



**CITY OF SIOUX CITY
SALARY AND BENEFITS PLAN
FOR
POLICE DEPARTMENT SUPERVISORY EMPLOYEES
EFFECTIVE JULY 1, 2020 – JUNE 30, 2024**

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TABLE OF CONTENTS

SECTION 1 – GENERAL PROVISIONS	5
1.01 Purpose	5
1.02 Application of State Statutes.....	5
1.03 Administration.....	5
1.04 Nondiscrimination	5
1.05 Position Classification Plan.....	5
SECTION 2 – PAY POLICY	6
2.01 Authority to Establish Salaries	6
2.02 Administration of Pay Plan.....	6
2.03 Paydays.....	7
2.04 Deductions	7
2.05 Compensation	8
SECTION 3 – ATTENDANCE AND LEAVES	9
3.01 Workday and Week Defined	9
3.02 Holidays.....	9
3.03 Vacation	10
3.04 Sick Leave	10
3.05 Funeral Leave.....	11
3.06 Injury Leave	11
3.07 Maternity Leave	12
3.08 Military Leave	12
3.09 Witness and Jury Leave	12
3.10 Leave Without Pay.....	12
3.11 Absence Without Leave	12
SECTION 4 – GRIEVANCE PROCEDURE	13
4.01 Definition	13
SECTION 5 – INSURANCE	13
5.01 Insurance Eligibility	13
5.02 Insurance Costs.....	14
5.03 Insurance Deductibles	14
5.04 Insurance Maximum Out of Pocket Amounts	14
SECTION 6 - RETIREMENT	14
6.01 Retirement Benefits	14

SECTION 7 – PROFESSIONAL DEVELOPMENT 15
7.01 Education 15

SECTION 8 – PHYSICAL EXAMINATION 15
8.01 Physical Examination..... 15

SECTION 9 – INCOMPATIBLE ACTIVITIES 15
9.01 Prohibition of..... 15
9.02 Incompatible Activities 15
9.03 Political Activity..... 16
9.04 Urban Renewal..... 16

SECTION 10 - DURATION..... 16
10.01 Duration 16

TABLE I-D – POLICE SUPERVISORY SCHEDULE..... 17

SALARY AND BENEFITS PLAN FOR POLICE DEPARTMENT SUPERVISORY EMPLOYEES

SECTION 1 – GENERAL PROVISIONS

1.01 PURPOSE

The purpose of this plan is to establish policies of employment for Police Department Supervisory employees. The term "employee" as used herein, shall include all Police Supervisory positions.

1.02 APPLICATION OF STATE STATUTES

In situations where the provisions of this plan conflict with the Code of Iowa and/or Federal Laws that are applicable to City employees, the provisions of the Code of Iowa and the Federal Laws shall supersede these provisions.

1.03 ADMINISTRATION

- a. **Authority:** The City Manager is authorized and directed to administer the provisions of this plan including the right to establish such administrative procedures as may be necessary to further explain and implement the provisions.
- b. **Departmental Regulations:** The provisions of this plan shall not be construed as limiting in any way the power and authority of the Police Chief to make departmental rules and regulations governing the conduct and performance of employees. Departmental rules and regulations, however, shall not conflict with provisions of this plan.

1.04 NONDISCRIMINATION

- a. **Policy:** Positions in the Police Department shall be open to all applicants who meet the qualifications established for the position for which application is made. No person shall, in any way, be favored or discriminated against because of race, political or religious opinions and affiliations, national origin, sex, age, or disability in violation of any state or federal civil rights laws.
- b. **Affirmative Action:** The City has adopted an "Affirmative Action Program" by resolution of the City Council. The policy of the City with respect to all phases of employment is available in the Human Resources Department and shall be administered in accordance with the provisions contained therein.

1.05 POSITION CLASSIFICATION PLAN

The City of Sioux City has adopted and maintains a Position Classification Plan that shall be administered in accordance with the provisions contained therein.

SECTION 2 – PAY POLICY

2.01 AUTHORITY TO ESTABLISH SALARIES

The City Council shall establish all salaries and benefits, which may need to be modified as economic situations indicate. Individual salary increases will be based upon individual performance, as outlined in Section 2.02. In instances where compression occurs, situations will be evaluated and efforts will be made to maintain an appropriate level of internal equity. Salaries for reclassifications and new classifications shall be approved by the City Council based on recommendation by the City Manager.

