of the United States or of this State and who is ordered by the appropriate authorities to attend a training program or perform other duties under the supervision of the United States or this State shall be granted a leave of absence with pay during the period of such activity. Such leave of absence with pay shall not exceed thirty (30) days in any calendar year; provided, the Employer shall have the right to schedule the Employee's work cycle to minimize the number of days the Employee will be required to be away from his job.

The leave of absence shall be with pay, only for regular full-time employees, during the period of such activity and shall not exceed thirty days of paid military leave per calendar year. A day is defined as a normally scheduled working day for an employee. For military leave lasting less than 30 days, the City will not count non-working days as a part of the thirty day maximum. For example, if an employee is ordered to participate in annual training for fourteen consecutive days and if during those days the employee would normally be required to work for five days, then five days of paid military leave would be required. If the employee's work shift crosses two calendar days, only one day shall count toward the 30 paid day maximum.

However, where the employee's military duty is for a period of thirty (30) consecutive days or more, military leave is counted for all days that the employee is performing military service. For example, if an employee is ordered to participate in training that is for forty-five (45) consecutive days, the first 30 calendar days will be considered toward the paid 30 day maximum and the employee will be paid for their normally scheduled working days during that first thirty day period. After the thirty days the employee will be in an unpaid status unless he/she chooses to use PTO time to cover for any benefit deductions.

Any Employee who enters into active service in the Armed Forces of the United States while in the service of the Employer shall be granted an unpaid leave of absence for the period of military service.

Copies of all orders shall be given to the Fire Chief or their designee and to Human Resources at least ten working days prior to reporting to duty whenever possible. If the military orders require reporting to duty sooner than ten working days' notice, the employee will provide a copy of the orders as soon as they are received by the employee.

B. Family Medical Leave Act (FMLA): The parties agree to comply with the provisions of the Family and Medical Leave Act

C. Paid Parental Leave: Employees will be eligible to participate in the City's Parental Leave Policy subject to the terms of the program as determined by the City and applied to other City employees as of July 1, 2025. If at any time during the duration of this Agreement, the City provides greater parental leave benefits to employees of the City not covered by this Agreement, the employees covered by this Agreement shall be entitled to the greater benefit

ARTICLE 15: WAGES

Section 1. Wage Schedule

The wage schedule for Employees shall be as set out in Appendix A attached to this Agreement and by this reference made a part of this Agreement. For the purpose of determining and awarding step increases, the first pay period of each fiscal year shall be the date used. Any employee who was hired prior to December 31st shall be eligible to receive a step increase for the next fiscal year.

Employees shall be paid on an hourly basis for the actual hours worked each pay period.

Employees will be paid their overtime premium of one-half (½) the regular rate of pay for scheduled FLSA overtime worked in each 28-day work period in the paycheck associated with the end of that 28-day work period.

July 1, 2025 – 4% ATB

Section 2. Lateral entry

New employees who at the time of hire are currently certified Paramedics and have the appropriate fulltime experience as stated below, are eligible for lateral entry if they meet the following conditions:

Completion of 12 months (1 year) as a FT Paramedic at another agency or a PT Paramedic for the Ankeny Fire Department shall be paid at Step 2.

Completion of 24 months (2 years) as a FT Paramedic at another agency or a PT Paramedic for the Ankeny Fire Department shall be paid at Step 3.

Completion of 36 months (3 years) as a FT Paramedic at another agency or a PT Paramedic for the Ankeny Fire Department shall be paid at Step 4.

If a lateral transfer employee starts at a wage above a current employee, who has the same or more post paramedic certification service with the Ankeny Fire Department, those current employees will be moved to the equivalent pay step at the beginning of the pay period following the new hire start date. If this increase occurs after December 31st no additional step increase will be given for July 1st. Post paramedic certification service will start the date the employee received the certification.

Section 3. Working Out-of-Classification

Firefighter Acting Pay: An Employee who meets the qualifications who is required to accept responsibilities and carry out the duties of a position or rank above the Employee's current position or rank, shall be paid at the employee's current hourly rate plus an additional supplemental pay per hour while so acting. Acting pay shall be paid at the following rates when an employee serves in that capacity for twelve (12) hours or more of the shift.

