

**SECOND AMENDMENT
TO
AGREEMENT
BETWEEN
THE CITY OF DUBUQUE, IOWA
AND
THE DUBUQUE PROFESSIONAL FIRE FIGHTERS ASSOCIATION
LOCAL #25
JULY 1, 2017 through JUNE 30, 2022**

This Second Amendment to Agreement, dated for reference purposes the 23rd day of April, 2020, is made and entered into between the Dubuque Professional Fire Fighters Association Local #25 ("Union") and the City of Dubuque, a municipal corporation ("City").

WHEREAS, City and Union are parties to an Agreement effective July 1, 2017 through June 30, 2022, as amended April 15, 2019 (herein "the Agreement"); and

WHEREAS, Union and City have entered discussions regarding the economic impact, known, projected, and unknown, of the COVID-19 or Novel Coronavirus pandemic on the City's Fiscal Year 2020 and Fiscal Year 2021 operating budgets; and

WHEREAS, Union and the City have mutually agreed to address, at least in part, budget deficits related to collectively bargained-for wage increases for Fiscal Year 2021; and

WHEREAS, Union has presented for a vote to its membership the revision of certain articles, specified below, in this Second Amendment to Agreement; and

WHEREAS, Union's membership has voted to ratify this Second Amendment to Agreement; and

WHEREAS, City Council finds that this Second Amendment to Agreement is in the best interests of the City of Dubuque.

NOW, THEREFORE, in consideration of the foregoing and the mutual covenants and agreements to be performed as herein set forth, the parties agree as follows:

Section 1. Effective May 3, 2020, ARTICLE 23 **CASUAL DAY**, Item 1 - Consideration, Section A. of the Agreement is amended to read as follows:

Item 1 - Consideration

- A. To afford employees two (2) days with pay, not to be deducted from sick leave accumulation, to be scheduled by the Fire Chief

Section 2. Effective May 3, 2020, ARTICLE 23 CASUAL DAY, Item 2 - Conditions, Section A. of the Agreement is amended to read as follows:

Item 2 - Conditions

- A. The two (2) casual days with pay must be requested, scheduled and approved by the Fire Chief within the contract period each year.

Section 3. Effective July 1, 2020, ARTICLE 12 WAGE PLAN of the Agreement is amended by adding the following at the end of the salary schedule:

Notwithstanding the foregoing:

Effective July 1, 2020 through June 30, 2021, the wage plan in effect on June 30, 2020, shall be increased by 0% (no increase) across the board.

Effective July 1, 2021 through June 30, 2022, the wage plan in effect on June 30, 2021, shall be increased by 3.00% across the board.

Effective July 1, 2022 through June 30, 2023, the wage plan in effect on June 30, 2022, shall be increased by 3.25% across the board.

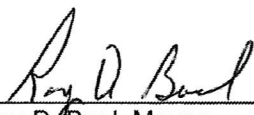
Section 4. Each person signing this Second Amendment on behalf of a party represents and warrants that the party has the requisite power and authority to enter into, execute, and deliver this Second Amendment on behalf of such party and that this Second Amendment is a valid and legally binding obligation of such party enforceable against it.

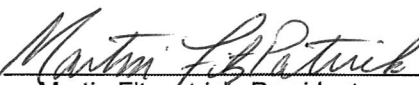
Section 5. This Second Amendment represents the entire agreement between the parties with respect to its subject matter and supersedes all prior discussions or understandings that the parties may have with respect to same.

Executed in Dubuque, Iowa, as of the date first above written.

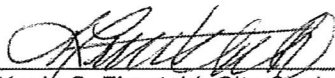
CITY OF DUBUQUE, IOWA

**THE DUBUQUE PROFESSIONAL
FIRE FIGHTERS ASSOCIATION**

By: 
Roy D. Buol, Mayor

By: 
Martin Fitzpatrick, President

ATTEST:


Kevin S. Firnstahl, City Clerk