2.02 ADMINISTRATION OF PAY PLAN

The City Manager or designated representative shall be responsible for administering the salary schedule.

- a. **Beginning Salary Rate:** Employees will be placed at the beginning of the salary range when they are promoted to a higher pay classification unless there are extraordinary circumstances that would justify placing the employee at a higher level within the range. The City Manager shall have final authority to make such adjustments where indicated.
- b. **Pay Adjustments:** Adjustments in an employee's pay shall be determined on an annual basis as provided in Appendix 1-D

Police Supervisory employees' salaries shall be maintained within the range established for the job classification they currently hold.

- c. **Performance Evaluation and Pay Anniversary Dates:** The anniversary date upon which an employee shall become eligible for a step increase shall be determined as follows:
 - 1) The anniversary date for the purposes of performance evaluation and pay review for all supervisors shall be July 1st. Supervisors with an appointment, promotion, or step advancement date different from July 1st shall receive a partial year evaluation on July 1st. These partial year evaluations will be managed on a case-by case basis to ensure internal equity and control.
- d. **Pay Rate Adjustments:** The following personnel actions shall affect the pay status of an employee in the manner provided:
 - 1) **Promotion:** When an employee is promoted to a position in a class assigned at a higher pay range than that assigned to the class to which the employee's previous position was allocated, the employee shall be advanced to the minimum of the pay range for the class to which the employee is promoted, provided, however, that if the employee's rate of pay prior to promotion was equal to, or more than such rate for said minimum, the employee shall be advanced to a higher rate that provides a reasonable adjustment above the rate the employee was receiving prior to promotion. Newly promoted Lieutenants will be placed on Step 1 of the pay range unless they possess a B.S. or B.A. degree which will place them at Step 2 of the pay grade and newly promoted Captains will receive a minimum 5% increase from Step 4 of the Lieutenant salary. Newly promoted Captains with a Master's Degree will be placed at Step 2 of the pay grade.

- 2) **Demotion:** Upon demotion, an employee normally shall receive a decrease in pay. However, it shall be the responsibility of the City Manager or designated representative in each instance to determine the amount of the pay decrease, if any.
 - 3) **Temporary Assignment:** Where a vacancy exists, any employee temporarily filling said vacancy in a position of higher grade for five (5) days or more, excluding days off and holidays, shall receive five (5) percent above their regular hourly rate of pay retroactive to the first day.
- e. **Performance Plan and Evaluation Process Overview**

Performance reviews will be exclusively based on the performance evaluation system that rewards knowledge of work, resource management, customer service, innovation and continuous improvement, decision making, respecting differences, staff development, flexibility, teamwork, and leadership-

An important part of supervisory responsibilities includes completing an accurate and honest performance evaluation on employees supervised. The evaluation itself must be completed and submitted within 30 days of the employee's designated evaluation date. All departments will complete the Performance Evaluation form for all employees (including employees whose salary is at the top of the range).

Each Police Supervisory employee should complete the evaluation form as a "self-evaluation" prior to the formal evaluation with their supervisor. An important part of the performance evaluation is the establishment of personal goals for the next fiscal year. Goal achievement should, where appropriate, be linked to individual and departmental performance measures.

2.03 PAYDAYS

Employees defined in 1.01 shall be paid on a biweekly basis on the Friday following the end of each biweekly pay period. If the payday falls on a holiday, payment shall be made on the preceding regular workday. Payment, exclusive of deductions, shall be by direct deposit to the financial institution designated by the employee.

2.04 DEDUCTIONS

Employees may authorize deductions from their pay for the following purposes:

- a. U.S. Savings Bonds
- b. United Way
- c. Credit Union
- d. Group Life Insurance to an approved company
- e. Deferred Compensation
- f. Health Insurance Premiums
- g. Flexible Spending Accounts
- h. Parking
- i. City Manager Authorized deductions

2.05 COMPENSATION

Every employee covered by the provisions of this plan shall receive a salary or stated compensation determined in accordance with the pay plan. The rates of pay set forth in the pay plan are for full-time employment and represent the total salary compensation except as otherwise provided.

a. **Allowances:** Compensation shall not be considered to include allowances for travel or other expenses that shall be paid by the City when authorized and approved by the City Manager.

b. **Longevity Pay:** Longevity pay shall be \$19.38 per biweekly pay period for every five years of satisfactory continuous service.

