



CITY OF INDIANOLA COUNCIL MEETING

June 25, 2026

12:00 PM

City Council Chambers

110 N 1st Street, Indianola, IA

Agenda

- 1. Call to Order**
- 2. Roll Call**
- 3. Consent Agenda**
 - A. Approval of Agenda
 - B. Approval of Claims
 - C. Resolution approving the collective bargaining agreement between the City of Indianola and the Silver Bugles.
 - D. Resolution approving the collective bargaining agreement between the City of Indianola and the International Association of Fire Fighters Local Union 5602.
- 4. Adjourn**



MEMORANDUM

To: Mayor and City Council
From:
Date: June 25, 2026
Subject: Approval of Claims

Introduction: The claims report for Council approval totals \$315,514.47.

Recommendation: Staff recommends approval of all claims.

Attachments: 1. Vendor Expense Approval 6252026



APPROVAL OF BILLS - CITY

Josh Rabe, City Council

Ron Dalby, City Council

Steve Armstrong, City Council

Tiffany Davis, City Council

Mellisa Sones, City Council

Bob Lane, City Council

Vendor Name	Description (Item)	Payable Date	Amount
Purchased From Vendor: 9 SQUARE IN THE AIR			
Fund: 610 - Sewer Fund			
Department: 8350 - Sewer Plant			
JOHN DEERE FINANCIAL	WOODEN DOWEL - WRRF	06/09/2026	2.79
			Department 8350 - Sewer Plant Total: 2.79
			Fund 610 - Sewer Fund Total: 2.79
			Purchased From Vendor 9 SQUARE IN THE AIR Total: 2.79
Purchased From Vendor: ACCO UNLIMITED CORP.			
Fund: 001 - General			
Department: 4500 - Pool (Memorial)			
ACCO UNLIMITED CORP.	VMAC CHLORINE, ACID, VAC PARTS	06/15/2026	461.90
ACCO UNLIMITED CORP.	VMAC CHLORINE, ACID, VAC PARTS	06/15/2026	833.60
ACCO UNLIMITED CORP.	VMAC CHLORINE, ACID, VAC PARTS	06/15/2026	144.60
			Department 4500 - Pool (Memorial) Total: 1,440.10
			Fund 001 - General Total: 1,440.10
Fund: 680 - Wellness Campus Fund			
Department: 8700 - Wellness Campus			
ACCO UNLIMITED CORP.	POOL CHEMICALS - IWC	06/19/2026	556.40
			Department 8700 - Wellness Campus Total: 556.40
			Fund 680 - Wellness Campus Fund Total: 556.40
			Purchased From Vendor ACCO UNLIMITED CORP. Total: 1,996.50
Purchased From Vendor: ACE HARDWARE			
Fund: 001 - General			
Department: 4500 - Pool (Memorial)			
ACE HARDWARE	COUPLING FOR POOL VAC - VMAC - P&R	06/12/2026	15.58

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
ACE HARDWARE	RETURN COUPLING - VMAC - P&R	06/13/2026	-7.99
ACE HARDWARE	KNIFE & LIGHTER - VMAC	06/13/2026	22.98
Department 4500 - Pool (Memorial) Total:			30.57
Fund 001 - General Total:			30.57
Fund: 110 - Road Use Tax Fund			
Department: 2100 - Streets and Debt Service Fund			
ACE HARDWARE	WASP/HORNET SPRAY - STREETS	06/10/2026	30.97
ACE HARDWARE	SHOVEL - STREETS	06/15/2026	29.99
ACE HARDWARE	WIDE CHISEL - STREETS	06/17/2026	33.99
Department 2100 - Streets and Debt Service Fund Total:			94.95
Fund 110 - Road Use Tax Fund Total:			94.95
Purchased From Vendor ACE HARDWARE Total:			125.52
Purchased From Vendor: AGRILAND FS INC			
Fund: 001 - General			
Department: 4200 - Park & Rec Administration			
AGRILAND FS INC	TURFACE MVP - PICKARD - PARKS ADMIN	05/21/2026	1,196.00
Department 4200 - Park & Rec Administration Total:			1,196.00
Fund 001 - General Total:			1,196.00
Purchased From Vendor AGRILAND FS INC Total:			1,196.00
Purchased From Vendor: AGSOURCE COOPERATIVE SERVICES			
Fund: 001 - General			
Department: 4500 - Pool (Memorial)			
AGSOURCE COOPERATIVE SERVICES	INSPECTIONS/TESTING VMAC POOL - P&R	06/16/2026	44.50
Department 4500 - Pool (Memorial) Total:			44.50
Fund 001 - General Total:			44.50
Fund: 680 - Wellness Campus Fund			
Department: 8700 - Wellness Campus			
AGSOURCE COOPERATIVE SERVICES	INSPECTIONS/TESTING - IWC POOL	06/16/2026	44.50
Department 8700 - Wellness Campus Total:			44.50
Fund 680 - Wellness Campus Fund Total:			44.50
Purchased From Vendor AGSOURCE COOPERATIVE SERVICES Total:			89.00
Purchased From Vendor: AIA CORPORATION			
Fund: 001 - General			
Department: 1500 - Fire			
AIA CORPORATION	UNIFORMS - FIRE & AMB	06/12/2026	377.19
Department 1500 - Fire Total:			377.19
Department: 1600 - Ambulance			
AIA CORPORATION	UNIFORMS - FIRE & AMB	06/08/2026	2,972.54
AIA CORPORATION	UNIFORMS - FIRE & AMB	06/12/2026	2,137.40
Department 1600 - Ambulance Total:			5,109.94
Fund 001 - General Total:			5,487.13
Purchased From Vendor AIA CORPORATION Total:			5,487.13
Purchased From Vendor: ALERT-ALL CORP			
Fund: 001 - General			
Department: 1500 - Fire			
ALERT-ALL CORP	FIRE HATS W/LEATHER SHIELD - FIRE	06/09/2026	559.50

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
ALERT-ALL CORP	STADIUM CUPS - FIRE	06/10/2026	372.50
Department 1500 - Fire Total:			932.00
Fund 001 - General Total:			932.00
Purchased From Vendor ALERT-ALL CORP Total:			932.00

Purchased From Vendor: AMAZON CAPITAL SERVICES

Fund: 001 - General

Department: 1100 - Police

AMAZON CAPITAL SERVICES	MISC OFFICE SUPPLIES - POLICE	06/17/2026	121.45
AMAZON CAPITAL SERVICES	BATTERIES - POLICE	06/17/2026	72.99
Department 1100 - Police Total:			194.44

Department: 1700 - Community Development

AMAZON CAPITAL SERVICES	DEHUMIDIFIER - COMM DEV	06/12/2026	136.98
Department 1700 - Community Development Total:			136.98

Department: 4300 - Parks

AMAZON CAPITAL SERVICES	INSECTICIDES - PARKS	06/18/2026	121.60
Department 4300 - Parks Total:			121.60

Department: 6210 - Info & Tech

AMAZON CAPITAL SERVICES	REPLACEMENT BATTERIES - IT	06/16/2026	33.99
Department 6210 - Info & Tech Total:			33.99
Fund 001 - General Total:			487.01

Fund: 110 - Road Use Tax Fund

Department: 2100 - Streets and Debt Service Fund

AMAZON CAPITAL SERVICES	TOOL KIT, ORGANIZER, TRANSFER PUMP - STREETS	06/15/2026	655.97
AMAZON CAPITAL SERVICES	LINELAZER - PAINT SPRAY TIP - STREETS	06/18/2026	178.83
Department 2100 - Streets and Debt Service Fund Total:			834.80
Fund 110 - Road Use Tax Fund Total:			834.80

Fund: 680 - Wellness Campus Fund

Department: 8700 - Wellness Campus

AMAZON CAPITAL SERVICES	THERMOMETER & HUMIDITY GAUGE, DISINFECT WIPE - IWC	06/10/2026	110.77
Department 8700 - Wellness Campus Total:			110.77
Fund 680 - Wellness Campus Fund Total:			110.77

Fund: 890 - Vehicle and Equipment

Department: 9300 - Vehicle Reserve and Internal Service

AMAZON CAPITAL SERVICES	LAPTOP, DOCKS. COMPUTER SUPPLIES - IT	06/15/2026	1,879.17
AMAZON CAPITAL SERVICES	COMPUTER SUPPLIES - KEYBOARD, MOUSE, CABLE - IT	06/17/2026	120.07
Department 9300 - Vehicle Reserve and Internal Service Total:			1,999.24
Fund 890 - Vehicle and Equipment Total:			1,999.24
Purchased From Vendor AMAZON CAPITAL SERVICES Total:			3,431.82

Purchased From Vendor: BASEPOINT BUILDING AUTOMATIONS

Fund: 680 - Wellness Campus Fund

Department: 8700 - Wellness Campus

BASEPOINT BUILDING AUTOMATIONS	REPAIR MAIN ENTRANCE DOOR - IWC	06/11/2026	1,590.00
Department 8700 - Wellness Campus Total:			1,590.00
Fund 680 - Wellness Campus Fund Total:			1,590.00
Purchased From Vendor BASEPOINT BUILDING AUTOMATIONS Total:			1,590.00

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Purchased From Vendor: BLAKELY, SARAH			
Fund: 001 - General			
Department: 4500 - Pool (Memorial)			
BLAKELY, SARAH	REFUND - SWIM LESSONS - P&R	06/18/2026	52.00
			Department 4500 - Pool (Memorial) Total: 52.00
			Fund 001 - General Total: 52.00
			Purchased From Vendor BLAKELY, SARAH Total: 52.00
Purchased From Vendor: BOUND TREE MEDICAL LLC			
Fund: 001 - General			
Department: 1600 - Ambulance			
BOUND TREE MEDICAL LLC	AMBULANCE SUPPLIES	06/09/2026	1,275.98
			Department 1600 - Ambulance Total: 1,275.98
			Fund 001 - General Total: 1,275.98
			Purchased From Vendor BOUND TREE MEDICAL LLC Total: 1,275.98
Purchased From Vendor: BRICK GENTRY P.C.			
Fund: 001 - General			
Department: 1100 - Police			
BRICK GENTRY P.C.	LEGAL SERVICE FEES - POLICE	05/25/2026	100.00
BRICK GENTRY P.C.	LEGAL SERVICE FEES- PROSECUTIONS-POLICE	05/25/2026	727.50
			Department 1100 - Police Total: 827.50
Department: 1500 - Fire			
BRICK GENTRY P.C.	LEGAL SERVICE FEES- NEGOTIATIONS - FIRE	05/25/2026	1,614.00
BRICK GENTRY P.C.	LEGAL SERVICE FEES - FIRE	05/25/2026	140.00
BRICK GENTRY P.C.	LEGAL SERVICE FEES-UNION NEGOTIATIONS-FIRE CAPTAIN	05/25/2026	120.00
			Department 1500 - Fire Total: 1,874.00
Department: 1600 - Ambulance			
BRICK GENTRY P.C.	LEGAL SERVICE FEES- NEGOTIATIONS - FIRE	05/25/2026	9,146.00
			Department 1600 - Ambulance Total: 9,146.00
Department: 1700 - Community Development			
BRICK GENTRY P.C.	LEGAL SERVICE FEES-NUISANCE ABATEMENT - COMM DEV	05/25/2026	3,261.25
BRICK GENTRY P.C.	LEGAL SERVICE FEES - COMM DEV	05/25/2026	140.00
BRICK GENTRY P.C.	LEGAL SERVICE FEES - COMM DEV	05/25/2026	1,740.00
			Department 1700 - Community Development Total: 5,141.25
Department: 4100 - Library			
BRICK GENTRY P.C.	LEGAL SERVICE FEES - LIBRARY	05/25/2026	60.00
			Department 4100 - Library Total: 60.00
Department: 4200 - Park & Rec Administration			
BRICK GENTRY P.C.	LEGAL SERVICE FEES - PARKS ADMIN	05/25/2026	800.00
			Department 4200 - Park & Rec Administration Total: 800.00
Department: 6250 - Human Resources			
BRICK GENTRY P.C.	LEGAL SERVICE FEES - HR	05/25/2026	380.00
			Department 6250 - Human Resources Total: 380.00
Department: 6500 - General Govt and Buildings			
BRICK GENTRY P.C.	LEGAL SERVICE FEES - GENERAL	05/25/2026	3,300.00
			Department 6500 - General Govt and Buildings Total: 3,300.00
			Fund 001 - General Total: 21,528.75

