



## January 21, 2019 Personnel Committee - Minutes

**The City of Adel's Personnel Committee met in the council chambers at Adel City Hall, 301 South 10<sup>th</sup> Street, Adel, Iowa, on January 21, 2019 for a series of negotiation meetings with the Teamsters Local Union 238. The meetings were held at 7:00 p.m., 7:05 p.m., and 7:10 p.m.**

- 1) Miller called the first meeting to order at 7:00 p.m. Members present: McAdon, Miller, and Selby. Others: City Administrator Brown, Chief of Police Shepherd, Finance Director Sandquist, Officer Keller, and Teamsters rep. Thomas.

The Teamsters requested to open negotiations per Article 24 of the current collective bargaining agreement. Thomas presented the union's proposals as follows: shift differential; exclude soft body armor from uniform allowance; field training officer pay; and wage adjustment based on Des Moines metro of approximately 12.55% to 14.28%. Thomas noted that the Dallas County Sheriff's Office agreed to a 4% / 4% / 4% deal that would keep salaries at 95% of the metro average.

The committee reviewed the information and asked questions.

With no other business, the meeting was adjourned at approximately 7:15 p.m.

- 2) Miller called the second meeting to order at approximately 7:20 p.m. The same parties at the first meeting (see above) were present for the second meeting.

The committee presented the City's response, which was the following: three-year contract; additional officer beginning July 1, 2019; 3.5% across-the-board wage increase; only wages open in second and third fiscal years; and a revision to the longevity article. Thomas stated that the union understood the proposal.

With no other business, the meeting was adjourned at approximately 7:24 p.m.

- 3) Miller called the third meeting to order at approximately 7:57 p.m. The same parties at the first meeting (see above) were present for the third meeting.

Per Chapter 20 of the Code of Iowa, the committee entered into closed session for negotiations on a new contract with the union.

Exiting the closed session, the committee reached a tentative agreement with the union as follows: three-year contract; no changes to any section of the contract besides wages (unless a section must be changed or removed by State law); 3% raise on July 1, 2019; 3% raise on January 1, 2020; and wages open in FY20-21 and FY21-22.

With no other business, the meeting was adjourned at approximately 9:30 p.m.

Respectfully submitted,

Anthony Brown  
City Administrator