

Department Contract Information 09/2024

DEPARTMENT Contract Information 2024-2025	CONTACT INFORMATION	NON-CERTIFIED STARTING PAY	CERTIFIED STARTING PAY	PAY STEP OFFERED	STEP AND RATE #1	STEP AND RATE FINAL	SIGN ON BONUS AND AMOUNT	RES. INCENTIVE	LATERAL CANDIDATES PAY AND STEPS	HEALTH INSURANCE RATES- SINGLE/FAMILY	OTHER INSURANCE	CFS/YEAR	DEPARTMENT SIZE	POPULATION	ADDITIONAL NOTES
Oelwein Police	Chief Jeremy Logan 319-283-4311	\$27.86	\$30.65	1,2,4,7,10,15,20,25, & 30	1 year \$30.65	30 years \$36.23	\$3,000/probation \$3,000 after 4 years	3% pay increase Take home car 15 minutes	# of years certified	Single/\$101.84 Family/\$179.16	Life - \$25,000	8,710	11	5,920	
Charles City Police	Chief Hugh Anderson (641) 257-6303	\$29.24	Dependent on years of service.	1,2,3,4,6,8,10	1 year/\$30.41	End of contract in 2026, 10 year- \$41.41	\$5,000 certified sign on bonus. Lateral transfer comes in at that year on scale.	\$2000 annual stipend for residing in city limits.	# of years certified.	Single/\$141 Family/\$330	Life- \$30,000. Voluntary dental and/or vision	Just over 9,000	14	7,600	They county took our dispatch center and we have had issues ever since. Number to CCPD is 641-257-6303. Never got a message.Thanks
Dewitt Police	David Porter (563) 659-3145	start at civilian employee rates until certified	\$31.64	Every 4 years	4 YEARS \$33.56	20 YEARS \$39.78	No	50 mile radius with a take-home car if in city limits	Base pay rate for matching years of experience	employee pays %10 of rate	\$20,000/life eye and dental pd by employee	5,974 (2023)	10	5,531	maternity/paternity leave as fmla for 12 weeks
Esterville Police	Brent Shatto (712) 362-3515	\$28.42/hr. \$59120.88	\$30.71/hr. \$63882	3 years and 7 years	3 years \$32.94/hr. \$68,512.00	7 years \$34.18/hr. \$71,089.00	No	Within 5 mile radius - No incentive pay	At chief's discretion up to the 7 year step	Single - \$180 Family - \$375 per month	\$25,000.00 Life dental and eyecare optional - paid by employee	6400	13	5,800	NO MATERNITY OR PATERNITY LEAVE/MALES GET 3 DAYS SICK LEAVE
Independence Police	Chief Dave Niedert (319) 334-2520	90% base pay until certified	\$33.88	every 4 years	4 years/increase of \$41.00 per month	36 years/increase of \$130 per month	\$5000 minus any contract buy out	None	Lateral at certified rates	Single - \$35 Family - \$135 Per pay period	Life - 1 year salary Dental and eyecare optional - paid by employee	6,000	13	6,000	IMMEDIATE VACATION GRANTED AFTER FTO/40 HOURS IMMEDIATE COMP TIME GRANTED/40 HOURS 10% SICK LEAVE PAID OUT UPON RETIREMENT AGE NO MATERNITY AND PATERNITY LEAVE/SICK TIME USED
Iowa Falls Police	Chief Josh Nelson (641) 648-6464	\$28.46	\$30.95	Currently negotiating steps			No			Single \$17.50 Family \$35				5,106	
Manchester Police	Chief Ben Davis (563) 927-3355	\$32.01	\$32.44	BY 1 YEAR	1 year \$32.88	5 year \$35.02	No	None	Lateral at certified rates	15% of rate	Life provided.dental optional/eye provided		10	5,179	Sgt gets additional .70/hour/command must live within 10 miles of city limits PATERNITY LEAVE 3 DAYS/MATERNITY LEAVE 14 DAYS THEN FMLA/CURRENTLY WORKING TO IMPLEMENT A RECRUITMENT AND RETENTION PROGRAM- EMAILED FULL PROPOSAL
Maquoketa Police	Brendan Zeimet (563) 652-2468 Officer Mike Owens	\$28.86 \$60,092	\$35.15 \$73,106	Yearly up to 5 years - then \$10/month per years of service added	1 year \$29.80 \$62,195.76	5 years \$35.15 \$73,106.68	No	None	At listed rates after FTO	Employee pays 20% of rate	Life - 1 year salary		11	6,128	CITY PAYS \$1 PER CREDIT HOUR/MONTH OF SUCCESSFULLY COMPLETED COLLEGE COURSES UP TO 60 CREDIT HOURS AND 1.25% SHIFT DIFFERENTIAL FOR 3RD SHIFT/IN THE PROCESS OF NEGOTIATIONS AT THIS TIME-EMAILED FULL CONTRACT
Osceola Police	Marty Duffus (641) 342-2121	\$27.42/hour		yearly to 10 years/up to \$33.15		10 years \$33.15	No	within 45 minutes	At listed rates after FTO	single provided/family \$241.28 monthly/also offer both spouse and only children Single - \$85.06 Family - \$238.41 Per pay period	\$25,000.00	6500	11	5,568	no short term disability offered/eye and dental optional/currently advocating for retention bonuses instead of sign on bonuses

\$32.91	\$31.61											7,097	11.6	5,870
		Four Year Average			\$33.12									
		Ten Year Average			\$35.12									

Oelwein's starting pay for a non-certified officer is \$5.05 (18%) less than the average.

Oelwein's starting pay for a four-year officer is \$0.02 higher than the average.

Oelwein's starting pay for a four-year officer is \$0.64 (2%) less than the average.

Oelwein tops out at \$36.24/hr. at 30 years. Four departments are close to the Oelwein top pay after 5 and 10 years of service.