Employees who have performed continuous service for five years shall be eligible for longevity pay at the beginning of the pay period immediately following the completion of the required five years of service.

c. **Terminal Vacation Pay:** When an employee terminates or is terminated by the City, all accrued vacation, considered terminal leave, shall be paid and included in the final paycheck. Computation of such terminal vacation pay shall be on the basis of the employee's regular rate of pay at the time of termination, including longevity pay, if applicable.

d. **Retirement Severance Pay:** Any employee who retires and immediately upon such retirement becomes eligible for regular retirement benefits under the provisions of the Police Retirement System, the Social Security Act, Workers' Compensation, or resigns as a vested member of the provisions of the Police Retirement System, shall receive retirement severance pay, at the rate of three day's pay (24 hours) for each full twelve months of consecutive service with the City.

Computation of such retirement severance pay shall be on the basis of the employee's regular rate of pay at the time of termination, including longevity pay, if applicable. In the case of death, employee's designated beneficiary shall receive said pay.

e. **Uniform Allowance:** Effective July 1, 2019, Police Supervisory staff shall receive the \$1,500.00 in cash on or before the 15th day of July and it shall be a separate check from the normal payroll.

The City shall replace, at replacement cost, outside of the uniform allowance, any uniform or other clothing damaged or destroyed in the line of duty. This shall include glasses, wristwatches and wristwatch bands. Replacement costs for watches shall be limited to actual value, but not to exceed \$100.00.

f. **Shift Differential**

Police Lieutenants who are assigned to work the eight (8) hours between 2:30 p.m. and 10:30 p.m. or any part thereof shall receive a shift differential of fifty (50) cents per hour.

Police Lieutenants who are assigned to work the eight (8) hours between 10:30 p.m. and 6:30 a.m. or any part thereof shall receive a shift differential of fifty (50) cents per hour.

All other Police Lieutenants and Police Captains are considered to be working normal or near normal business hours and are, therefore, not eligible for payment of a shift differential.

- g. **Deferred Compensation:** If an employee contributes to the City of Sioux City's Deferred Compensation Plan and Trust (I.R.C. Sec. 457), the City will make a matching contribution up to the limit stated below. The City's matching contribution shall be made at the same time and in the same manner as the employee's contribution. The City's matching contribution will be 2.75%.
- h. **Retirement Health Care Severance Pay:** The City will establish a Health Reimbursement Arrangement (HRA) as the means to receive 20% payout of the value of the Sick Leave balance. Qualifying members must meet MFPRSI retirement eligibility. This article replaces 3.03(f) Compensation for Unused Leave.

SECTION 3 – ATTENDANCE AND LEAVES

3.01 WORKDAY AND WEEK DEFINED

The regular working day and working week of employees shall be eight hours and forty hours respectively. A lunch period and rest periods shall be granted to employees consistent with departmental policy. Captains and Lieutenants shall have a work year of 248 days. They will be entitled to 116 off-days per calendar year which shall include the twelve holidays, (1) through (12), set forth in Section 4.02.

3.02 HOLIDAYS

The following calendar days of the year shall be observed as holidays.

- (1) New Year's DayJanuary 1st
- (2) Dr. Martin Luther King Jr.'s Birthday.....3rd Monday in January
- (3) Memorial Day.....Last Monday in May
- (4) Independence DayJuly 4th
- (5) Labor Day1st Monday in September
- (6) Veterans DayNovember 11th
- (7) Thanksgiving Day.....4th Thursday in November
- (8) Day After ThanksgivingFriday following the 4th Thursday in November
- (9) Christmas Eve.....December 24th
- (10) Christmas DayDecember 25th
- (11) Floating HolidayAs described in c., below
- (12) Floating HolidayAs described in c., below
- (13) Any specifically designated holiday given to other City Employees

- a. **Weekend Holidays:** In the event any of the above-mentioned holidays falls on a Sunday, it will be observed on the following Monday.
In the event any of the above-mentioned holidays falls on a Saturday, it will be observed on the preceding Friday.
- b. **Application:** All employees shall be entitled to one day's pay for the holiday. In lieu of paid holidays, Lieutenants and Captains shall be granted a corresponding number of working days annual leave to be credited to them, if they actually work on a holiday. Persons who are on leave of absence without pay are not entitled to holiday pay or credit for such pay. If a holiday is observed on an employee's regular day off, the employee shall be granted another day off with pay in lieu of the holiday.

