

**FIRST AMENDMENT  
TO  
AGREEMENT  
BETWEEN  
THE CITY OF DUBUQUE, IOWA  
AND  
DUBUQUE POLICE PROTECTIVE ASSOCIATION  
JULY 1, 2020 through JUNE 30, 2024**

This First Amendment to Agreement, dated for reference purposes the 23<sup>rd</sup> day of April, 2020, is made and entered into between the Dubuque Police Protective Association ("Union") and the City of Dubuque, a municipal corporation ("City").

WHEREAS, City and Union are parties to an Agreement effective July 1, 2020 through June 30, 2024 (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 First Amendment to Agreement; and

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

WHEREAS, City Council finds that this First 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 XV CASUAL DAY, Paragraph A. Considerations, Item 1. of the Agreement is amended to read as follows:

A. Considerations

1. To afford an employee two (2) days per calendar year with pay, not to be deducted from sick leave accumulation, to be scheduled by the employee's department manager.

**Section 2.** Effective July 1, 2020, ARTICLE XV CASUAL DAY, Paragraph B. Conditions, Item 2. of the Agreement is amended to read as follows:

B. Conditions

2. On January 15<sup>th</sup> of each year, or upon the completion of four (4) full calendar months of an employee's trial period as stipulated in (1) above, two (2) days will be credited to each eligible officer's compensatory time account.

**Section 3.** Effective July 1, 2020, ARTICLE XXVI WAGE PLAN of the Agreement for Sections 1-4 is amended to read as follows:

Effective July 1, 2020 through June 30, 2021, the regular base rate 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 regular base rate in effect on June 30, 2021, shall be increased by 3.00% across the board.

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

Effective July 1, 2023 through June 30, <sup>2024</sup>~~2023~~, the regular base rate in effect on June 30, 2023, shall be increased by 3.0% across the board.

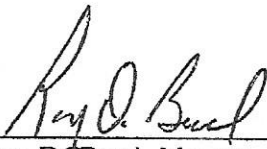
**Section 4.** Each person signing this First Amendment on behalf of a party represents and warrants that the party has the requisite power and authority to enter into, execute, and deliver this First Amendment on behalf of such party and that this First Amendment is a valid and legally binding obligation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


**Section 5.** This First 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

DUBUQUE POLICE PROTECTIVE ASSOCIATION

By:   
\_\_\_\_\_  
Roy D. Buol, Mayor

By:   
\_\_\_\_\_  
Kurt Rosenthal, President

ATTEST:

  
\_\_\_\_\_  
Kevin S. Firnstahl, City Clerk