

Approve

Item # 8C  
Date: 8/12/24

**RESOLUTION NO. 016 (2024/2025)**

**A RESOLUTION APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF NEVADA, IOWA AND THE PUBLIC PROFESSIONAL AND MAINTENANCE EMPLOYEES LOCAL 2003 IUPAT AUTHORIZING AND DIRECTING SIGNING OF THE MOU TO THE UNION CONTRACT**

WHEREAS; the City of Nevada ("City") has negotiated with the Public Professional and Maintenance Employees Local 2003 IUPAT ("Union"); and

WHEREAS, the City and Union entered into a collective bargaining agreement for the period of July 1, 2024 to June 30, 2027 (the "Contract"); and

WHEREAS, the Contract governs certain conditions of employment for members of the Union who are employed by City; and

WHEREAS, the City and Union are desirous of revising the Contract with a Memorandum of Understanding ("Memo") to provide a one-time bonus to incentivize certified officers to accept employment with the NPSD for the period of the date of the approved MOU and through June 30, 2027 as stated in the attached Exhibit "A".

NOW THEREFORE, BE IT RESOLVED; that the City Council of the City of Nevada, Iowa, hereby:

- Approves the Memorandum of Understanding between the City of Nevada and the Public Professional and Maintenance Employees Local 2003 IUPAT, revising the current contract to include a one-time bonus to incentivize certified officers to accept employment with the NPSD for a period beginning the date of this MOU through June 30, 2027, and this provision shall then sunset.
- Authorizes the Mayor and City Clerk to sign the Memo on behalf of the City.

Passed and approved this 12<sup>th</sup> day of August, 2024.

\_\_\_\_\_  
Brett Barker, Mayor

ATTEST:

\_\_\_\_\_  
Kerin Wright, City Clerk

**MEMORANDUM OF UNDERSTANDING BETWEEN  
THE CITY OF NEVADA, IOWA AND  
THE PUBLIC PROFESSIONAL AND MAINTENANCE EMPLOYEES LOCAL 2003  
IUPAT**

This Memorandum of Understanding ("Memo") is entered into on this \_\_\_\_ day of \_\_\_\_\_ 2024, by and between the City of Nevada, Iowa ("City") and the Public Professional and Maintenance Employees Local 2003 IUPAT ("Union").

WHEREAS, City and Union entered into a collective bargaining agreement for the period of July 1, 2024, through June 30, 2027," (the "Contract"); and

WHEREAS, the Contract governs certain conditions of employment for members of the Union who are employed by City; and

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WHEREAS, the City has continued challenges in hiring certified police officers to work for the Nevada Public Safety Department ("NPSD") and has proposed a one-time bonus to incentivize certified officers to accept employment with the NPSD.

WHEREAS, this Memo sets forth the revisions negotiated between the parties.

IT IS THEREFORE AGREED, by and between City and Union as follows:

1. Article 19, New Section F is added to the Contract:

F. Police Officer Hiring Bonus

Any certified police officer who accepts employment with the City after the date of this MOU and remains employed by the City for one (1) year from the date of hire shall be eligible for a bonus in the amount of Ten Thousand Dollars (\$10,000.00) to be paid via normal payroll. Payout will be made by fifty percent (50%) paid via normal payroll upon completion of six (6) months. The remaining balance paid via normal payroll upon completion of the one (1) year. This provision does not guarantee employment of any certified police officer for any amount of time, but provides incentive for certified police officers to accept employment with the City and not voluntarily leave employment with the City for a period of one (1) year. Such officers remain subject to termination by the City in accordance with its policies.

This hiring bonus shall only be eligible for certified police officers hired from the date of this MOU through June 30, 2027, and this provision shall then sunset.

2. The undersigned acknowledge and represent that they are authorized to enter into this Agreement and that the terms and conditions are binding upon the parties, their officers, members, successors and assigns.
3. This interpretation shall be effective upon the execution of this Memo.

THE CITY OF NEVADA, IOWA

THE PUBLIC PROFESSIONAL AND  
MAINTENANCE EMPLOYEES LOCAL 2003  
IUPAT

By: \_\_\_\_\_

By: Mark A. Lubbed

Title: \_\_\_\_\_

Title: Business Rep

Date: \_\_\_\_\_

Date: 7-29-24