Acting Engineer: \$1.00 per hour

Acting Lieutenant: \$1.50 per hour

Acting Battalion Chief: \$1.50 per hour

ARTICLE 16: HOLIDAYS

Section 1. Recognized Holidays

The following holidays should be recognized holidays:

- 1) New Year's Day
- 2) Martin Luther King Jr. Day
- 3) Memorial Day
- 4) Independence Day
- 5) Labor Day
- 6) Thanksgiving Day
- 7) The Friday following Thanksgiving
- 8) Christmas Eve Day
- 9) Christmas Day

The actual day the holiday falls shall be observed as the holiday. Full-time twenty-four hour shift employees will be expected to work all official holidays that fall upon their regular shift day unless authorized in advance to use other paid leave time on that day.

Full-time forty (40) hour workweek employees shall receive holiday pay for each of the holidays listed above that fall on their normal workday and will not be expected to work the holiday. For holidays that fall on a weekend, the employee shall receive holiday pay for, and not be expected to work, the day that the non-union employees observe as the holiday. If the employee volunteers or is required to work the actual holiday as listed above on the twenty-four (24) hour shift, the employee shall receive time and one-half pay, for the number of hours worked on the holiday, in addition to the holiday pay.

Section 2. Holiday Work

If an Employee's regular work schedule includes a holiday, they shall be paid time and one-half (1 1/2) for each hour worked on the holiday. If an Employee volunteers or is required to work a holiday that is not a part of their regular work shift, they shall receive double time (2) in lieu of time and one-half (1 1/2).

The holiday work rate of pay shall start at the beginning of the shift on the day of the actual holiday and continue for 24 hours until the end of the shift on the next day.

ARTICLE 17: PERFORMANCE STANDARDS

Section 1.

Recognizing the wage and benefit increases provided for in this agreement are of substantial nature, the Union hereby pledges for itself and all its members, the employees of the City, that they will perform their work effectively and efficiently to be the best of their ability, and will cooperate in the introduction of such methods, techniques, and procedures of operation as the City may introduce or put into effect for the purpose of better and more effective operation to the end that the City Fire Department may increase the quality and efficiency of operation. It is further recognized that all articles of this agreement will remain contingent upon performance standards or norms that may be established and/or revised, notwithstanding the existence of prior performance levels, norms or standards and that such standards shall be developed by usual work measurement procedures and may be used to determine acceptable performance levels, prepare work schedules and to measure the performance of each employee or group of employees, and those employees who work at less than acceptable levels of performance may be subject to disciplinary measures in accordance with City and departmental rules and regulations.

ARTICLE 18: SAVINGS CLAUSE

Should any article, section or portion thereof of this Agreement be restrained or held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specified article, section or portion thereof restrained or declared null and void in the decision and the remainder of this Agreement shall remain in full force and effect.

ARTICLE 19: AGREEMENT AND WAIVER CLAUSE

This Agreement supersedes and cancels all previous Agreements between the City and the Association and constitutes the entire Agreement between the parties and concludes collective bargaining for its term. The parties acknowledge that during negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the Agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

ARTICLE 20: TERMINATION

This Agreement shall be effective as of July 1, 2025, and shall be binding upon the Employer, the Union and its members and shall remain in full force and effect through June 30, 2026. The Agreement shall remain in full force and effect during the period of negotiations.

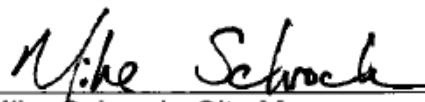
IN WITNESS THEREOF, the parties have caused this Agreement to be signed by their respective chief negotiators and their signatures placed thereon, all on this 21st day of July, 2025, at Ankeny, Iowa.

**FOR THE ANKENY PROFESSIONAL FIRE
FIGHTERS EMPLOYEES' UNION**

By: 
Nick DeVries, Union President

By: 
Ross Budden, Union Secretary/Treasurer

FOR THE CITY OF ANKENY, IOWA

By: 
Mike Schrock, City Manager

By: 
Signed by:
Bobbi B. Bentz
Bobbi B. Bentz, Mayor

APPENDIX A

Ankeny Career Fire Fighters Employees Union Wage Schedule

Annual salary estimate based on working 2,912 hours per year.