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Fund: 110 - Road Use Tax Fund			
Department: 2100 - Streets and Debt Service Fund			
BRICK GENTRY P.C.	LEGAL SERVICE FEES - STREETS	05/25/2026	100.00
Department 2100 - Streets and Debt Service Fund Total:			100.00
Fund 110 - Road Use Tax Fund Total:			100.00
Fund: 610 - Sewer Fund			
Department: 8300 - Sewer			
BRICK GENTRY P.C.	LEGAL SERVICE FEES - SEWER	05/25/2026	520.00
Department 8300 - Sewer Total:			520.00
Fund 610 - Sewer Fund Total:			520.00
Fund: 650 - Stormwater Utility Fund			
Department: 9000 - Stormwater			
BRICK GENTRY P.C.	LEGAL SERVICE FEES - STORMWATER	05/25/2026	300.00
Department 9000 - Stormwater Total:			300.00
Fund 650 - Stormwater Utility Fund Total:			300.00
Purchased From Vendor BRICK GENTRY P.C. Total:			22,448.75
Purchased From Vendor: BUSY BEE GARDEN CENTER			
Fund: 001 - General			
Department: 4300 - Parks			
BUSY BEE GARDEN CENTER	BAGS OF BRK20 - PARKS	06/06/2026	1,776.00
BUSY BEE GARDEN CENTER	PLANTS - BUXTON PARK - PARKS	06/10/2026	854.00
BUSY BEE GARDEN CENTER	PLANTS FOR HANGING BASKETS & BUXTON PARK - PARKS	06/10/2026	2,150.33
BUSY BEE GARDEN CENTER	PLANTS - BUXTON PARK - PARKS	06/10/2026	626.22
Department 4300 - Parks Total:			5,406.55
Fund 001 - General Total:			5,406.55
Purchased From Vendor BUSY BEE GARDEN CENTER Total:			5,406.55
Purchased From Vendor: CDW GOVERNMENT INC			
Fund: 001 - General			
Department: 6210 - Info & Tech			
CDW GOVERNMENT INC	ANNUAL LICENSING/SUPPORT - IT	06/23/2026	5,654.80
Department 6210 - Info & Tech Total:			5,654.80
Fund 001 - General Total:			5,654.80
Fund: 890 - Vehicle and Equipment			
Department: 9300 - Vehicle Reserve and Internal Service			
CDW GOVERNMENT INC	UPS BATTERY BACKUPS - IT	06/09/2026	854.25
Department 9300 - Vehicle Reserve and Internal Service Total:			854.25
Fund 890 - Vehicle and Equipment Total:			854.25
Purchased From Vendor CDW GOVERNMENT INC Total:			6,509.05
Purchased From Vendor: CENTER FOR PUBLIC SAFETY MANAGEMENT LLC			
Fund: 001 - General			
Department: 6500 - General Govt and Buildings			
CENTER FOR PUBLIC SAFETY MANAGEMENT LLC	PRESENTATION TO COUNCIL- POLICE FINAL REPORT	06/14/2026	2,500.00
Department 6500 - General Govt and Buildings Total:			2,500.00
Fund 001 - General Total:			2,500.00
Purchased From Vendor CENTER FOR PUBLIC SAFETY MANAGEMENT LLC Total:			2,500.00

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Purchased From Vendor: CENTRAL IOWA FASTENERS			
Fund: 001 - General			
Department: 4500 - Pool (Memorial)			
CENTRAL IOWA FASTENERS	GLASS CLEANER - VMAC - P&R	06/04/2026	56.00
			Department 4500 - Pool (Memorial) Total:
			56.00
			Fund 001 - General Total:
			56.00
Purchased From Vendor CENTRAL IOWA FASTENERS Total:			
56.00			
Purchased From Vendor: CIRCLE B CASHWAY			
Fund: 001 - General			
Department: 4300 - Parks			
CIRCLE B CASHWAY	TREATED POSTS-PICKARD DRIVEWAY POST PROJECT-PARKS	06/08/2026	2,567.28
			Department 4300 - Parks Total:
			2,567.28
			Fund 001 - General Total:
			2,567.28
Fund: 110 - Road Use Tax Fund			
Department: 2100 - Streets and Debt Service Fund			
CIRCLE B CASHWAY	G/S STAKES - STREETS	06/10/2026	35.99
			Department 2100 - Streets and Debt Service Fund Total:
			35.99
			Fund 110 - Road Use Tax Fund Total:
			35.99
Purchased From Vendor CIRCLE B CASHWAY Total:			
2,603.27			
Purchased From Vendor: CNM OUTDOOR EQUIPMENT			
Fund: 001 - General			
Department: 4300 - Parks			
CNM OUTDOOR EQUIPMENT	HS 45 - NEW BLADES AND FILTER HOUSING - PARKS	06/09/2026	212.98
CNM OUTDOOR EQUIPMENT	PRO-TURN KAWASAKI 60" CUT - PARKS	06/11/2026	11,752.75
CNM OUTDOOR EQUIPMENT	YARD BOSS TILLER - PARKS	06/11/2026	569.99
			Department 4300 - Parks Total:
			12,535.72
			Fund 001 - General Total:
			12,535.72
Purchased From Vendor CNM OUTDOOR EQUIPMENT Total:			
12,535.72			
Purchased From Vendor: CORE-MARK MIDCONTINENT INC			
Fund: 001 - General			
Department: 4200 - Park & Rec Administration			
CORE-MARK MIDCONTINENT INC	CONCESSIONS - PICKARD - P&R	06/09/2026	1,424.78
CORE-MARK MIDCONTINENT INC	CONCESSIONS - PICKARD - P&R	06/16/2026	1,605.94
			Department 4200 - Park & Rec Administration Total:
			3,030.72
Department: 4500 - Pool (Memorial)			
CORE-MARK MIDCONTINENT INC	CONCESSIONS - VMAC - P&R	05/26/2026	3,957.36
CORE-MARK MIDCONTINENT INC	CONCESSIONS - VMAC - P&R	06/09/2026	2,358.72
CORE-MARK MIDCONTINENT INC	CONCESSIONS - VMAC - P&R	06/16/2026	756.43
			Department 4500 - Pool (Memorial) Total:
			7,072.51
			Fund 001 - General Total:
			10,103.23
Purchased From Vendor CORE-MARK MIDCONTINENT INC Total:			
10,103.23			

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Purchased From Vendor: CURTIS ARCHITECTURE & DESIGN PC			
Fund: 161 - Downtown Biz Incentive Program			
Department: 5200 - Economic Development			
CURTIS ARCHITECTURE & DESIGN PC	DOWNTOWN FACADE	06/15/2026	1,974.59
			Department 5200 - Economic Development Total: 1,974.59
			Fund 161 - Downtown Biz Incentive Program Total: 1,974.59
			Purchased From Vendor CURTIS ARCHITECTURE & DESIGN PC Total: 1,974.59
Purchased From Vendor: D & K PRODUCTS			
Fund: 001 - General			
Department: 4200 - Park & Rec Administration			
D & K PRODUCTS	SOFTBALL FIELD PAINT	06/04/2026	1,660.00
			Department 4200 - Park & Rec Administration Total: 1,660.00
			Fund 001 - General Total: 1,660.00
			Purchased From Vendor D & K PRODUCTS Total: 1,660.00
Purchased From Vendor: DIAM PEST CONTROL			
Fund: 680 - Wellness Campus Fund			
Department: 8700 - Wellness Campus			
DIAM PEST CONTROL	PEST CONTROL - IWC	06/19/2026	89.00
			Department 8700 - Wellness Campus Total: 89.00
			Fund 680 - Wellness Campus Fund Total: 89.00
			Purchased From Vendor DIAM PEST CONTROL Total: 89.00
Purchased From Vendor: DIGITECH COMPUTER LLC			
Fund: 001 - General			
Department: 1600 - Ambulance			
DIGITECH COMPUTER LLC	FINANCIAL MANAGEMENT SERVICES	06/15/2026	8,830.48
			Department 1600 - Ambulance Total: 8,830.48
			Fund 001 - General Total: 8,830.48
			Purchased From Vendor DIGITECH COMPUTER LLC Total: 8,830.48
Purchased From Vendor: DINGES FIRE COMPANY			
Fund: 001 - General			
Department: 1500 - Fire			
DINGES FIRE COMPANY	LION TRAINING PRODUCTS REPAIR - FIRE	06/05/2026	500.00
			Department 1500 - Fire Total: 500.00
			Fund 001 - General Total: 500.00
			Purchased From Vendor DINGES FIRE COMPANY Total: 500.00
Purchased From Vendor: DLH GRAFX			
Fund: 001 - General			
Department: 4200 - Park & Rec Administration			
DLH GRAFX	T-BALL SHIRTS - P&R	06/11/2026	1,695.53
			Department 4200 - Park & Rec Administration Total: 1,695.53
			Fund 001 - General Total: 1,695.53
			Purchased From Vendor DLH GRAFX Total: 1,695.53
Purchased From Vendor: DUST PROS JANITORIAL			
Fund: 001 - General			
Department: 4200 - Park & Rec Administration			
DUST PROS JANITORIAL	JANITORIAL SERVICES - ACTIVITY CENTER MAY 2026	05/15/2026	800.00
DUST PROS JANITORIAL	JANITORIAL SERVICES - ACTIVITY CENTER - JUNE 2026	06/15/2026	800.00
			Department 4200 - Park & Rec Administration Total: 1,600.00

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Department: 6210 - Info & Tech			
DUST PROS JANITORIAL	JANITORIAL SERVICES - BUXTON OFFICE - IT	06/15/2026	500.00
			Department 6210 - Info & Tech Total:
			500.00
Department: 6500 - General Govt and Buildings			
DUST PROS JANITORIAL	JANITORIAL SERVICES - CH	06/15/2026	4,525.00
			Department 6500 - General Govt and Buildings Total:
			4,525.00
Fund 001 - General Total:			
			6,625.00
Fund: 110 - Road Use Tax Fund			
Department: 2100 - Streets and Debt Service Fund			
DUST PROS JANITORIAL	JANITORIAL SERVICES - STREETS	06/15/2026	500.00
DUST PROS JANITORIAL	GARBAGE BAGS & TOWELS - STREETS	06/15/2026	162.50
			Department 2100 - Streets and Debt Service Fund Total:
			662.50
			Fund 110 - Road Use Tax Fund Total:
			662.50
Fund: 610 - Sewer Fund			
Department: 8350 - Sewer Plant			
DUST PROS JANITORIAL	JANITORIAL SERVICES - WRRF	06/15/2026	725.00
			Department 8350 - Sewer Plant Total:
			725.00
			Fund 610 - Sewer Fund Total:
			725.00
			Purchased From Vendor DUST PROS JANITORIAL Total:
			8,012.50
Purchased From Vendor: GRAINGER INC			
Fund: 610 - Sewer Fund			
Department: 8350 - Sewer Plant			
GRAINGER INC	GEAR OIL - WRRF	06/09/2026	244.88
			Department 8350 - Sewer Plant Total:
			244.88
			Fund 610 - Sewer Fund Total:
			244.88
			Purchased From Vendor GRAINGER INC Total:
			244.88
Purchased From Vendor: GREGG YOUNG BUICK GMC			
Fund: 001 - General			
Department: 1100 - Police			
GREGG YOUNG BUICK GMC	UNIT #223K REPAIR COMPRESSOR	06/10/2026	1,947.17
			Department 1100 - Police Total:
			1,947.17
			Fund 001 - General Total:
			1,947.17
			Purchased From Vendor GREGG YOUNG BUICK GMC Total:
			1,947.17
Purchased From Vendor: HACH COMPANY			
Fund: 610 - Sewer Fund			
Department: 8325 - Sewer Collection/Distribution			
HACH COMPANY	SENSOR CAP REPLACEMENT - WRRF	06/02/2026	807.20
			Department 8325 - Sewer Collection/Distribution Total:
			807.20
			Fund 610 - Sewer Fund Total:
			807.20
			Purchased From Vendor HACH COMPANY Total:
			807.20
Purchased From Vendor: HEIMAN INC			
Fund: 001 - General			
Department: 1500 - Fire			
HEIMAN INC	PPE-COAT & PANTS - FIRE	06/10/2026	6,160.00
			Department 1500 - Fire Total:
			6,160.00
			Fund 001 - General Total:
			6,160.00
			Purchased From Vendor HEIMAN INC Total:
			6,160.00

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Purchased From Vendor: HR GREEN INC			
Fund: 001 - General			
Department: 1700 - Community Development			
HR GREEN INC	INFRASTRUCTURE REVIEW & ACCEPTANCE - COMM DEV	06/15/2026	351.00
			Department 1700 - Community Development Total:
			351.00
			Fund 001 - General Total:
			351.00
Fund: 650 - Stormwater Utility Fund			
Department: 9000 - Stormwater			
HR GREEN INC	STORMWATER ENGINEERING - STREETS	06/15/2026	1,644.75
			Department 9000 - Stormwater Total:
			1,644.75
			Fund 650 - Stormwater Utility Fund Total:
			1,644.75
Fund: 710 - Sewer Capital Projects Fund			
Department: 8300 - Sewer			
HR GREEN INC	WRRF GENERAL ENGINEERING	06/15/2026	307.66
			Department 8300 - Sewer Total:
			307.66
			Fund 710 - Sewer Capital Projects Fund Total:
			307.66
			Purchased From Vendor HR GREEN INC Total:
			2,303.41
Purchased From Vendor: INDEPENDENT ADVOCATE			
Fund: 001 - General			
Department: 6500 - General Govt and Buildings			
INDEPENDENT ADVOCATE	20260518 CC MINUTES	06/04/2026	419.58
INDEPENDENT ADVOCATE	NOTICE OF PH-REZONING APPLICATION	06/04/2026	19.53
INDEPENDENT ADVOCATE	20260511 CC SS MINUTES	06/04/2026	18.90
			Department 6500 - General Govt and Buildings Total:
			458.01
			Fund 001 - General Total:
			458.01
			Purchased From Vendor INDEPENDENT ADVOCATE Total:
			458.01
Purchased From Vendor: INDIANOLA MAIN STREET			
Fund: 001 - General			
Department: 1700 - Community Development			
INDIANOLA MAIN STREET	MAIN STREET AWARDS DINNER - BRYCE JOHNSON	06/09/2026	50.00
			Department 1700 - Community Development Total:
			50.00
Department: 6100 - Mayor and Council			
INDIANOLA MAIN STREET	MAIN STREET AWARDS DINNER - MAYOR RICHARDSON	06/09/2026	50.00
			Department 6100 - Mayor and Council Total:
			50.00
Department: 6150 - City Manager			
INDIANOLA MAIN STREET	MAIN STREET AWARDS DINNER - JAKE MESHKE	06/09/2026	50.00
			Department 6150 - City Manager Total:
			50.00
			Fund 001 - General Total:
			150.00
			Purchased From Vendor INDIANOLA MAIN STREET Total:
			150.00
Purchased From Vendor: INDIANOLA MUNICIPAL UTILITIES			
Fund: 610 - Sewer Fund			
Department: 8300 - Sewer			
INDIANOLA MUNICIPAL UTILITIES	SEWER CREDIT CARD PROCESSING FEES	06/06/2026	4,198.43
			Department 8300 - Sewer Total:
			4,198.43
			Fund 610 - Sewer Fund Total:
			4,198.43

