

TENATIVE AGREEMENT  
CITY OF OSKALOOSA, IOWA  
AND  
LOCAL 636 IAFF (AFL-CIO FIRE FIGHTERS)  
January 6, 2023

The parties agree to recommend the following modifications to the Union membership and the City Council for ratification:

- 1) Article 17 (Wages) and Appendix A  
Effective July 1, 2023 – 6% increase  
Effective July 1, 2024 – 3% increase  
Effective July 1, 2025 – 3% increase

- 2) Article 8 (Job Classification)

Section 1. If an employee is requested to work in a higher-rated job classification, the employee shall receive an additional \$1 dollar per hour for any hours worked in the higher-rated job classification effective on the fourth (4<sup>th</sup>) day that the employee so works, and shall be returned to the regular rate of pay upon completion of the temporary assignment.

- 3) Article 15 (Insurance)

Modify this Article to reflect the following: "The health insurance plan design and contribution rates shall be annually set by the City."

- 4) Article 21 (Effective Period)

A three (3) year contract effective July 1, 2023

Two handwritten signatures in blue ink are present at the bottom of the page. The top signature is a stylized, cursive name that appears to be 'A. J. ...'. The bottom signature is another cursive name, possibly 'Shawn G...'. Both signatures are written in blue ink.