c. **Floating Holiday Procedure**

- 1) Employee requests for scheduling a floating holiday shall be filed with the Shift Commander at least twenty-four (24) hours prior to the date requested. The employee shall be promptly notified prior to commencement of that floating holiday as to whether the request will be allowed.
- 2) Authorization of said requests shall be subject to the staffing requirements and efficient operation of the employer. Reasonable efforts shall be made to grant an employee's request.

3.03 VACATION

- a. All employees shall be entitled to leaves of absence with full pay for vacation periods. In the event that full vacation leave is not taken, up to sixteen (16) days of unused vacation leave may be carried over from one calendar year to the next.

In the event that an employee is required to forego his/her scheduled vacation for the convenience of the City and his/her vacation period cannot be conveniently rescheduled within that calendar year, the employee so affected shall be authorized to carry over his/her vacation period from one calendar year to the next with the written approval of the City Manager.

- b. **Annual Accrual:** Employees shall be granted vacation periods in accordance with the following schedule:

Years of Continuous Service	Weeks Allowed
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After one year and for each year thereafter, up to and including the sixth year.....	Two weeks
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Beginning of 7 th year and for each year thereafter, up to and including the 11th year.	Three weeks
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Beginning of 12 th year and for each year thereafter, up to and including the 19th year.	Four weeks
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Beginning of 20 th year and for each year thereafter.	Five Weeks
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Credit for vacation leave accumulates during leave with pay.

- c. **Grant:** Vacation periods are to be granted and scheduled by the Police Chief taking into consideration the departmental work unit, workload, the employee's requests and seniority.
- d. **Credit Limitation:** Credit for vacation leave accumulates only during leave with pay status except during terminal vacation and when an employee is receiving payments due to work-connected injury and has exhausted the benefits set forth in Section 4.06.
- e. **Holidays:** A legally designated holiday that falls during an employee's vacation shall not be charged against the employee's vacation.
- f. **Terminations:** An employee who leaves the employment of the City shall be compensated for vacation leave earned.
- g. **Military Leave:** All earned vacation leave shall be paid to an employee granted military leave at the request of the employee.

3.04 SICK LEAVE

- a. **Grant:** Each employee shall be granted sick leave with pay to be used only with the approval of the Police Chief for the following reasons: personal illness or injury, quarantines, injury or due to the serious illness or death of the employee's mother, father, sister, brother, spouse, children, step-child, mother-in-law, father-in-law, sister-in-

law, brother-in-law, grandparent or grandchild, and grandparents-in-law. Illnesses due to an on the job illness or injury follow the provisions of the Iowa Worker's Compensation Laws and are not counted against an employee's personal accumulation of sick leave.

- b. **Accrual:** For each completed biweekly period of service, all employees shall accrue 4.62 hours of sick leave with pay per pay period. Such leave is earned as long as an employee is not on leave without pay basis.
- c. **Charge:** Paid sick leave shall be charged on an as used basis.
Requests for sick leave shall be made in accordance with rules and regulations established by the department; however, in any event, the request for sick leave shall be made no later than the time the employee is regularly scheduled to report for duty unless the employee is unable to file said request because of an emergency.
- d. **Certification:** No employee shall receive compensation by reason of sick leave benefits until the Police Chief has certified the cause of the absence for which sick leave benefits are requested. The City Manager hereby is authorized to adopt rules and regulations concerning the method of recording the cause of absence, verification thereof, and the method of reporting and recording sick leave by the various departments.
Employees claiming sick leave over two working days may be required by the Police Chief to file a certificate signed by a physician, which states the extent and nature of the sickness or injury and states that the employee was incapacitated for work for the period of his/her absence. The statement is also to indicate that the employee is physically able to resume his/her work duties. If the Police Chief suspects that an employee may be abusing sick leave, the employee will be required to report to a physician designated by the City to secure a certificate for any absence under this provision. The City will pay the cost of this examination unless during the last 12 months the employee has been put on notice, by the Police Chief, of his/her suspected abuse. If he/she has been advised of his/her suspected abuse, the employee shall pay the cost of the examination.
- e. **Accumulation:** Unused sick leave shall be cumulative without limit and may be used at any time as earned for absence due to any of the causes set forth.
- f. **Wellness Incentive:** Employees who participate in the City's Wellness Program and meet its requirements will receive a \$550 Wellness Incentive. This additional compensation shall be paid on or before the 15th day of August and shall be a separate check from the normal payroll. Employees must work the entire fiscal year in order to be eligible for this benefit.