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Fund: 650 - Stormwater Utility Fund			
Department: 9000 - Stormwater			
INDIANOLA MUNICIPAL UTILITIES	SWU CREDIT CARD PROCESSING FEES	06/06/2026	238.55
			Department 9000 - Stormwater Total: 238.55
			Fund 650 - Stormwater Utility Fund Total: 238.55
Fund: 670 - Recycling Fund			
Department: 8400 - Recycling			
INDIANOLA MUNICIPAL UTILITIES	RECYCLING CREDIT CARD PROCESSING FEES	06/06/2026	333.97
			Department 8400 - Recycling Total: 333.97
			Fund 670 - Recycling Fund Total: 333.97
Purchased From Vendor INDIANOLA MUNICIPAL UTILITIES Total:			4,770.95
Purchased From Vendor: INFOMAX OFFICE SYSTEMS INC.			
Fund: 001 - General			
Department: 6210 - Info & Tech			
INFOMAX OFFICE SYSTEMS INC.	PRINTER CONTRACT - IT	06/12/2026	4,661.05
			Department 6210 - Info & Tech Total: 4,661.05
			Fund 001 - General Total: 4,661.05
Purchased From Vendor INFOMAX OFFICE SYSTEMS INC. Total:			4,661.05
Purchased From Vendor: INGRAM LIBRARY SERVICES			
Fund: 001 - General			
Department: 4100 - Library			
INGRAM LIBRARY SERVICES	LIBRARY BOOKS & PERIODICALS	06/08/2026	21.00
INGRAM LIBRARY SERVICES	LIBRARY BOOKS & PERIODICALS	06/08/2026	11.39
INGRAM LIBRARY SERVICES	LIBRARY BOOKS & PERIODICALS	06/10/2026	11.39
INGRAM LIBRARY SERVICES	LIBRARY BOOKS & PERIODICALS	06/11/2026	154.21
INGRAM LIBRARY SERVICES	LIBRARY BOOKS & PERIODICALS	06/12/2026	4.79
INGRAM LIBRARY SERVICES	LIBRARY BOOKS & PERIODICALS	06/12/2026	11.39
INGRAM LIBRARY SERVICES	LIBRARY BOOKS & PERIODICALS	06/12/2026	11.99
INGRAM LIBRARY SERVICES	LIBRARY BOOKS & PERIODICALS	06/16/2026	19.20
INGRAM LIBRARY SERVICES	LIBRARY BOOKS & PERIODICALS	06/17/2026	27.00
			Department 4100 - Library Total: 272.36
			Fund 001 - General Total: 272.36
Purchased From Vendor INGRAM LIBRARY SERVICES Total:			272.36
Purchased From Vendor: IOWA DEPT OF NATURAL RESOURCES			
Fund: 610 - Sewer Fund			
Department: 8300 - Sewer			
IOWA DEPT OF NATURAL RESOURCES	TITLE V ANNUAL BASE FEE - WWTP	05/21/2026	1,666.67
IOWA DEPT OF NATURAL RESOURCES	REGULATED AIR POLLUTANT FEE - WWTP	06/23/2026	132.48
IOWA DEPT OF NATURAL RESOURCES	REGULATED AIR POLLUTANT FEE WRRF	06/23/2026	17.28
			Department 8300 - Sewer Total: 1,816.43
			Fund 610 - Sewer Fund Total: 1,816.43
Purchased From Vendor IOWA DEPT OF NATURAL RESOURCES Total:			1,816.43

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Purchased From Vendor: IOWA LAW ENFORCEMENT ACADEMY			
Fund: 001 - General			
Department: 1100 - Police			
IOWA LAW ENFORCEMENT ACADEMY	ACADEMY PEACE OFFICER TRAINING - GILDER	06/01/2026	5,225.00
Department 1100 - Police Total:			5,225.00
Fund 001 - General Total:			5,225.00
Purchased From Vendor IOWA LAW ENFORCEMENT ACADEMY Total: 5,225.00			
Purchased From Vendor: IOWA PRISON INDUSTRIES			
Fund: 110 - Road Use Tax Fund			
Department: 2100 - Streets and Debt Service Fund			
IOWA PRISON INDUSTRIES	SQUARE POST & CONCRETE BASE - STREETS	06/15/2026	4,092.50
IOWA PRISON INDUSTRIES	SIGNS - DETOUR, ROAD CLOSED, ARROWS - STREETS	06/16/2026	2,347.00
Department 2100 - Streets and Debt Service Fund Total:			6,439.50
Fund 110 - Road Use Tax Fund Total:			6,439.50
Purchased From Vendor IOWA PRISON INDUSTRIES Total: 6,439.50			
Purchased From Vendor: IOWA-DES MOINES SUPPLY INC.			
Fund: 680 - Wellness Campus Fund			
Department: 8700 - Wellness Campus			
IOWA-DES MOINES SUPPLY INC.	MATERIALS/SUPPLIES MAINTENANCE - IWC	06/10/2026	316.84
IOWA-DES MOINES SUPPLY INC.	MATERIALS/SUPPLIES MEMBERSHIP - IWC	06/10/2026	250.76
IOWA-DES MOINES SUPPLY INC.	TOWEL DISPENSER - IWC	06/17/2026	50.00
Department 8700 - Wellness Campus Total:			617.60
Fund 680 - Wellness Campus Fund Total:			617.60
Purchased From Vendor IOWA-DES MOINES SUPPLY INC. Total: 617.60			
Purchased From Vendor: IP PATHWAYS			
Fund: 001 - General			
Department: 6210 - Info & Tech			
IP PATHWAYS	ANNUAL LICENSING/SUPPORT- VEEAM CLOUD - IT	05/31/2026	461.11
Department 6210 - Info & Tech Total:			461.11
Fund 001 - General Total:			461.11
Purchased From Vendor IP PATHWAYS Total: 461.11			
Purchased From Vendor: JAMES OIL COMPANY LLC			
Fund: 001 - General			
Department: 6500 - General Govt and Buildings			
JAMES OIL COMPANY LLC	FUEL - CH GENERATOR	05/21/2026	694.32
Department 6500 - General Govt and Buildings Total:			694.32
Fund 001 - General Total:			694.32
Purchased From Vendor JAMES OIL COMPANY LLC Total: 694.32			
Purchased From Vendor: JEREMIAH M SEGER			
Fund: 001 - General			
Department: 1700 - Community Development			
JEREMIAH M SEGER	REMOVE TREE-FOXWOOD APT PRKG LOT-COM DEV	06/17/2026	780.00
JEREMIAH M SEGER	REMOVE TREE & TRUNK-1009 E 1ST APT PRKG LOT-CM DV	06/17/2026	480.00
Department 1700 - Community Development Total:			1,260.00
Fund 001 - General Total:			1,260.00
Purchased From Vendor JEREMIAH M SEGER Total: 1,260.00			

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Purchased From Vendor: JESS' LOCK AND KEY			
Fund: 001 - General			
Department: 4300 - Parks			
JESS' LOCK AND KEY	NEW LOCK INSTALLED - MEMORIAL PARK RESTROOM- PARKS	06/12/2026	554.00
			Department 4300 - Parks Total: 554.00
			Fund 001 - General Total: 554.00
Purchased From Vendor JESS' LOCK AND KEY Total:			554.00
Purchased From Vendor: JV TRUCKING LLC			
Fund: 110 - Road Use Tax Fund			
Department: 2500 - Snow Removal			
JV TRUCKING LLC	ICE CONTROL SAND TO SHOP BINS - STREETS	06/04/2026	574.86
JV TRUCKING LLC	ICE CONTROL SAND TO SHOP BINS	06/08/2026	562.90
JV TRUCKING LLC	ICE CONTROL SAND TO SHOP BINS - STREETS	06/17/2026	1,570.66
JV TRUCKING LLC	ICE CONTROL SAND TO SHOP BINS	06/18/2026	2,783.30
			Department 2500 - Snow Removal Total: 5,491.72
			Fund 110 - Road Use Tax Fund Total: 5,491.72
Purchased From Vendor JV TRUCKING LLC Total:			5,491.72
Purchased From Vendor: KARL EMERGENCY VEHICLES			
Fund: 001 - General			
Department: 1100 - Police			
KARL EMERGENCY VEHICLES	UNIT #231 INSTALL NEW CAMERA	05/27/2026	680.00
			Department 1100 - Police Total: 680.00
Department: 1500 - Fire			
KARL EMERGENCY VEHICLES	INSTALL MDT ENGINE 332 & 333 - FIRE	06/11/2026	1,977.92
			Department 1500 - Fire Total: 1,977.92
			Fund 001 - General Total: 2,657.92
Purchased From Vendor KARL EMERGENCY VEHICLES Total:			2,657.92
Purchased From Vendor: LABERTEW PAINTING			
Fund: 001 - General			
Department: 4300 - Parks			
LABERTEW PAINTING	PAINT RESTROOMS - 5TH ST TRAILHEAD-MCVAY	06/15/2026	915.00
			Department 4300 - Parks Total: 915.00
			Fund 001 - General Total: 915.00
Purchased From Vendor LABERTEW PAINTING Total:			915.00
Purchased From Vendor: LEGACY EMERGENCY VEHICLES LLC			
Fund: 001 - General			
Department: 1600 - Ambulance			
LEGACY EMERGENCY VEHICLES LLC	REPLACEMENT PARTS - AMBULANCE #247	06/08/2026	280.77
			Department 1600 - Ambulance Total: 280.77
			Fund 001 - General Total: 280.77
Purchased From Vendor LEGACY EMERGENCY VEHICLES LLC Total:			280.77

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Purchased From Vendor: LOGAN CONTRACTORS SUPPLY INC.			
Fund: 001 - General			
Department: 4300 - Parks			
LOGAN CONTRACTORS SUPPLY INC.	SEALANT - TRAIL MAINTENANCE	06/12/2026	2,227.50
			Department 4300 - Parks Total: 2,227.50
			Fund 001 - General Total: 2,227.50
Purchased From Vendor LOGAN CONTRACTORS SUPPLY INC. Total:			2,227.50
Purchased From Vendor: MAJCO LLC			
Fund: 001 - General			
Department: 4300 - Parks			
MAJCO LLC	TIRES - 2022 RAM 2500 ...	06/15/2026	1,107.16
			Department 4300 - Parks Total: 1,107.16
			Fund 001 - General Total: 1,107.16
Fund: 110 - Road Use Tax Fund			
Department: 2100 - Streets and Debt Service Fund			
MAJCO LLC	TIRES - DUMP TRUCK - STREETS unit 24	06/11/2026	1,059.12
			Department 2100 - Streets and Debt Service Fund Total: 1,059.12
			Fund 110 - Road Use Tax Fund Total: 1,059.12
Purchased From Vendor MAJCO LLC Total:			2,166.28
Purchased From Vendor: MCFARLAND, KELSEY			
Fund: 001 - General			
Department: 4100 - Library			
MCFARLAND, KELSEY	MILEAGE TO MENARDS - LIBRARY	05/27/2026	18.85
			Department 4100 - Library Total: 18.85
			Fund 001 - General Total: 18.85
Purchased From Vendor MCFARLAND, KELSEY Total:			18.85
Purchased From Vendor: MCINTYRE, CRAIG			
Fund: 001 - General			
Department: 4200 - Park & Rec Administration			
MCINTYRE, CRAIG	OFFICIAL - CHURCH ASB - P&R	06/05/2026	72.00
MCINTYRE, CRAIG	OFFICIAL - CHURCH ASB - P&R	06/08/2026	72.00
			Department 4200 - Park & Rec Administration Total: 144.00
			Fund 001 - General Total: 144.00
Purchased From Vendor MCINTYRE, CRAIG Total:			144.00
Purchased From Vendor: MEDIMPACT HEALTHCARE SYSTEMS INC			
Fund: 001 - General			
Department: 1100 - Police			
MEDIMPACT HEALTHCARE SYSTEMS INC	411 Rx - POLICE	06/01/2026	44.99
MEDIMPACT HEALTHCARE SYSTEMS INC	411 Rx - POLICE	06/16/2026	44.61
			Department 1100 - Police Total: 89.60
			Fund 001 - General Total: 89.60
Purchased From Vendor MEDIMPACT HEALTHCARE SYSTEMS INC Total:			89.60
Purchased From Vendor: MEDSHRED			
Fund: 001 - General			
Department: 1600 - Ambulance			
MEDSHRED	DISPOSE MEDICAL WASTE - FIRE	04/23/2026	48.00

