

Letter of Understanding  
Between the  
City of Independence, Iowa  
And The

Teamsters Local 238 (Police Bargaining Unit)

The current agreement for longevity in the agreement is as follows:

**Section 24.1**

Longevity rates shall be effective and paid commencing with the first pay period following entitlement based upon the regular full-time employee's individual anniversary date of full-time employment. Longevity rate shall be applied as follows:

- 4 years of service - \$15.00 per month
- 8 years of service - \$30.00 per month
- 12 years of service - \$45.00 per month
- 16 years of service - \$60.00 per month
- 20 years of service - \$75.00 per month
- 24 years of service - \$90.00 per month
- 28 years of service - \$105.00 per month
- 32 years of service - \$120.00 per month

The City and the Union agree to move to the following longevity schedule as outlined in the Employee Handbook.

Full-time employees shall be paid longevity on the basis of the following chart after completion of 4 years of service. This longevity pay is in addition to the employee's regular wages and will be effective and paid commencing with the first pay period in which the employee's anniversary date of full-time employment occurs. Longevity rates shall be applied as follows and will be paid as an hourly wage rate increase. The rates below are not cumulative.

Years of Service	Hourly rate	Monthly rate based on 2080 working hours divided by 12 – 173.33 hours per month
4th – 7th Year	\$0.15	\$26.00
8th – 11th Year	\$0.24	\$41.60
12th – 15th Year	\$0.32	\$55.47
16th – 19th Year	\$0.41	\$71.07
20th – 23rd Year	\$0.50	\$86.67
24th – 27th Year	\$0.58	\$100.53
28th – 31st Year	\$0.67	\$116.13
32nd Year & Beyond	\$0.75	\$130.00