3.05 FUNERAL LEAVE

Twenty-four (24) hours leave of absence with pay will be granted as funeral leave to an employee for the purpose of attending the funeral of a member of the employee's family or a member of the family of the employee's spouse. Such funeral leave shall not be deducted from the employee's accumulated sick leave or annual vacation leave.

Family is defined as consisting of individuals with the following relationship to the employee: mother, father, stepparent, sister, brother, half-sister, half-brother, spouse, son, daughter, stepchild, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandparent, grandparent-in-law, or grandchild. Any additional time off desired by the employee due to such a death may be taken as sick leave upon approval of the Police Chief.

3.06 INJURY LEAVE

Injury leave for injuries sustained while in the line of duty shall be granted pursuant to the provision of Chapter 411 of the Iowa Code, as amended.

3.07 MATERNITY LEAVE

- a. **Grant:** Maternity leave shall be granted if requested by the employee. Any temporary disabilities caused or contributed to by pregnancy and/or childbirth shall be considered a personal illness and all regular sick leave benefits, rules and regulations shall apply the same as any other illness.
- b. **Extended Maternity Leave Without Pay:** A leave of absence beyond the time of medical confinement for pregnancy and childbirth may be granted without salary or sick leave benefits for a period not to exceed one year. If an extended leave of absence is anticipated, a request for a leave shall be filed with the Human Resources Director reasonably in advance of the anticipated absence.

3.08 MILITARY LEAVE

Military leave shall be granted by the City Manager or the Council as the case may be, in accordance with the provisions of the Code of Iowa.

3.09 WITNESS AND JURY LEAVE

When an employee is lawfully subpoenaed to appear as a witness before any court, administrative agency or other governmental body to testify for the federal government or its agencies, the state or any political subdivision of the state, he/she shall continue to receive his/her regular pay while engaged in such service. However, any fees, exclusive of mileage and meal allowance, received by said employees for jury or witness service on City time shall be given to the City.

3.10 LEAVE WITHOUT PAY

- a. Leave of absence without pay for employees may be granted by the City Manager upon the recommendation of the Police Chief, but such leaves shall be limited to periods not exceeding 30 calendar days, except leaves for attending an accredited college or university may be granted for a semester at a time. Requests for renewal of 30-day leave periods may be granted in the same manner.
- b. **Certification:** No leave of absence shall be granted except upon written request of the employee. Whenever granted, such leave shall be in writing and signed by the City Manager and a copy of the leave, so approved, filed with the Human Resources Director.
- c. **Reinstatement:** Upon expiration of approved leaves, the employee shall be reinstated in the position he/she held at the time such leave was granted. Failure of the employee to report promptly shall be cause for discipline or dismissal.
- d. **Benefits:** Unless specified elsewhere in this plan, employee's authorized said leave shall accrue or receive no benefits during said leave.

3.11 ABSENCE WITHOUT LEAVE

Any absence of any employee from duty, including any absence for a single day or any part of a day, that is not requested and authorized by a specific grant of leave under provisions of stated leave policy, shall be grounds for disciplinary action.

SECTION 4 – GRIEVANCE PROCEDURE

4.01 DEFINITION

A grievance shall be defined as a dispute or disagreement raised by an employee against the City involving the interpretation or application of the specific provisions of this policy plan. It is specifically understood that any matters governed by Civil Service Commission rules or Civil Service statutory provisions and matters governed by Chapter 411, Iowa Code, shall not be considered grievances and shall not be subject to the grievance procedure set forth herein. Further, any disciplinary actions that may be appealed to the Civil Service Commission shall not be considered grievances and shall not be subject to the grievance procedure herein. Oral and written reprimands, however, may be grieved under the grievance procedures set forth in Section "b" below. Grievances, as herein defined, shall be processed in accordance with the procedure set forth in Section "b" below.