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
MEDSHRED	MEDICAL WASTE DISPOSAL	06/18/2026	48.00
Department 1600 - Ambulance Total:			96.00
Fund 001 - General Total:			96.00
Purchased From Vendor MEDSHRED Total:			96.00
Purchased From Vendor: MID-IOWA ASSOC OF LOCAL GOVERNMENTS			
Fund: 001 - General			
Department: 6100 - Mayor and Council			
MID-IOWA ASSOC OF LOCAL GOVERNMENTS	FY 26-27 MEMBERSHIP DUES - MAYOR	05/26/2026	786.47
Department 6100 - Mayor and Council Total:			786.47
Fund 001 - General Total:			786.47
Purchased From Vendor MID-IOWA ASSOC OF LOCAL GOVERNMENTS Total:			786.47
Purchased From Vendor: MILLER ELECTRICAL SERVICES			
Fund: 680 - Wellness Campus Fund			
Department: 8700 - Wellness Campus			
MILLER ELECTRICAL SERVICES	REPAIR TWO BURNT LIGHT FIXTURES - IWC	06/12/2026	862.50
Department 8700 - Wellness Campus Total:			862.50
Fund 680 - Wellness Campus Fund Total:			862.50
Purchased From Vendor MILLER ELECTRICAL SERVICES Total:			862.50
Purchased From Vendor: NIPPON SANSO MATHESON, INC.			
Fund: 001 - General			
Department: 1600 - Ambulance			
NIPPON SANSO MATHESON, INC.	AMBULANCE SUPPLIES	06/21/2026	163.23
Department 1600 - Ambulance Total:			163.23
Fund 001 - General Total:			163.23
Purchased From Vendor NIPPON SANSO MATHESON, INC. Total:			163.23
Purchased From Vendor: NIXON, TREYTON			
Fund: 001 - General			
Department: 1109 - Police			
NIXON, TREYTON	REIMBURSEMENT MAY & JUNE KILO'S DOG FOOD-POLICE	06/11/2026	124.89
Department 1109 - Police Total:			124.89
Fund 001 - General Total:			124.89
Purchased From Vendor NIXON, TREYTON Total:			124.89
Purchased From Vendor: NORWALK READY-MIXED CONCRETE INC			
Fund: 110 - Road Use Tax Fund			
Department: 2100 - Streets and Debt Service Fund			
NORWALK READY-MIXED CONCRETE INC	LIMESTONE TO 410 W MADISON PL - STREETS	06/02/2026	2,820.00
NORWALK READY-MIXED CONCRETE INC	LIMESTONE TO 410 W MADISON PL - STREETS	06/03/2026	1,996.50
NORWALK READY-MIXED CONCRETE INC	LIMESTONE TO 410 W MADISON PL - STREETS	06/04/2026	2,205.00
NORWALK READY-MIXED CONCRETE INC	LIMESTONE TO 501 W MADISON PL - STREETS	06/08/2026	1,857.00
NORWALK READY-MIXED CONCRETE INC	LIMESTONE TO 501 W MADISON PL - STREETS	06/09/2026	1,665.00
NORWALK READY-MIXED CONCRETE INC	LIMESTONE - 501 W MADISON PL - STREETS	06/15/2026	2,925.00
NORWALK READY-MIXED CONCRETE INC	LIMESTONE - 212 W HILLCREST - STREETS	06/16/2026	1,020.00

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
NORWALK READY-MIXED CONCRETE INC	LIMESTONE - 1002 W 1ST - STREETS	06/17/2026	510.00
Department 2100 - Streets and Debt Service Fund Total:			14,998.50
Fund 110 - Road Use Tax Fund Total:			14,998.50
Purchased From Vendor NORWALK READY-MIXED CONCRETE INC Total:			14,998.50

Purchased From Vendor: ON-SITE MEDICAL SERVICES INC

Fund: 001 - General

Department: 4300 - Parks

ON-SITE MEDICAL SERVICES INC	HEARING TEST - PARKS	06/16/2026	87.80
Department 4300 - Parks Total:			87.80
Fund 001 - General Total:			87.80

Fund: 110 - Road Use Tax Fund

Department: 2100 - Streets and Debt Service Fund

ON-SITE MEDICAL SERVICES INC	HEARING TEST - STREETS	06/16/2026	175.62
Department 2100 - Streets and Debt Service Fund Total:			175.62
Fund 110 - Road Use Tax Fund Total:			175.62

Fund: 610 - Sewer Fund

Department: 8300 - Sewer

ON-SITE MEDICAL SERVICES INC	HEARING TEST - SEWER	06/16/2026	87.80
Department 8300 - Sewer Total:			87.80
Fund 610 - Sewer Fund Total:			87.80

Purchased From Vendor ON-SITE MEDICAL SERVICES INC Total: 351.22

Purchased From Vendor: O'REILLY AUTO PARTS

Fund: 110 - Road Use Tax Fund

Department: 2100 - Streets and Debt Service Fund

O'REILLY AUTO PARTS	OIL FILTER & MOTOROIL - STREETS	06/10/2026	66.77
Department 2100 - Streets and Debt Service Fund Total:			66.77
Fund 110 - Road Use Tax Fund Total:			66.77
Purchased From Vendor O'REILLY AUTO PARTS Total:			66.77

Purchased From Vendor: OXFORD TREE SERVICE

Fund: 001 - General

Department: 4300 - Parks

OXFORD TREE SERVICE	TREE REMOVAL - BUXTON PARK - PARKS	06/11/2026	4,075.00
Department 4300 - Parks Total:			4,075.00
Fund 001 - General Total:			4,075.00
Purchased From Vendor OXFORD TREE SERVICE Total:			4,075.00

Purchased From Vendor: PARK, KRIS

Fund: 001 - General

Department: 4200 - Park & Rec Administration

PARK, KRIS	OFFICIAL - CHURCH ASB - P&R	06/05/2026	72.00
Department 4200 - Park & Rec Administration Total:			72.00
Fund 001 - General Total:			72.00
Purchased From Vendor PARK, KRIS Total:			72.00

Purchased From Vendor: PEPSICO BEVERAGE SALES LLC

Fund: 001 - General

Department: 4200 - Park & Rec Administration

PEPSICO BEVERAGE SALES LLC	CONCESSIONS - PICKARD - P&R	06/10/2026	1,122.86
PEPSICO BEVERAGE SALES LLC	CONCESSIONS - PICKARD - P&R	06/17/2026	948.82
Department 4200 - Park & Rec Administration Total:			2,071.68

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Department: 4500 - Pool (Memorial)			
PEPSICO BEVERAGE SALES LLC	CONCESSIONS - VMAC - P&R	06/12/2026	625.25
Department 4500 - Pool (Memorial) Total:			625.25
Fund 001 - General Total:			2,696.93
Purchased From Vendor PEPSICO BEVERAGE SALES LLC Total:			2,696.93
Purchased From Vendor: PERFECTION PEST MANAGEMENT			
Fund: 110 - Road Use Tax Fund			
Department: 2100 - Streets and Debt Service Fund			
PERFECTION PEST MANAGEMENT	PEST CONTROL 706 N 6TH - STREETS	06/19/2026	53.50
Department 2100 - Streets and Debt Service Fund Total:			53.50
Fund 110 - Road Use Tax Fund Total:			53.50
Purchased From Vendor PERFECTION PEST MANAGEMENT Total:			53.50
Purchased From Vendor: PIERCE BROTHERS REPAIR			
Fund: 001 - General			
Department: 1500 - Fire			
PIERCE BROTHERS REPAIR	MOVE 2 STEEL BRACKETS - BRUSH TRUCK #338 - FIRE	06/17/2026	112.00
Department 1500 - Fire Total:			112.00
Fund 001 - General Total:			112.00
Purchased From Vendor PIERCE BROTHERS REPAIR Total:			112.00
Purchased From Vendor: PITNEY BOWES			
Fund: 001 - General			
Department: 6500 - General Govt and Buildings			
PITNEY BOWES	POSTAGE MACHINE RENTAL	06/10/2026	165.54
Department 6500 - General Govt and Buildings Total:			165.54
Fund 001 - General Total:			165.54
Purchased From Vendor PITNEY BOWES Total:			165.54
Purchased From Vendor: PLAY-PRO RECREATION LLC			
Fund: 001 - General			
Department: 4300 - Parks			
PLAY-PRO RECREATION LLC	WOOD FIBER MOATS & MCCORD PLAYGROUNDS	06/15/2026	4,800.00
Department 4300 - Parks Total:			4,800.00
Fund 001 - General Total:			4,800.00
Purchased From Vendor PLAY-PRO RECREATION LLC Total:			4,800.00
Purchased From Vendor: PROSCREENING LLC			
Fund: 001 - General			
Department: 4200 - Park & Rec Administration			
PROSCREENING LLC	PRE EMPLOYMENT SCREENING - PAM MEYER - P&R	05/31/2026	34.00
Department 4200 - Park & Rec Administration Total:			34.00
Fund 001 - General Total:			34.00
Fund: 680 - Wellness Campus Fund			
Department: 8700 - Wellness Campus			
PROSCREENING LLC	PRE EMPLOYMENT SCREENING-WEBSTER, OTTO ...	05/31/2026	68.00
Department 8700 - Wellness Campus Total:			68.00
Fund 680 - Wellness Campus Fund Total:			68.00
Purchased From Vendor PROSCREENING LLC Total:			102.00

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Purchased From Vendor: PROTECT YOUTH SPORTS			
Fund: 001 - General			
Department: 4200 - Park & Rec Administration			
PROTECT YOUTH SPORTS	EMPLOYEE BACKGROUND CHECKS	04/30/2026	141.70
			Department 4200 - Park & Rec Administration Total: 141.70
			Fund 001 - General Total: 141.70
			Purchased From Vendor PROTECT YOUTH SPORTS Total: 141.70
Purchased From Vendor: PURCHASE POWER			
Fund: 001 - General			
Department: 6500 - General Govt and Buildings			
PURCHASE POWER	POSTAGE - 6/16 REFILL - FINANCE	06/16/2026	500.00
			Department 6500 - General Govt and Buildings Total: 500.00
			Fund 001 - General Total: 500.00
			Purchased From Vendor PURCHASE POWER Total: 500.00
Purchased From Vendor: RELIANT FIRE APPARATUS			
Fund: 001 - General			
Department: 1500 - Fire			
RELIANT FIRE APPARATUS	REPAIR WIPERS ENGINE 332 - FIRE	06/11/2026	529.67
RELIANT FIRE APPARATUS	INSPECT & GREASE FRONT END SUSPENSION ENG 332-FIRE	06/11/2026	696.94
RELIANT FIRE APPARATUS	REPLACED BATTERIES - #336 - FIRE	06/16/2026	767.85
			Department 1500 - Fire Total: 1,994.46
			Fund 001 - General Total: 1,994.46
			Purchased From Vendor RELIANT FIRE APPARATUS Total: 1,994.46
Purchased From Vendor: RT'S LAWN & LANDSCAPE LLC			
Fund: 001 - General			
Department: 1700 - Community Development			
RT'S LAWN & LANDSCAPE LLC	MOWING - 2010 N SUMMMERCREST -ABATEMENT - CM DEV	06/18/2026	135.00
RT'S LAWN & LANDSCAPE LLC	MOWING - 403 W CLINTON - ABATEMENT - COM DEV	06/18/2026	135.00
RT'S LAWN & LANDSCAPE LLC	MOWING - PARCEL #48744011000 - ABATEMENT - COM DEV	06/18/2026	270.00
RT'S LAWN & LANDSCAPE LLC	MOWING - 409 W 17TH AVE - ABATEMENT - COM DEV	06/18/2026	135.00
RT'S LAWN & LANDSCAPE LLC	MOWING - 207 S H ST - ABATEMENT - COMM DEV	06/18/2026	135.00
RT'S LAWN & LANDSCAPE LLC	MOWING - 509 W 2NE AVE - ABATEMENT - COMM DEV	06/18/2026	202.50
			Department 1700 - Community Development Total: 1,012.50
			Fund 001 - General Total: 1,012.50
			Purchased From Vendor RT'S LAWN & LANDSCAPE LLC Total: 1,012.50
Purchased From Vendor: SECURE SHRED SOLUTIONS LLC			
Fund: 001 - General			
Department: 6500 - General Govt and Buildings			
SECURE SHRED SOLUTIONS LLC	SHREDDING SERVICE - CH	06/17/2026	63.00
			Department 6500 - General Govt and Buildings Total: 63.00
			Fund 001 - General Total: 63.00
			Purchased From Vendor SECURE SHRED SOLUTIONS LLC Total: 63.00

