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1-16-25 11:30

CITY OF OTTUMWA
Staff Summary

**** ACTION ITEM ****

Council Meeting of: Jan 21, 2025

Administration
Department

Barbara Codjoe
Prepared By
Barbara Codjoe
Department Head



City Administrator Approval

AGENDA TITLE: Resolution #11-2025 - Approve and authorize signature of MOU regarding sick time payouts between the City of Ottumwa and Teamsters local No. 238 for the Police Department.

Public hearing required if this box is checked.

RECOMMENDATION: Pass and adopt resolution #11-2025.

DISCUSSION: Approve and authorize the mayor to sign the MOU between the City of Ottumwa and Teamsters local No. 238 for the Police Department.

An error was discovered in the calculations for the maximum amount of hours to be paid for the annual sick payout. This corrects that error.

Source of Funds: N/A

Budgeted Item: Budget Amendment Needed:

RESOLUTION NO. 11-2025

RESOLUTION TO APPROVE CHANGE IN MAXIMUM PAYOUT AMOUNT

WHEREAS, the City of Ottumwa, Iowa desires to update language in the Police Department contract regarding the maximum payout of sick time; and

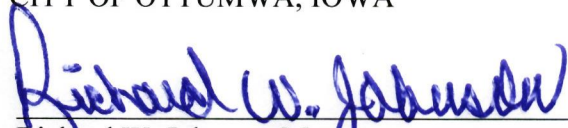
WHEREAS, the City of Ottumwa has reviewed and revised said MOU and finds that approval of said policies and procedures, as revised, would be in the best interest of the City and the employees of the City covered under Teamsters Local No. 238 for the police department, and;

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF OTTUMWA, IOWA:

the said MOU, with an effective date of January 22nd, 2025 are hereby adopted by and for the City of Ottumwa, Iowa, and rescinding all others.

PASSED, ADOPTED and APPROVED this 21st day of January, 2025.

CITY OF OTTUMWA, IOWA



Richard W. Johnson, Mayor



ATTEST:



Christina Reinhard, City Clerk

MEMORANDUM OF UNDERSTANDING

Between

OTTUMWA, IOWA And
TEAMSTERS LOCAL NO. 238

Ottumwa, Iowa (hereinafter "the City") and Teamsters Local 238 (hereinafter "the Union") enter this Memorandum of Understanding.

WHEREAS, the City and the Union are parties to a collective bargaining agreement effective July 1, 2023 and continuing through June 30, 2028.

WHEREAS, in an attempt to align sick time payouts;

WHEREAS, the collective bargaining agreement (**Article 11, Section 9**) states:

"Section 9. The first full payroll in January of each year, each employee shall be paid for 25% of accrued sick pay according to the following schedule:

- **Police Officers working 2184 hours per year – Hours in excess of 2016, up to a maximum of 50 hours. Employee's sick accrual will be reduced to 2016 hours.**
- **Communication Specialists working 2080 hours per year – Hours in excess of 1920, up to a maximum of 48 hours and the employee's sick accrual will be reduced to 1920 hours.**

WHEREAS, the City and the Union agree to **change** section (**Article 11, Section 9**) to:

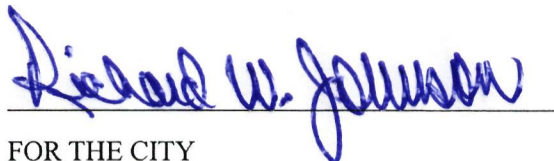
"Section 9. The first full payroll in January of each year, each employee shall be paid for 25% of accrued sick pay according to the following schedule:

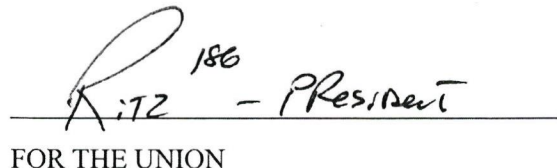
- **Police Officers working 2184 hours per year – Hours in excess of 2016, up to a maximum of 72 hours. Employee's sick accrual will be reduced to 2016 hours.**
- **Communication Specialists working 2080 hours per year – Hours in excess of 1920, up to a maximum of 48 hours and the employee's sick accrual will be reduced to 1920 hours.**

IT IS THEREFORE AGREED AS FOLLOWS:

The City and the Union will change Article 11, Section 9.

This MOU will be attached to the current Collective Bargaining Agreement and the adjustment will be incorporated for future collective bargaining agreements.


FOR THE CITY


FOR THE UNION