- a. Any employee may process a grievance as outlined in this procedure. Probationary employees shall have no right to grieve on matters of discipline, removal or discharge.
- b. All time limitations in this grievance procedure shall exclude Saturdays, Sundays and holidays and may be extended by mutual agreement of the employee and the appropriate superior. All reference to days shall mean workdays.

Step 1 An employee who has a grievance may orally present the grievance to the immediate superior within ten (10) days of the occurrence of the alleged grievance. The immediate superior shall respond orally to the employee within six (6) days of the oral grievance.

Step 2 The grievance shall be considered resolved unless, within five (5) days of the receipt of the response at Step 1, the employee submits a written appeal to the department head or to the department head's authorized representative. The department head shall respond in writing to the grievant within five (5) days of the receipt of the grievance.

Step 3 The grievance shall be considered resolved unless, within five (5) days of the receipt of the response at Step 2, the employee and/or authorized representatives submit a written appeal to the City Manager. The City Manager shall hold a hearing within ten (10) days of the receipt of the appeal.

The employee and the department head shall have the right to be present and to set forth information to assist the City Manager in reaching a decision on the grievance. Said decision shall be issued within ten (10) days following the completion of the hearing. The decision of the City Manager shall be final and binding upon the parties.

SECTION 5 – INSURANCE

5.01 INSURANCE ELIGIBILITY

Full time regular employees are eligible for this insurance the first of the month following fifteen (15) days of continuous employment.

5.02 INSURANCE COSTS

- a July 1, 2020 through December 31, premium payments will be a percentage of the full premium cost. Employees will pay 10% of the full premium. If the employee successfully participates in the Wellness Program established by the City, the employee will pay 5% of the full premium.

Wellness (5%)	Full Premium	Employee Paid	Employer Paid
Single	\$787.00	\$39.00	\$748.00
Employee+1	\$1,570.00	\$78.00	\$1,492.00
Family	\$2,211.00	\$110.00	\$2,101.00

Non-Wellness (10%)	Full Premium	Employee Paid	Employer Paid
Single	\$787.00	\$78.00	\$709.00
Employee+1	\$1,570.00	\$157.00	\$1,413.00
Family	\$2,211.00	\$221.00	\$1,990.00

- b. Effective January 1, 2021, premium payments will be a percentage of the full premium cost. Employees will pay 5% of the full premium for each: Single, Employee+1 and Family premiums.
- c. Effective January 1, 2022, premium payments will be a percentage of the full premium cost. Employees will pay 7.5% of the full premium for each: Single, Employee+1 and Family premiums.
- d. Effective January 1, 2023, premium payments will be a percentage of the full premium cost. Employees will pay 10% of the full premium for each: Single, Employee+1 and Family premiums.

5.03 INSURANCE DEDUCTIBLES

Deductible	In Network	Out of Network
Single	\$1,000.00	\$1,500.00
Employee+1	\$1,400.00	\$2,250.00
Family	\$1,800.00	\$3,000.00

5.04 INSURANCE MAXIMUM OUT OF POCKET AMOUNTS

Max Out of Pocket	In Network	Out of Network
Single	\$1,600.00	\$3,000.00
Employee+1	\$2,400.00	\$4,500.00
Family	\$3,200.00	\$6,000.00

SECTION 6 - RETIREMENT

6.01 RETIREMENT BENEFITS

Upon retirement, all employees covered by the Police Retirement System (MFPRS) shall be entitled to benefits for which they are eligible as provided by the laws of the State of Iowa.

SECTION 7 – PROFESSIONAL DEVELOPMENT

7.01 EDUCATION

The City believes in the organizational and personal value of professional growth of its employees through educational efforts. Employees are encouraged to pursue individual plans of action with the City Manager.

SECTION 8 – PHYSICAL EXAMINATION

8.01 PHYSICAL EXAMINATION

The Police Chief shall schedule physical examinations for 20% of all Police Supervisory personnel each year. These physical examinations shall consist of an EKG, chest X-ray, heart stress and such other examinations as may be prescribed by the physicians designated by the City. The cost of these physical examinations shall be at the expense of the City.

SECTION 9 – INCOMPATIBLE ACTIVITIES

9.01 PROHIBITION OF

An employee shall not engage in any employment, activity or enterprise that is inconsistent, incompatible or in conflict with his/her duties as a City employee, or with the duties, functions and responsibilities of the department by which he/she is employed.