Approved FY2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
FT8	62,655	65,788	69,078	72,532	74,707	76,950	79,259	81,638	84,087
Hourly	30.123	31.629	33.211	34.871	35.917	36.995	38.105	39.249	40.426
Bi-Weekly	2,409.81	2,530.31	2,656.85	2,789.69	2,873.35	2,959.62	3,048.42	3,139.92	3,234.12
FP8	70,395	73,915	77,611	81,492	83,938	86,457	89,052	91,722	94,474
Hourly	33.844	35.536	37.313	39.179	40.355	41.566	42.813	44.097	45.420
Bi-Weekly	2,707.50	2,842.88	2,985.04	3,134.31	3,228.38	3,325.27	3,425.08	3,527.77	3,633.62
F09	62,655	65,788	69,078	72,532	74,707	76,950	79,259	81,638	84,087
Hourly	21.516	22.592	23.722	24.908	25.655	26.425	27.218	28.035	28.876
Bi-Weekly	2,409.81	2,530.31	2,656.85	2,789.69	2,873.35	2,959.62	3,048.42	3,139.92	3,234.12
F10	68,918	72,363	75,983	79,783	82,177	84,643	87,182	89,797	
Hourly	23.667	24.850	26.093	27.398	28.220	29.067	29.939	30.837	
Bi-Weekly	2,650.69	2,783.19	2,922.42	3,068.58	3,160.65	3,255.50	3,353.15	3,453.73	
F11	70,395	73,915	77,611	81,492	83,938	86,457	89,052	91,722	94,474
Hourly	24.174	25.383	26.652	27.985	28.825	29.690	30.581	31.498	32.443
Bi-Weekly	2,707.50	2,842.88	2,985.04	3,134.31	3,228.38	3,325.27	3,425.08	3,527.77	3,633.62
F12	77,433	81,306	85,371	89,640	92,328	95,097	97,951	100,889	
Hourly	26.591	27.921	29.317	30.783	31.706	32.657	33.637	34.646	
Bi-Weekly	2,978.19	3,127.15	3,283.50	3,447.69	3,551.08	3,657.58	3,767.35	3,880.35	
LE8	81,320	85,386	89,656	94,139	96,963	99,873	102,868		
Hourly	39.096	41.051	43.104	45.259	46.617	48.016	49.456		
Bi-Weekly	3,127.69	3,284.08	3,448.31	3,620.73	3,729.35	3,841.27	3,956.46		
F14	81,318	85,383	89,652	94,133	96,958	99,867	102,863		
Hourly	27.925	29.321	30.787	32.326	33.296	34.295	35.324		
Bi-Weekly	3,127.62	3,283.96	3,448.15	3,620.50	3,729.15	3,841.04	3,956.27		
LP8	84,017	88,219	92,631	97,263	100,181	103,187	106,282		
Hourly	40.393	42.413	44.534	46.761	48.164	49.609	51.097		
Bi-Weekly	3,231.42	3,393.04	3,562.73	3,740.88	3,853.12	3,968.73	4,087.77		
F15	84,020	88,222	92,634	97,267	100,184	103,190	106,285		
Hourly	28.853	30.296	31.811	33.402	34.404	35.436	36.499		
Bi-Weekly	3,231.54	3,393.15	3,562.85	3,741.04	3,853.23	3,968.85	4,087.88		

Grade	Department	Job Title
FT8	Fire	Firefighter in Training (40 hours)
FP8	Fire	Firefighter Paramedic in Training (40 hours)
F09	Fire	Firefighter EMT
F10	Fire	Fire Engineer EMT
F11	Fire	Firefighter Paramedic
F12	Fire	Fire Engineer Paramedic
LE8	Fire	Fire Lieutenant EMT (40-hour) – CRR
F14	Fire	Fire Lieutenant EMT
LP8	Fire	Fire Lieutenant Paramedic (40-hour) – CRR
F15	Fire	Fire Lieutenant Paramedic