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Purchased From Vendor: SHI INTERNATIONAL CORP			
Fund: 890 - Vehicle and Equipment			
Department: 9300 - Vehicle Reserve and Internal Service			
SHI INTERNATIONAL CORP	MONITOR REPLACEMENT - IT	06/10/2026	1,039.92
SHI INTERNATIONAL CORP	MONITOR REPLACEMENT - IT	06/15/2026	1,039.92
SHI INTERNATIONAL CORP	MONITOR REPLACEMENT - IT	06/16/2026	1,039.92
SHI INTERNATIONAL CORP	MONITOR REPLACEMENT - IT	06/17/2026	1,039.92
SHI INTERNATIONAL CORP	MONITOR REPLACEMENT - IT	06/17/2026	1,039.92
SHI INTERNATIONAL CORP	TOUGHBOOKS - 4X - IT	06/18/2026	13,255.12
Department 9300 - Vehicle Reserve and Internal Service Total:			18,454.72
Fund 890 - Vehicle and Equipment Total:			18,454.72
Purchased From Vendor SHI INTERNATIONAL CORP Total:			18,454.72
Purchased From Vendor: SNYDER & ASSOCIATES INC			
Fund: 001 - General			
Department: 1700 - Community Development			
SNYDER & ASSOCIATES INC	ENGINEERING-TRAFFIC IMPACT, CULVER'S SITE-COM DEV	04/30/2026	552.50
SNYDER & ASSOCIATES INC	ENGINEERING - COMM DEV	05/18/2026	227.50
SNYDER & ASSOCIATES INC	ENGINEERING-CULVERS & DEER RUN DEVELOPMENTS-COM DV	06/17/2026	130.00
Department 1700 - Community Development Total:			910.00
Department: 4200 - Park & Rec Administration			
SNYDER & ASSOCIATES INC	ENGINEERING - P&R	05/18/2026	65.00
SNYDER & ASSOCIATES INC	ENGINEERIN-MCVAY TRAIL CULVERT PROJECT - P&R	06/17/2026	130.00
Department 4200 - Park & Rec Administration Total:			195.00
Fund 001 - General Total:			1,105.00
Fund: 110 - Road Use Tax Fund			
Department: 2100 - Streets and Debt Service Fund			
SNYDER & ASSOCIATES INC	ENGINEERING-WILLOWCREST, KENTUCKY, 65/69-STREETS	04/30/2026	7,256.25
SNYDER & ASSOCIATES INC	ENGINEERING - STREETS	05/18/2026	8,759.00
SNYDER & ASSOCIATES INC	ENGINEERING-CROW'S ERU, KENTUCKY TRAFFIC SIGNAL-ST	06/17/2026	2,408.50
Department 2100 - Streets and Debt Service Fund Total:			18,423.75
Fund 110 - Road Use Tax Fund Total:			18,423.75
Fund: 610 - Sewer Fund			
Department: 8300 - Sewer			
SNYDER & ASSOCIATES INC	ENGINEERING - EMERALD BAY VIDEO REVIEW-WRRF	06/17/2026	130.00
Department 8300 - Sewer Total:			130.00
Fund 610 - Sewer Fund Total:			130.00
Fund: 650 - Stormwater Utility Fund			
Department: 9000 - Stormwater			
SNYDER & ASSOCIATES INC	ENGINEERING-N 14TH ST, DRAINAGE MASTER PLAN-STORM	04/30/2026	3,002.25
SNYDER & ASSOCIATES INC	ENGINEERING - STORM	05/18/2026	97.50
SNYDER & ASSOCIATES INC	ENGINEERING-CROW'S NEST,HILLCREST,ERU RATES-STORM	06/17/2026	2,657.50
Department 9000 - Stormwater Total:			5,757.25
Fund 650 - Stormwater Utility Fund Total:			5,757.25
Purchased From Vendor SNYDER & ASSOCIATES INC Total:			25,416.00

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Purchased From Vendor: TARGETSOLUTIONS LEARNING LLC			
Fund: 001 - General			
Department: 1500 - Fire			
TARGETSOLUTIONS LEARNING LLC	MEMBERSHIP, MAINT FEE, COURSE CATALOGS - FIRE	06/30/2026	710.92
			Department 1500 - Fire Total:
			710.92
Department: 1600 - Ambulance			
TARGETSOLUTIONS LEARNING LLC	MEMBERSHIP, MAINT FEE, COURSE CATALOGS - FIRE	06/30/2026	4,028.56
			Department 1600 - Ambulance Total:
			4,028.56
			Fund 001 - General Total:
			4,739.48
			Purchased From Vendor TARGETSOLUTIONS LEARNING LLC Total:
			4,739.48
Purchased From Vendor: TAYLOR, PERRIN			
Fund: 001 - General			
Department: 4200 - Park & Rec Administration			
TAYLOR, PERRIN	OFFICIAL - CHURCH ASB - P&R	06/08/2026	72.00
			Department 4200 - Park & Rec Administration Total:
			72.00
			Fund 001 - General Total:
			72.00
			Purchased From Vendor TAYLOR, PERRIN Total:
			72.00
Purchased From Vendor: THE WALDINGER CORPORATION			
Fund: 001 - General			
Department: 1100 - Police			
THE WALDINGER CORPORATION	UNIT 4A BAD COMPRESSOR - POLICE	06/10/2026	321.75
			Department 1100 - Police Total:
			321.75
Fund: 680 - Wellness Campus Fund			
Department: 8700 - Wellness Campus			
THE WALDINGER CORPORATION	POOL HVAC RELAY REPAIR - IWC	06/12/2026	525.50
THE WALDINGER CORPORATION	REPLACE HVAC SENSOR FOR POOL - IWC	06/17/2026	668.50
			Department 8700 - Wellness Campus Total:
			1,194.00
			Fund 680 - Wellness Campus Fund Total:
			1,194.00
			Purchased From Vendor THE WALDINGER CORPORATION Total:
			1,515.75
Purchased From Vendor: THEISEN'S			
Fund: 001 - General			
Department: 4300 - Parks			
JOHN DEERE FINANCIAL	CHLORINE TABS, HIGH FLOW PUMP - WATER TRUCK-PARKS	06/10/2026	269.98
			Department 4300 - Parks Total:
			269.98
Department: 6220 - Facilities			
JOHN DEERE FINANCIAL	PANTS, SHIRTS, SHORTS - FACILITIES	06/16/2026	266.19
			Department 6220 - Facilities Total:
			266.19
			Fund 001 - General Total:
			536.17
Fund: 610 - Sewer Fund			
Department: 8300 - Sewer			
JOHN DEERE FINANCIAL	BAR & CHAIN OIL - WRRF	06/17/2026	7.99
			Department 8300 - Sewer Total:
			7.99
Department: 8325 - Sewer Collection/Distribution			
JOHN DEERE FINANCIAL	PREMIXED FUEL, SAFETY GLASSES - WRRF	06/15/2026	30.98
			Department 8325 - Sewer Collection/Distribution Total:
			30.98

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Department: 8350 - Sewer Plant			
JOHN DEERE FINANCIAL	GALV NIPPLE - WRRF	06/12/2026	9.45
Department 8350 - Sewer Plant Total:			9.45
Fund 610 - Sewer Fund Total:			48.42
Purchased From Vendor THEISEN'S Total:			584.59
Purchased From Vendor: TRUCK CENTER COMPANIES - DES MOINES			
Fund: 110 - Road Use Tax Fund			
Department: 2100 - Streets and Debt Service Fund			
TRUCK CENTER COMPANIES - DES MOINES	2025 FREIGHTLINER M2106 - STREETS unit 44	06/19/2026	1,308.67
Department 2100 - Streets and Debt Service Fund Total:			1,308.67
Fund 110 - Road Use Tax Fund Total:			1,308.67
Purchased From Vendor TRUCK CENTER COMPANIES - DES MOINES Total:			1,308.67
Purchased From Vendor: TRUENORTH COMPANIES LC			
Fund: 001 - General			
Department: 1100 - Police			
TRUENORTH COMPANIES LC	JUNE 2026 SAFETY MEETING	06/22/2026	34.61
Department 1100 - Police Total:			34.61
Department: 1500 - Fire			
TRUENORTH COMPANIES LC	JUNE 2026 SAFETY MEETING	06/22/2026	34.61
Department 1500 - Fire Total:			34.61
Department: 1700 - Community Development			
TRUENORTH COMPANIES LC	JUNE 2026 SAFETY MEETING	06/22/2026	34.61
Department 1700 - Community Development Total:			34.61
Department: 4100 - Library			
TRUENORTH COMPANIES LC	JUNE 2026 SAFETY MEETING	06/22/2026	34.61
Department 4100 - Library Total:			34.61
Department: 4200 - Park & Rec Administration			
TRUENORTH COMPANIES LC	JUNE 2026 SAFETY MEETING	06/22/2026	34.61
Department 4200 - Park & Rec Administration Total:			34.61
Department: 6500 - General Govt and Buildings			
TRUENORTH COMPANIES LC	JUNE 2026 SAFETY MEETING	06/22/2026	34.65
Department 6500 - General Govt and Buildings Total:			34.65
Fund 001 - General Total:			207.70
Fund: 110 - Road Use Tax Fund			
Department: 2100 - Streets and Debt Service Fund			
TRUENORTH COMPANIES LC	JUNE 2026 SAFETY MEETING	06/22/2026	34.61
Department 2100 - Streets and Debt Service Fund Total:			34.61
Fund 110 - Road Use Tax Fund Total:			34.61
Fund: 610 - Sewer Fund			
Department: 8300 - Sewer			
TRUENORTH COMPANIES LC	JUNE 2026 SAFETY MEETING	06/22/2026	34.61
Department 8300 - Sewer Total:			34.61
Fund 610 - Sewer Fund Total:			34.61
Fund: 680 - Wellness Campus Fund			
Department: 8700 - Wellness Campus			
TRUENORTH COMPANIES LC	JUNE 2026 SAFETY MEETING	06/22/2026	34.61
Department 8700 - Wellness Campus Total:			34.61
Fund 680 - Wellness Campus Fund Total:			34.61
Purchased From Vendor TRUENORTH COMPANIES LC Total:			311.53
Purchased From Vendor: U.S. CELLULAR			
Fund: 001 - General			
Department: 1500 - Fire			
U.S. CELLULAR	TELEPHONE/CELL PHONE - FIRE	05/10/2026	83.14

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
U.S. CELLULAR	TELEPHONE/CELL PHONE - FIRE	06/10/2026	83.14
Department 1500 - Fire Total:			166.28
Department: 1600 - Ambulance			
U.S. CELLULAR	TELEPHONE/CELL PHONE - FIRE	05/10/2026	471.16
U.S. CELLULAR	TELEPHONE/CELL PHONE - FIRE	06/10/2026	471.16
Department 1600 - Ambulance Total:			942.32
Department: 1700 - Community Development			
U.S. CELLULAR	TELEPHONE/CELL PHONE - COMM DEV	05/10/2026	142.46
U.S. CELLULAR	TELEPHONE/CELL PHONE - COMM DEV	06/10/2026	142.38
Department 1700 - Community Development Total:			284.84
Department: 6150 - City Manager			
U.S. CELLULAR	TELEPHONE/CELL PHONE - CITY MGR	05/10/2026	49.26
U.S. CELLULAR	TELEPHONE/CELL PHONE - CITY MANAGER	06/10/2026	49.27
Department 6150 - City Manager Total:			98.53
Department: 6210 - Info & Tech			
U.S. CELLULAR	TELEPHONE/CELL PHONE - IT	05/10/2026	49.26
U.S. CELLULAR	TELEPHONE/CELL PHONE - IT	06/10/2026	49.27
Department 6210 - Info & Tech Total:			98.53
Department: 6220 - Facilities			
U.S. CELLULAR	TELEPHONE/CELL PHONE - FACILITIES	05/10/2026	49.26
U.S. CELLULAR	TELEPHONE/CELL PHONE - FACILITIES	06/10/2026	49.27
Department 6220 - Facilities Total:			98.53
Department: 6250 - Human Resources			
U.S. CELLULAR	TELEPHONE/CELL PHONE - HR	05/10/2026	49.26
U.S. CELLULAR	TELEPHONE/CELL PHONE - HR	06/10/2026	49.26
Department 6250 - Human Resources Total:			98.52
Fund 001 - General Total:			1,787.55
Fund: 110 - Road Use Tax Fund			
Department: 2100 - Streets and Debt Service Fund			
U.S. CELLULAR	TELEPHONE/CELL PHONE - STREETS	05/10/2026	233.41
U.S. CELLULAR	TELEPHONE/CELL PHONE - STREETS	06/10/2026	233.41
Department 2100 - Streets and Debt Service Fund Total:			466.82
Fund 110 - Road Use Tax Fund Total:			466.82
Fund: 610 - Sewer Fund			
Department: 8300 - Sewer			
U.S. CELLULAR	TELEPHONE/CELL PHONE - WRRF	05/10/2026	315.76
U.S. CELLULAR	TELEPHONE/CELL PHONE - WRRF	06/10/2026	315.76
Department 8300 - Sewer Total:			631.52
Fund 610 - Sewer Fund Total:			631.52
Purchased From Vendor U.S. CELLULAR Total:			2,885.89

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Purchased From Vendor: VANDERPOOL CONSTRUCTION			
Fund: 610 - Sewer Fund			
Department: 8350 - Sewer Plant			
VANDERPOOL CONSTRUCTION	WRRF DITCH REMOVAL	06/10/2026	5,485.00
			Department 8350 - Sewer Plant Total: 5,485.00
			Fund 610 - Sewer Fund Total: 5,485.00
			Purchased From Vendor VANDERPOOL CONSTRUCTION Total: 5,485.00
Purchased From Vendor: WARREN COUNTY ECONOMIC DEV CORP			
Fund: 001 - General			
Department: 5100 - Community Betterment			
WARREN COUNTY ECONOMIC DEV CORP	WCEDC INVESTMENT FY 25/26 - 2ND HALF	06/18/2026	12,500.00
			Department 5100 - Community Betterment Total: 12,500.00
			Fund 001 - General Total: 12,500.00
			Purchased From Vendor WARREN COUNTY ECONOMIC DEV CORP Total: 12,500.00
Purchased From Vendor: WARREN COUNTY RECORDER			
Fund: 001 - General			
Department: 6500 - General Govt and Buildings			
WARREN COUNTY RECORDER	APRIL RECORDING FEES	04/30/2026	349.00
WARREN COUNTY RECORDER	ARM - MAHLSTADT PARK LOT 9	05/31/2026	12.00
			Department 6500 - General Govt and Buildings Total: 361.00
			Fund 001 - General Total: 361.00
			Purchased From Vendor WARREN COUNTY RECORDER Total: 361.00
Purchased From Vendor: WASTE MANAGEMENT OF IOWA			
Fund: 670 - Recycling Fund			
Department: 8400 - Recycling			
WASTE MANAGEMENT OF IOWA	RECYCLING - RESIDENTIAL	06/03/2026	26,394.88
			Department 8400 - Recycling Total: 26,394.88
			Fund 670 - Recycling Fund Total: 26,394.88
			Purchased From Vendor WASTE MANAGEMENT OF IOWA Total: 26,394.88
Purchased From Vendor: WELLS FARGO CCER			
Fund: 001 - General			
Department: 1100 - Police			
WELLS FARGO CCER	Clothing required for ILEA Iowa Prison Industries	05/13/2026	77.98
WELLS FARGO CCER	clothing required for ILEA Iowa Prison Industries	05/13/2026	152.02
WELLS FARGO CCER	Lodging for Hawkins IA Police Chiefs Conferencelow	05/13/2026	408.60
WELLS FARGO CCER	Hackett registration IA SRO conferencelasro	05/13/2026	250.00
WELLS FARGO CCER	Supplies Marsh retirement ceremonyWal-Mart #1491	05/13/2026	106.31
WELLS FARGO CCER	Photo of Officer Gilder for IPD display case in ha	05/13/2026	5.98
			Department 1100 - Police Total: 1,000.89
Department: 1500 - Fire			
WELLS FARGO CCER	Candy for Memorial Day ParadeWm Supercenter #1491	05/13/2026	38.13
WELLS FARGO CCER	Food, supplies, and materials for Pancake Breakfas	05/13/2026	691.93
WELLS FARGO CCER	x2 Spatula and large 55gal trash bags for Pancake	05/13/2026	32.46
			Department 1500 - Fire Total: 762.52