9.02 INCOMPATIBLE ACTIVITIES

The following activities, said listing not to be construed as comprehensive, shall be considered inconsistent, incompatible or in conflict with City employment:

- a. Any employment, activity or enterprise which involves the use for private gain or advantage of the City's time, facilities, equipment, supplies, prestige or influence of a City office or equipment.
- b. Any activity which involves the receipt or acceptance by the employee of any money or other consideration from anyone other than the City for the performance of an act which the employee would be required or expected to render in the regular course of his/her City employment or a part of his/her duties as a City employee.
- c. Any activity which involves the performance of an act in other than his/her capacity as a City employee which may later be subject, directly or indirectly, to the control, inspection, review, audit or enforcement by such employee or the department by which he/she is employed.
- d. Any activity that involves so much of the employee's time that it impairs his/her attendance or efficiency in the performance of duties as a City employee.
- e. Endorsements of any product or service utilizing the employee's official position with the City must have prior authorization of the City Manager.

The appointing authority shall make the final determination when necessary, as to whether a specific activity is prohibited.

9.03 POLITICAL ACTIVITY

An employee shall not, while performing official duties or while using City equipment at the person's disposal by reason of the position, solicit, in any manner, contributions for any political party or candidate or engage in any political activity during working hours that impairs the efficiency of the position or presence during the working hours. A person shall not seek or attempt to use any political endorsement in connection with any appointment to a position with the City of Sioux City.

An employee shall not, by the authority of the position, secure or attempt to secure in any manner for any other person an appointment or advantage in appointment to a position or an increase in pay or other advantage of employment in any such position for the purpose of influencing the vote or political action of that person or for any other consideration.

An employee who in any manner supervises employees shall not directly or indirectly solicit the person supervised to contribute money, anything of value, or service to a candidate seeking election, or a political party or candidate's political committee.

An employee who becomes a candidate for any elective public office shall, upon request of the employee and commencing any time within thirty days prior to a primary, special or general election and continuing until after this thirty day period, automatically be given a leave of absence without pay. Any employee who is a candidate for any elective public office shall not campaign while on duty as an employee.

This section shall not be construed to prohibit any employee or group of employees, individually or collectively, from expressing honest opinions and convictions, or making statements and comments concerning their wages or other conditions of their employment.

9.04 URBAN RENEWAL

In that the City of Sioux City is actively involved in a continuous Urban Renewal Program, employees of the City shall be particularly cognizant of their employment relative to an interest (property or business interest) they may have or anticipate having in any designated Urban Renewal area.

With regard to Urban Renewal, employees shall comply with the provisions of Sections 362.5, 403.16 and 403A.22 of the Code of the State of Iowa.

SECTION 10 - DURATION

10.01 DURATION

This salary and benefits plan shall remain in effect until June 30, 2024 unless otherwise directed by the City Council.

TABLE I-D – POLICE SUPERVISORY SCHEDULE

HOURLY, BIWEEKLY AND ANNUAL SALARY SCHEDULE EFFECTIVE JUNE 20, 2020

Police Supervisors
Annual Schedule Effective June 20, 2020

Class Code	Class Title	Pay Grade		Step 1	Step 2	Step 3	Step 4
5017	Police Lieutenant	B1	<i>Hourly</i>	\$ 48.0519	\$ 49.2676	\$ 50.5141	\$ 51.6903
			<i>Bi-weekly</i>	\$ 3,844.15	\$ 3,941.41	\$ 4,041.12	\$ 4,135.23
			<i>Annual</i>	\$ 99,947.91	\$ 102,476.59	\$ 105,069.24	\$ 107,515.90
Deferred Comp Match		2.75%		\$ 2,748.57	\$ 2,818.11	\$ 2,889.40	\$ 2,956.69
5018	Police Captain	B2	<i>Hourly</i>	\$ 54.2749	\$ 56.5927	\$ 58.9106	
			<i>Bi-weekly</i>	\$ 4,341.99	\$ 4,527.42	\$ 4,712.85	
			<i>Annual</i>	\$ 112,891.70	\$ 117,712.89	\$ 122,534.08	
Deferred Comp Match		2.75%		\$ 3,104.52	\$ 3,237.10	\$ 3,369.69	

Annual Schedule Effective June 19, 2021

Class Code	Class Title	Pay Grade		Step 1	Step 2	Step 3	Step 4
5017	Police Lieutenant	B1	<i>Hourly</i>	\$ 49.9740	\$ 51.2383	\$ 52.5346	\$ 53.7579
			<i>Bi-weekly</i>	\$ 3,997.92	\$ 4,099.06	\$ 4,202.77	\$ 4,300.64
			<i>Annual</i>	\$ 103,945.83	\$ 106,575.65	\$ 109,272.01	\$ 111,816.53
Deferred Comp Match		2.75%		\$ 2,858.51	\$ 2,930.83	\$ 3,004.98	\$ 3,074.95
5018	Police Captain	B2	<i>Hourly</i>	\$ 56.4458	\$ 58.8564	\$ 61.2670	
			<i>Bi-weekly</i>	\$ 4,515.67	\$ 4,708.52	\$ 4,901.36	
			<i>Annual</i>	\$ 117,407.37	\$ 122,421.40	\$ 127,435.44	
Deferred Comp Match		2.75%		\$ 3,228.70	\$ 3,366.59	\$ 3,504.47	

Annual Schedule Effective June 18, 2022

Class Code	Class Title	Pay Grade		Step 1	Step 2	Step 3	Step 4
5017	Police Lieutenant	B1	<i>Hourly</i>	\$ 51.9729	\$ 53.2878	\$ 54.6360	\$ 55.9083
			<i>Bi-weekly</i>	\$ 4,157.83	\$ 4,263.03	\$ 4,370.88	\$ 4,472.66
			<i>Annual</i>	\$ 108,103.66	\$ 110,838.68	\$ 113,642.90	\$ 116,289.19
Deferred Comp Match		2.75%		\$ 2,972.85	\$ 3,048.06	\$ 3,125.18	\$ 3,197.95
5018	Police Captain	B2	<i>Hourly</i>	\$ 58.7037	\$ 61.2107	\$ 63.7177	
			<i>Bi-weekly</i>	\$ 4,696.29	\$ 4,896.86	\$ 5,097.42	
			<i>Annual</i>	\$ 122,103.66	\$ 127,318.26	\$ 132,532.86	
Deferred Comp Match		2.75%		\$ 3,357.85	\$ 3,501.25	\$ 3,644.65	

Annual Schedule Effective June 17, 2023

Class Code	Class Title	Pay Grade		Step 1	Step 2	Step 3	Step 4
5017	Police Lieutenant	B1	<i>Hourly</i>	\$ 54.0518	\$ 55.4193	\$ 56.8214	\$ 58.1446
			<i>Bi-weekly</i>	\$ 4,324.15	\$ 4,433.55	\$ 4,545.72	\$ 4,651.57
			<i>Annual</i>	\$ 112,427.81	\$ 115,272.22	\$ 118,188.61	\$ 120,940.76
Deferred Comp Match		2.75%		\$ 3,091.76	\$ 3,169.99	\$ 3,250.19	\$ 3,325.87
5018	Police Captain	B2	<i>Hourly</i>	\$ 61.0518	\$ 63.6591	\$ 66.2664	
			<i>Bi-weekly</i>	\$ 4,884.15	\$ 5,092.73	\$ 5,301.31	
			<i>Annual</i>	\$ 126,987.81	\$ 132,410.99	\$ 137,834.17	
Deferred Comp Match		2.75%		\$ 3,492.16	\$ 3,641.30	\$ 3,790.44	

Effective 07/01/2019, all Police Supervisory employees moved to a Step wage schedule. Lieutenants have a four (4) step system and Captains have a three (3) step system.

Effective 07/01/2020, all employees in these two class codes will receive a 4% cost of living adjustment each year for four (4) years.

Effective 07/01/2019, a newly promoted Lieutenant will be placed on Step 1 of the pay range unless they possess a B.S. or B.A. degree which will place them at Step 2 of the pay range. A newly promoted Captain with a M.S. or M.A. degree will start at Step 2 of the pay range.

The Step 1 Lieutenant starting salary is based on a 7.5% increase from Step 5 Sergeant from the contract year effective June 23, 2018 plus a cost of living increase of 4% each year for four (4) years.

The Step 1 Captain starting salary is a 5% increase from step 4 Lieutenant salary.