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Department: 1600 - Ambulance			
WELLS FARGO CCER	large adult BP cuff, extended for LP15Master Medic	05/13/2026	59.50
Department 1600 - Ambulance Total:			59.50
Department: 1700 - Community Development			
WELLS FARGO CCER	2026 Iowa Housing Conference/daifa* 2026 Housing	05/13/2026	375.00
WELLS FARGO CCER	ICC B! Residential Bldg Inspector Exam Prep Course	05/13/2026	249.00
Department 1700 - Community Development Total:			624.00
Department: 4100 - Library			
WELLS FARGO CCER	Professional Development Assessment for Kelsey.Www	05/13/2026	25.00
WELLS FARGO CCER	62300- Working genius surveyWww.Workinggenius.Com	05/13/2026	25.00
WELLS FARGO CCER	Prof DevelopmentWww.Workinggenius.Com	05/13/2026	25.00
WELLS FARGO CCER	prof. dev. assessmentWww.Workinggenius.Com	05/13/2026	25.00
WELLS FARGO CCER	Professional development assessmentWww.Workinggenius.Com	05/13/2026	25.00
WELLS FARGO CCER	Basement storage shelving [Tax refund of \$47.18 w	05/13/2026	721.25
WELLS FARGO CCER	Paint, rollersCappels Ace Hardware In	05/13/2026	61.98
WELLS FARGO CCER	Marketing software expenseFlodesk.Com	05/13/2026	38.00
WELLS FARGO CCER	Marketing expense - summer reading logsVistaprint	05/13/2026	365.98
WELLS FARGO CCER	65020- Independent Advocate SubscriptionIndianola	05/13/2026	60.00
WELLS FARGO CCER	Library of Things Summer Adult Program - Puzzle Co	05/13/2026	9.49
WELLS FARGO CCER	Library of ThingsWalmart.Com	05/13/2026	18.97
WELLS FARGO CCER	Board GamesBoardgamesmaker.Com	05/13/2026	314.51
WELLS FARGO CCER	Board GamesCurrency Conversion Fee	05/13/2026	3.15
WELLS FARGO CCER	65060- Plates, napkins for breakroomWalmart.Com	05/13/2026	16.63
WELLS FARGO CCER	65060- Plates and napkins for breakroomWalmart.Com	05/13/2026	27.31
WELLS FARGO CCER	65060- KleenexWalmart.Com	05/13/2026	28.44
WELLS FARGO CCER	65070- Storage basketsDollartree	05/13/2026	8.00
WELLS FARGO CCER	STEM kitskea 492671999	05/13/2026	43.52
WELLS FARGO CCER	STEM kitsLakeshore Learning Mater	05/13/2026	64.96
WELLS FARGO CCER	STEM kitsLakeshore Learning Mater	05/13/2026	184.47
WELLS FARGO CCER	Teen programming expense for To Be Read serviceWor	05/13/2026	54.98
WELLS FARGO CCER	5/20/26 library programHy-Vee Indianola 1271	05/13/2026	20.97
WELLS FARGO CCER	Adult Program - Container plantingWal-Mart #1491	05/13/2026	22.16
WELLS FARGO CCER	Teen programming expense - To Be Read serviceWorld	05/13/2026	119.96

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
WELLS FARGO CCER	Event calendar and room reservation software - ann	05/13/2026	1,500.00
Department 4100 - Library Total:			3,809.73
Department: 4200 - Park & Rec Administration			
WELLS FARGO CCER	Bike Fest Supplies & PrizesWal-Mart #1491	05/13/2026	290.31
Department 4200 - Park & Rec Administration Total:			290.31
Department: 4500 - Pool (Memorial)			
WELLS FARGO CCER	VMAC BB Nets, PVC GlueWal-Mart #1491	05/13/2026	22.02
WELLS FARGO CCER	VMAC Spine Board ShippingKiefer Aquatics	05/13/2026	169.00
WELLS FARGO CCER	adult and child aed padsAed Superstore	05/13/2026	241.00
WELLS FARGO CCER	VMAC First Aid SuppliesWm Supercenter #1491	05/13/2026	30.75
Department 4500 - Pool (Memorial) Total:			462.77
Department: 6100 - Mayor and Council			
WELLS FARGO CCER	MYC Senior AwardsWalgreens #5943	05/13/2026	200.00
Department 6100 - Mayor and Council Total:			200.00
Department: 6150 - City Manager			
WELLS FARGO CCER	ICMA Annual Membership Renewal, ICMA Online	05/13/2026	1,200.00
Department 6150 - City Manager Total:			1,200.00
Department: 6200 - Clerk/Finance			
WELLS FARGO CCER	Hofer Notary Renewalla Secretary Of State	05/13/2026	30.00
Department 6200 - Clerk/Finance Total:			30.00
Department: 6210 - Info & Tech			
WELLS FARGO CCER	Annual SubscriptionFs *techsmith	05/13/2026	179.88
WELLS FARGO CCER	Annual SubscriptionFs *techsmith	05/13/2026	179.88
WELLS FARGO CCER	SIP StationSangoma US Inc	05/13/2026	62.91
WELLS FARGO CCER	Bulk Cat6 CableWww.Ui.Com	05/13/2026	1,824.89
WELLS FARGO CCER	Public Bulk Email SubscriptionMailchimp	05/13/2026	135.00
WELLS FARGO CCER	Monthly network cloud hostingUbiquiti Inc.	05/13/2026	99.00
WELLS FARGO CCER	Monthly cloud securityCloudflare	05/13/2026	10.00
WELLS FARGO CCER	NETWORK & SOFTWARE, MICROSOFT *365	05/31/2026	-33.76
Department 6210 - Info & Tech Total:			2,457.80
Department: 6220 - Facilities			
WELLS FARGO CCER	Portable coil cleaner-if water not available, Supp	05/13/2026	470.18
WELLS FARGO CCER	Pro press kit (invoice 2), Supplyhouse.com	05/13/2026	63.04
WELLS FARGO CCER	Pro press kit (invoice 1), Supplyhouse.com	05/13/2026	3,757.24
Department 6220 - Facilities Total:			4,290.46
Fund 001 - General Total:			15,187.98
Fund: 110 - Road Use Tax Fund			
Department: 2100 - Streets and Debt Service Fund			
WELLS FARGO CCER	Flexpost bollard, Flexpost.net	05/13/2026	1,013.26
Department 2100 - Streets and Debt Service Fund Total:			1,013.26
Fund 110 - Road Use Tax Fund Total:			1,013.26

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Fund: 141 - Library Special Revenue			
Department: 4100 - Library			
WELLS FARGO CCER	Summer BashFsp*midwest Bounce Pro	05/13/2026	1,296.49
WELLS FARGO CCER	Raffle Box Prize for Teens. Friends SLP.Hy-Vee Ind	05/13/2026	55.95
WELLS FARGO CCER	Snacks for teen hangout 6/3. Friends SLP.Wal-Mart	05/13/2026	41.53
WELLS FARGO CCER	Summer Reading BashHy-Vee F&f Indianola 5271	05/13/2026	5.99
WELLS FARGO CCER	Adult Summer Reading (Friends)Walmart.Com 80092562	05/13/2026	24.95
WELLS FARGO CCER	Library of Things Summer Adult Program - Puzzle Co	05/13/2026	22.99
WELLS FARGO CCER	Adult Summer Reading (Friends)Walmart.Com 80092562	05/13/2026	83.33
WELLS FARGO CCER	Summer Reading family programWal-Mart #1491	05/13/2026	13.46
WELLS FARGO CCER	Friends Library Stickers for Summer BashVistaprint	05/13/2026	181.57
Department 4100 - Library Total:			1,726.26
Fund 141 - Library Special Revenue Total:			1,726.26
Fund: 610 - Sewer Fund			
Department: 8300 - Sewer			
WELLS FARGO CCER	WRRD Superintendent Interviews - Lunch for panelis	05/13/2026	60.24
Department 8300 - Sewer Total:			60.24
Department: 8350 - Sewer Plant			
WELLS FARGO CCER	Portable coil cleaner-if water not available, Supp	05/13/2026	470.17
Department 8350 - Sewer Plant Total:			470.17
Fund 610 - Sewer Fund Total:			530.41
Fund: 680 - Wellness Campus Fund			
Department: 8700 - Wellness Campus			
WELLS FARGO CCER	Les Mills Subscription May 2026Les Mills United St	05/13/2026	647.00
WELLS FARGO CCER	CPR Certifications for 11 IWC employees. See attac	05/13/2026	242.00
WELLS FARGO CCER	IWC AED SALES TAX REFUNDED AED SUPERSTORE	05/31/2026	-17.34
Department 8700 - Wellness Campus Total:			871.66
Fund 680 - Wellness Campus Fund Total:			871.66
Fund: 890 - Vehicle and Equipment			
Department: 9300 - Vehicle Reserve and Internal Service			
WELLS FARGO CCER	ITUs.Store.Bambulab.Com	05/13/2026	323.62
WELLS FARGO CCER	NetworkingWww.Ui.Com	05/13/2026	1,033.20
WELLS FARGO CCER	Security CIPWww.Ui.Com	05/13/2026	1,065.26
Department 9300 - Vehicle Reserve and Internal Service Total:			2,422.08
Fund 890 - Vehicle and Equipment Total:			2,422.08
Purchased From Vendor WELLS FARGO CCER Total:			21,751.65
Purchased From Vendor: WOOSLEY LANDSCAPING & MOWING LLC			
Fund: 001 - General			
Department: 4100 - Library			
WOOSLEY LANDSCAPING & MOWING LLC	MOWING - LIBRARY	06/12/2026	100.00
Department 4100 - Library Total:			100.00

Expense Approval Report

Post Dates: 5/13/2026 - 6/30/2026

Vendor Name	Description (Item)	Payable Date	Amount
Department: 4300 - Parks			
WOOSLEY LANDSCAPING & MOWING LLC	MOWING - PARKS	06/12/2026	5,650.00
			Department 4300 - Parks Total: 5,650.00
Department: 4500 - Pool (Memorial)			
WOOSLEY LANDSCAPING & MOWING LLC	MOWING - MAC	06/12/2026	390.00
			Department 4500 - Pool (Memorial) Total: 390.00
			Fund 001 - General Total: 6,140.00
Fund: 680 - Wellness Campus Fund			
Department: 8700 - Wellness Campus			
WOOSLEY LANDSCAPING & MOWING LLC	MOWING - IWC	06/12/2026	400.00
			Department 8700 - Wellness Campus Total: 400.00
			Fund 680 - Wellness Campus Fund Total: 400.00
Purchased From Vendor WOOSLEY LANDSCAPING & MOWING LLC Total:			6,540.00
Purchased From Vendor: YOUNG, AARON			
Fund: 001 - General			
Department: 6210 - Info & Tech			
YOUNG, AARON	REIMBURSEMENT-PICTURE FRAME FOR KATHY KESTER - IT	06/09/2026	17.06
			Department 6210 - Info & Tech Total: 17.06
			Fund 001 - General Total: 17.06
Purchased From Vendor YOUNG, AARON Total:			17.06
			Grand Total: 315,514.47

Report Summary

Fund Summary

Fund	Expense Amount
001 - General	180,144.66
110 - Road Use Tax Fund	51,260.08
141 - Library Special Revenue	1,726.26
161 - Downtown Biz Incentive Program	1,974.59
610 - Sewer Fund	15,262.49
650 - Stormwater Utility Fund	7,940.55
670 - Recycling Fund	26,728.85
680 - Wellness Campus Fund	6,439.04
710 - Sewer Capital Projects Fund	307.66
890 - Vehicle and Equipment	23,730.29
Grand Total:	315,514.47

Account Summary

Account Number	Account Name	Expense Amount
001-1100-61810	Uniforms/Clothing Allow...	230.00
001-1100-62300	Education/Training	5,883.60
001-1100-63100	Repair/Maint	321.75
001-1100-63320	Repair/Maint--Vehicle	2,627.17
001-1100-64110	Legal Service Fees	827.50
001-1100-64120	Medical/Physical/Immun...	89.60
001-1100-64990	Misc Contractual	34.61
001-1100-65060	Office Supplies	227.76
001-1100-65070	Materials/Supplies	78.97
001-1109-65070	Materials/Supplies	124.89
001-1500-61810	Uniforms/Clothing Allow...	377.19
001-1500-62300	Education/Training	710.92
001-1500-63730	Telephone/Cellphone	166.28
001-1500-64110	Legal Service Fees	1,874.00
001-1500-64990	Misc Contractual	34.61
001-1500-65039	Radio Equipment	1,977.92
001-1500-65051	Equipment/Vehicle Parts	2,106.46
001-1500-65069	Fire Prevention Materials	410.63
001-1500-65082	Freight	500.00
001-1500-65500	Personal Protective Equi...	6,719.50
001-1500-65990	Miscellaneous	724.39
001-1600-61810	Uniforms/Clothing Allow...	5,109.94
001-1600-62300	Education/Training	4,028.56
001-1600-63730	Telephone/Cellphone	942.32
001-1600-64110	Legal Service Fees	9,146.00
001-1600-64500	Financial Management S...	8,830.48
001-1600-64990	Misc Contractual	96.00
001-1600-65051	Equipment/Vehicle Parts	280.77
001-1600-65070	Materials/Supplies	1,498.71
001-1700-62300	Education/Training	624.00
001-1700-63730	Telephone/Cellphone	284.84
001-1700-64070	Engineering	1,261.00
001-1700-64110	Legal Service Fees	5,141.25
001-1700-64111	Property Maintenance E...	2,272.50
001-1700-64990	Misc Contractual	34.61
001-1700-65070	Materials/Supplies	136.98
001-1700-65990	Miscellaneous	50.00
001-4100-62300	Education/Training	125.00
001-4100-62700	Mileage	18.85
001-4100-63100	Repair/Maint	883.23
001-4100-64020	Advertising & Legal Noti...	403.98
001-4100-64990	Misc Contractual	94.61
001-4100-65020	Library Books & Periodic...	332.36

Account Summary

Account Number	Account Name	Expense Amount
001-4100-65022	Special Collections	346.12
001-4100-65060	Office Supplies	72.38
001-4100-65070	Materials/Supplies	300.95
001-4100-65079	Materials/Supplies--Prog...	218.07
001-4100-67240	Computer Hardware/Sof...	1,500.00
001-4200-61810	Uniforms/Clothing Allow...	1,695.53
001-4200-64090	Janitorial Services	1,600.00
001-4200-64110	Legal Service Fees	800.00
001-4200-64250	Officials	288.00
001-4200-64990	Misc Contractual	405.31
001-4200-65070	Materials/Supplies	5,392.71
001-4200-65072	Materials/Supplies-Main...	2,856.00
001-4300-63100	Repair/Maint	18,016.53
001-4300-63320	Repair/Maint--Vehicle	1,320.14
001-4300-64120	Medical/Physicals/Immu...	87.80
001-4300-64870	Tree Trimming & Remov...	4,075.00
001-4300-64990	Misc Contractual	5,650.00
001-4300-65070	Materials/Supplies	5,761.57
001-4300-65200	Landscaping/Horticultur...	5,406.55
001-4500-63100	Repair/Maint	7.59
001-4500-64200	Inspections/Testing	44.50
001-4500-64990	Misc Contractual	390.00
001-4500-65010	Chemicals	461.90
001-4500-65011	Chlorine	833.60
001-4500-65070	Materials/Supplies	8,216.53
001-4500-65072	Materials/Supplies-Main...	167.58
001-4500-66990	Refund/Reimbursement	52.00
001-5100-64130	Payments to Other Agen...	12,500.00
001-6100-62100	Membership Dues/Subsc...	786.47
001-6100-64990	Misc Contractual	50.00
001-6100-67215	Youth Council Expenses	200.00
001-6150-62100	Membership Dues/Subsc...	1,200.00
001-6150-63730	Telephone/Cellphone	98.53
001-6150-64990	Misc Contractual	50.00
001-6200-62100	Membership Dues/Subsc...	30.00
001-6210-62300	Education/Training	359.76
001-6210-63400	Repair/Maint--Office Equ...	33.99
001-6210-63730	Telephone/Cellphone	161.44
001-6210-64990	Misc Contractual	500.00
001-6210-65070	Materials/Supplies	1,841.95
001-6210-67240	Computer Hardware/Sof...	-33.76
001-6210-67244	Annual Licensing/Support	6,359.91
001-6210-67250	Office Equipment	4,661.05
001-6220-61810	Uniforms/Clothing Allow...	266.19
001-6220-63100	Repair/Maint	4,290.46
001-6220-63730	Telephone/Cellphone	98.53
001-6250-63730	Telephone/Cellphone	98.52
001-6250-64110	Legal Service Fees	380.00
001-6500-64020	Advertising & Legal Noti...	458.01
001-6500-64050	Recording Fees	361.00
001-6500-64090	Janitorial Services	4,525.00
001-6500-64110	Legal Service Fees	3,300.00
001-6500-64990	Misc Contractual	2,597.65
001-6500-65080	Postage	665.54
001-6500-65990	Miscellaneous	694.32
110-2100-63100	Repair/Maint	84.47
110-2100-63320	Repair/Maint--Vehicle	2,434.56
110-2100-63730	Telephone/Cellphone	466.82

Account Summary

Account Number	Account Name	Expense Amount
110-2100-64070	Engineering	18,423.75
110-2100-64090	Janitorial Services	500.00
110-2100-64110	Legal Service Fees	100.00
110-2100-64120	Medical/Physicals/Immu...	175.62
110-2100-64990	Misc Contractual	34.61
110-2100-65071	Materials/Supplies--Jani...	162.50
110-2100-65076	Materials/Supplies--Shop	719.95
110-2100-65083	Materials/Supplies- Sto...	16,047.75
110-2100-65088	Materials/Supplies--Traff...	6,618.33
110-2500-65070	Materials/Supplies	5,491.72
141-4100-65020	Library Books & Periodic...	1,296.49
141-4100-65023	Summer Reading Progr...	248.20
141-4100-65024	Friends of the Library Ex...	181.57
161-5200-64153	Grant	1,974.59
610-8300-63730	Telephone/Cellphone	631.52
610-8300-64110	Legal Service Fees	520.00
610-8300-64120	Medical/Physicals/Immu...	87.80
610-8300-64900	Misc Consulting Services	1,816.43
610-8300-64990	Misc Contractual	4,363.04
610-8300-65070	Materials/Supplies	7.99
610-8300-65990	Miscellaneous	60.24
610-8325-63410	Repair/Maint--Equipment	807.20
610-8325-65072	Materials/Supplies-Main...	30.98
610-8350-64090	Janitorial Services	725.00
610-8350-64990	Misc Contractual	5,485.00
610-8350-65072	Materials/Supplies-Main...	727.29
650-9000-64070	Engineering	7,402.00
650-9000-64110	Legal Service Fees	300.00
650-9000-64990	Misc Contractual	238.55
670-8400-64700	Recycling--Residential	26,394.88
670-8400-64990	Misc Contractual	333.97
680-8700-62100	Membership Dues/Subsc...	647.00
680-8700-62300	Education/Training	242.00
680-8700-63100	Repair/Maint	3,646.50
680-8700-64090	Janitorial Services	89.00
680-8700-64091	Grounds Maintenance	400.00
680-8700-64200	Inspections/Testing	44.50
680-8700-64990	Misc Contractual	102.61
680-8700-65070	Materials/Supplies	-17.34
680-8700-65072	Materials/Supplies-Main...	316.84
680-8700-65073	Materials/Supplies--Pool	556.40
680-8700-65074	Materials/Supplies--Me...	300.76
680-8700-65075	Materials/Supplies--Prog...	110.77
710-8300-64070	Engineering	307.66
890-9300-67102	V&E-GENERAL	23,730.29
	Grand Total:	315,514.47

Project Account Summary

Project Account Key	Expense Amount
None	315,514.47
Grand Total:	315,514.47



MEMORANDUM

To: Mayor and City Council

From: Courtney Silliman, Human Resources and Risk Management Director

Date: June 25, 2026

Subject: Resolution approving the collective bargaining agreement between the City of Indianola and the Silver Bugles.

Introduction:

Staff recommends approval of the collective bargaining agreement between the City of Indianola and the Silver Bugles.

Background:

The Silver Bugles bargaining unit represents full-time fire captains. This is a new public safety collective bargaining group that was recently formed between the City of Indianola and Silver Bugles - Fire Captains.

Discussion:

1. Article 15 – Vacation – 40 hour employees can rollover up to 167.69 hours of unused vacation to the new leave year. 24/48 hour employees can rollover up to 192 hours of unused vacation to the new leave year.
2. Article 16 – Bereavement Leave – 40 hour employees are entitled to five (5) work days off with no loss of regular pay, and 24/48 employees are entitled to three (3) duty shifts off with no loss of regular pay, in the event of death for an immediate family member. All bereavement leave must be taken within twelve (12) months of the corresponding death and be taken in consecutive days, and tied to the ceremony or celebration of life.
3. Article 20 – Work Hours – Established two (2) different work schedules for employees in the bargaining unit. Employees assigned to a 24/48 schedule shall work 24 hours paid time starting at times established by the Fire Chief or their designee, followed by two consecutive days off or an equivalent of forty-eight (48) hours off. Employees assigned to a 40-hour workweek shall work from 8:00 to 17:00, Monday through Friday of each week.
4. Article 23 – Insurance – For the high deductible health plan, the City contribution will be a standard annual contribution of \$1,200. For contract year July 1, 2026 through June 30, 2027, the City will contribute a one-time extra contribution of \$1,400 (for a total of \$2,600) to the Health Savings Account. HSA payments of \$100 per pay period to be paid over twenty-six (26) pay periods per fiscal year. Also, the City will continue dollar for dollar match program.
5. Article 25 – Uniforms and Equipment – Duty Boots will be replaced by the city as needed, but not more frequently than yearly unless damaged during the performance of duty to the point they are not usable. The city will pay up to two hundred dollars (\$200) towards the boots with the employee responsible for any cost more than the two hundred dollars provided by the City.

Prescription eyeglasses damaged or broken in the performance of duty may either be repaired or replaced, as determined by the City, and to the extent not covered by vision insurance, but the cost shall not exceed five-hundred dollars (\$500.00) per pair.

6. Article 28 – Line of Duty Death Benefits – City will provide a line of duty death benefit in the amount of fifty thousand dollars (\$50,000), to cover instances in which the insured dies as a result of a line of duty incident.

7. Article 29 – Compensatory Time – A maximum of 96 hours will be allowed to accumulate.

8. Article 30 – Pay Scale – Wages shall be established as indicated in the Pay Scale attached as Appendix “A”. Effective at the beginning of the pay period following their full-time anniversary date, employees shall move a step each year.

9. Article 42 – Duration of Agreement – a one-year contract from July 1, 2026, through June 30, 2027.

Budget Impact:

Agreed upon COLA wage increase of 2.8% was included in FY27 budget. The frozen FY26 anniversary step increase was not in the FY27 budget and is expected to cost approximately \$22,000.00.

Recommendation:

Staff recommends approval.

Attachments:

1. Res 2026 Approving collective bargaining agreement
2. 26-27 CBA_Silver Bugles_Fire Captain

City of Indianola
RESOLUTION NO. 2026-

**RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE CITY OF INDIANOLA AND THE SILVER BUGLES**

WHEREAS, the City Council of the City of Indianola has considered the collective bargaining agreement between the City of Indianola and the Silver Bugles; and

WHEREAS, said attached agreement is in compliance with the provisions authorized by the City Council of the City of Indianola; and

WHEREAS, the membership of the Silver Bugles – Fire Captains have concurred with the agreement; and

WHEREAS, the agreement has been approved by said memberships.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Indianola, Iowa, that this agreement is hereby approved.

BE IT FURTHER RESOLVED that the Mayor or City Manager are hereby authorized and directed to execute the agreement.

PASSED this 25th day of June 2026.

Steve Richardson, Mayor

ATTEST:

Jackie Raffety, City Clerk

Collective Bargaining Agreement

BETWEEN THE
CITY OF INDIANOLA, IOWA
AND THE
SILVER BUGLES

FIRE CAPTAINS

Effective July 1, 2026 to June 30, 2027

Preamble

The City of Indianola, Iowa, hereinafter referred to as the “CITY”, is excited to be participating in collective bargaining as a fair and orderly way of conducting its relations with its employees insofar as such practices and procedures are appropriate to the functions and obligations of the City to retain the right effectively to operate in a responsible and efficient manner and are consonant with the permanent interest of the City and its residents.

It is the intention of this Agreement to set forth the entire Agreement of the City and the Silver Bugles hereinafter referred to as the “UNION”, covering employment conditions where not otherwise mandated by a statute or ordinance, to maintain and increase individual productivity and quality of services, to prevent interruptions of work, and interference with the efficient operation of the department, and to provide an orderly and prompt method of handling and processing grievances.

The parties recognize that this Agreement is not intended to modify any of the authority vested in the City by statutes of the State of Iowa, or the Municipal Code of the City of Indianola, Iowa; except as set forth herein.

ARTICLE I
Intent and Purpose

The CITY, UNION, and the employees recognize and declare the necessity of providing the most efficient and highest quality services for the citizens and the taxpayers of the City of Indianola, Iowa.

The CITY, UNION, and the employees further recognize and declare their mutual desire to promote harmonious and cooperative relationships among the parties covered by this Agreement, and to assure the effective and efficient operation of municipal government in the City of Indianola, Iowa.

It is the intent and purpose of the parties hereto to set forth and agreement containing the negotiated understandings of the parties respecting wages, hours of work, and certain terms and conditions of employment to be observed by the parties hereto, and to prevent any strike, work stoppage, or other interruption of work or interference with the Employer’s operations.

ARTICLE II
Recognition

The Employer hereby recognizes the Union as the exclusive bargaining representative for:

INCLUDED: Full Time Captains.

EXCLUDED: Fire Chief, Full Time Firefighters, Full Time Paramedics/EMTs and Part-Time Employees

ARTICLE III
Management Rights

The Employer shall have, in addition to all powers, duties, and rights established by constitutional provision, statute, ordinance, charter, or special act, the exclusive power, duty, and the right to:

1. Direct the work of its public employees.
2. Hire, evaluate, promote, demote, transfer, assign, and retain public employees in positions within the public agency.
3. Suspend or discharge public employees for proper cause.
4. Maintain the efficiency of governmental operations.
5. Relieve public employees from duties because of lack of work or for other legitimate reasons.
6. Determine and implement methods, means, assignments, and personnel by which the public employer's operations are to be conducted.
7. Take such actions as may be necessary to carry out the mission of the public employer.
8. Initiate, prepare, certify, and administer its budget.
9. Exercise all powers and duties granted to the public employer by law.

ARTICLE IV
Union Rights

Public employees shall be allowed to exercise all rights afforded to them under Iowa Code Chapter 20 and shall have the right to:

1. Organize, or form, join, or assist any employee organization.
2. Negotiate collectively through representatives of their own choosing.
3. Engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection as far as any such activity is not prohibited by this chapter or any other law of the state.
4. Refuse to join or participate in the activities of employee organizations, including the payment of any dues, fees or assessments or service fees of any type.
5. The CITY agrees that the UNION can conduct meetings on CITY property and while certain employees are on duty.

ARTICLE V
Bulletin Board

The CITY shall permit the UNION to use one bulletin board, designated by the Fire Chief, at the Fire Station for posting notices of UNION meetings and elections, results of such meetings and elections, and reports of UNION committees.

Posted notices shall not contain anything political or anything reflecting adversely upon the CITY or any of its employees.

ARTICLE VI
Grievance Procedure

A “Grievance” is defined as a dispute concerning the application or interpretation of any clause of this agreement which is reduced to writing and signed by the employee(s) involved and/or Local. The parties will agree to act in good faith to resolve any grievance presented by an employee. Grievances must be presented at Step 1 of the procedure within the ten (10) working days of the incident giving rise to the complaint, unless the supervisor is the basis of the complaint, in which case the employee shall proceed to Step 2.

Step 1: The employee shall submit the grievance to his/her immediate supervisor. Such supervisor shall respond within five (5) working days.

Step 2: If the matter has not been resolved, the employee shall then, within five (5) working days of the receipt of the Step 1 answer, present the matter to the Department Director who shall respond within five (5) working days.

Step 3: If the matter has not been resolved at Step 2, the employee shall then, within five (5) working days of the receipt of the Step 2 answer, present the matter to the Human Resources Director who shall respond within five (5) working days.

Step 4: If the matter has not been resolved at Step 3, the employee shall then, within five (5) working days of the receipt of the Step 3 answer, present the matter to the City Manager. The City Manager will respond and meet with the aggrieved employee within thirty (30) working days after receipt of the grievance and attempt to resolve the grievance. Following this meeting, the City Manager who shall respond within ten (10) working days of the meeting.

Step 5: If not resolved, the grievance may be submitted to arbitration within ten (10) workdays of the decision at Step 4. Upon notification to the City Clerk the parties shall promptly meet to attempt to agree on the selection of an arbitrator. If they are unable to agree, they will jointly request that the Iowa Public Employment Relations Board submit a list of five (5) arbitrators and, by alternately striking names an arbitrator will be selected. Not later than sixty (60) days following the date on which the request for arbitration was submitted to the Board, the parties shall establish a date for the arbitration hearing.

The arbitrator shall be without power to add to, subtract from, or modify the terms of this agreement, nor to make any decision in conflict with the laws of the State of Iowa or the ordinances of the City of Indianola.

The arbitrator’s fee and expenses shall be shared equally by the employer and union. However, each party shall be responsible for compensating their own representative and witnesses as well as paying for transcripts of the proceedings if desired.

The failure of the employee or union to present a grievance within the specified time limits shall render the matter settled and not subject to further appeal. Failure of the employer representative

to respond within the specified time limits shall be deemed a denial and shall automatically render the matter subject to appeal at the next step of the procedure.

Any time limit contained in this article may be extended by the written mutual agreement of the parties.

ARTICLE VII

Seniority

Seniority means an employee's length of continuous service with the Employer since their first date of hire, as set forth in the attached seniority list. Seniority shall be administered on a job classification basis. The seniority date is not used to determine length of service for purposes of benefits, pay-outs or leave accruals.

All new employees shall serve a probationary period not to exceed twelve (12) months after their hire date.

Upon completion of the probationary period, they will be added to the seniority list, and their seniority will be determined by their date of employment. They may be terminated for any reason during the probationary period without recourse to the grievance procedure.

An employee shall not lose their seniority if they are in one of the following statuses:

- (a) An employee is on extended military leave, regardless of pay status or duration of orders.
- (b) An employee is on FMLA for an amount of time agreed upon by the employee and the city at the start of their leave.

An employee shall lose their seniority, and the employment relationship shall be broken and terminated as follows:

- (a) Employee quits.
- (b) Employee is discharged unless reinstated through the grievance process and/or Civil Service.
- (c) Engaging in other work that violates an employee's work restrictions and/or to the extent it is inconsistent with the FMLA certification while on leave of absence or giving false reasoning for obtaining leave of absence.
- (d) Falsification of employment application.
- (e) An employee absent from work one (1) shift without justifiable cause or notice to the employer.
- (f) Failure to report for work at the end of leave of absence.
- (g) Failure to report to work within ten (10) days after being notified to return to work following layoff, when notice of recall is sent to the employee's last known address

according to employer records.

(h) Employee retires.

In the event multiple employees are hired on the same date, the top cumulative score from the final ranking shall determine the most senior employee.

ARTICLE VIII
Transfer/Vacancy Privileges and Demotion

In the event a vacancy exists for the position(s) covered by this agreement and is authorized to be filled, said vacancy shall be posted. Employees who have been or are currently employed in the classification where the vacancy exists may notify the civil service commission of the employee's interest in the vacant position and shall be added to the list of candidates for an interview and consideration for the vacant position.

ARTICLE IX
Working Out of Classification

In the event of a restructure that would include the addition of a classification between the ranks of Captain and Chief, the parties agree they will negotiate pay for a working out of the classification or officer in charge differential/supplemental pay.

ARTICLE X
Nondiscrimination

The Employer and Union agree to comply with any applicable non-discrimination in employment laws. There shall be no discrimination by the Employer or Union toward any employee as to hiring or termination, wages, training, promotion, transfer, layoff, discipline, membership in, or non-membership in, the Union or otherwise because of race, creed, color, national origin, sex, age, religion, physical disability or any other class protected by state or federal law; nor will there be any effort or attempt to cause such discrimination. The parties will not discriminate against an employee because of an employee's support, or non-support, or participation, or non-participation, in Union affairs and/or activities.

ARTICLE XI
Job Classification

Each member covered by the terms of this Agreement shall be classified as to job title and paid in accordance with the following job classification and salary schedule attached hereto, marked Appendix A.

ARTICLE XII
Outside Employment

Employees shall be entitled to engage in outside employment, including employment or services as an appointed Officer for any public body, not otherwise prohibited by the provisions of this Agreement. Such outside employment shall not be allowed if it created a conflict of interest with the employees' performance of their duties with the City, including the ability of the Employee to respond to call-backs or hold-overs from the City. Employees shall not use any City-owned property (i.e. turnout gear, SCBA, tools, etc.) for any outside employment or other outside activities without first receiving prior written approval from the Fire Chief, all requests will be at the Fire Chief's discretion. Employees who have accepted outside employment may not use paid sick leave to work on the outside job. Employees who are on approved FMLA leave may not engage in other employment while on FMLA from the City to the extent it is inconsistent with the FMLA certification.

ARTICLE XIII
Personnel Reduction

Whenever it becomes necessary for a Captain to be laid off because of lack of work, lack of funds, or reorganization, the Captain with the least amount of seniority shall be laid off first, and if subsequent lay-offs are made, this order shall be followed.

If the workforce in the fire department is later increased or an existing position is to be filled, the position shall first be offered to a laid-off employee in that same classification in reverse order. The employee shall be notified, in writing, by ordinary mail, of the opening. If the laid-off employee desires this position, he or she shall notify the Employer, in writing, within fourteen (14) calendar days. It shall be the obligation of a laid-off employee to notify the City of his or her current address and to maintain the qualifications necessary for the position.

The right of recall shall be effective for two (2) years. Probationary employees have no recall rights.

ARTICLE XIV
Sick Leave

Available sick leave shall be requested by the employee and granted by the Fire Chief, or designee, in writing. Employees may request leave for their own personal illness, pregnancy, childbirth, or related medical conditions; personal injury; examinations and consultations with physicians and other health care providers licensed by the State of Iowa, including the City of Indianola's Employee Assistance Program.

Employees may also use sick leave to care for an immediate family member. Immediate family members include spouse, child, or parent.

Sick leave shall be accrued as follows: 5.6 hours per pay period.

The sick leave plan year begins with the first day of the first complete biweekly pay period in a calendar year and extends through the last day of the last biweekly pay period that begins in that calendar year.

Sick leave will be charged in quarter (1/4) hour increments.

Employees must use sick leave when taking time off if they have sick time available to them. Employees may use sick time to supplement the difference in pay when on short-term disability or receiving workers' compensation pay.

Sick accruals will continue when an employee is on approved leave of absence with pay. Employees on unpaid leave of absence will not receive any sick accrual.

Employees can rollover up to 1,680 hours of unused sick leave to the new leave year. All sick leave more than 1,680 hours is forfeited.

Upon resignation, termination, or change to a non-leave earning position, the employee will forfeit any accrued but unused sick leave.

In cases where the employee's sick leave usage record indicates possible abuse, the City has the right to verify the reported illness of any employee and may require a doctor's note for absence due to illness if the employee misses three consecutive shifts on sick leave. The Fire Chief, in consultation with the Human Resources Director, is responsible for establishing such controls as are necessary to prevent abuse of sick leave privileges. Abuse of sick leave shall be a proper cause for disciplinary action, up to and including termination of employment.

ARTICLE XV **Vacation Leave**

All employees are eligible for vacation leave. The vacation leave year begins with the first day of the first complete bi-weekly pay period in a calendar year and extends through the last day of the last biweekly pay period that begins in that calendar year. Vacation leave shall be accrued as follows:

<u>Length of Service</u>	<u>Biweekly Accrual (40 hr)</u>	<u>Biweekly Accrual (24/48)</u>
Less than 2 years	3.08 hours	9.23 hours
2 years, less than 8 years	4 hours	12.00 hours
8 years, less than 14 years	5 hours	15.00 hours
14 years, less than 20 years	6.15 hours	18.46 hours
20 years or more	7.69 hours	23.07 hours

The Fire Chief or their designee is responsible for the proper planning and scheduling of vacation for all employees. Advanced planning permits adherence to work schedules and reduces the possibility of employees losing vacation time at the end of the year.

Employees must make vacation picks no later than the 10th of the current month for scheduling in

the following month. Employees must have accrued time available at the time of the pick and enter such time in the scheduling software and payroll system. Picks may be submitted on a rolling one-year period.

The Fire Chief or designee is authorized to approve vacation leave. It should be approved in advance, except in an emergency. All requests and approvals must be in writing or electronic form.

Vacation leave will be charged in quarter (1/4) hour increments. Employees must use vacation leave when taking time off if they have vacation time available to them. Vacation accruals will continue when an employee is on an approved leave of absence with pay. Employees on an unpaid leave of absence will not receive any vacation accrual.

Sick leave may be substituted for vacation leave if an employee becomes ill and hospitalized while on vacation leave. Substitution is permitted for the period of illness only; proof of hospitalization is required.

40-hour employees can rollover up to 167.69 hours of unused vacation to the new leave year. 24/48 hour employees can rollover up to 192 hours of unused vacation to the new leave year. The last pay period to use vacation time before it is forfeited is the pay period including December 31st of that leave year. During that same pay period, all leave more than 167.69 hours for 40-hour employees and 192 hours for 24/48 hours is forfeited.

Upon resignation, termination, or change to a non-leave earning position, the employee's vacation leave balance (accrued and not used) will be paid out to the employee by a lump sum payment provided in the case of a resignation, the employee has given the City a two (2) week notice.

ARTICLE XVI **Bereavement Leave**

40-hour employees are entitled to five (5) work days off with no loss of regular pay, and 24/48 employees are entitled to three (3) duty shifts off with no loss of regular pay, in the event of death for an immediate family member. Immediate family member is defined as employee's spouse, child, parent, stepchild or stepparent.

In the case of the death of an employee's sibling, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents-in-law, grandchild, grandparent, step-grandparent or other corresponding in-laws, the 40-hour employee shall be allowed three (3) work days off with no loss of regular pay, and 24/48 employees are entitled to one (1) duty shift off with no loss of regular pay.

All bereavement leave must be taken within twelve (12) months of the corresponding death and be taken in consecutive days, and tied to the ceremony or celebration of life. Employees must provide the Fire Chief as much notice as possible.

At the discretion of the Fire Chief, or their designee, employees may be granted additional days off which may be charged to sick leave, vacation or comp time.

ARTICLE XVII
Leave of Absence Without Pay

If an employee has exhausted all applicable sick leave, vacation, personal, compensatory time, and FMLA leave, if eligible, an employee may request an unpaid leave of absence for up to thirty (30) days. An employee requesting unpaid leave should fill out the unpaid leave form, stating the reason for the leave and including dates of expected absence. Approval of unpaid leave is at the discretion of the Fire Chief and Human Resources.

Employees who are not eligible for leave under the city’s sick leave or Family and Medical Leave Act policies may apply for unpaid leave under this section for purposes of pregnancy or a related condition as provided in Iowa Code Section 216.6(2)(e). Medical certification stating that the employee cannot perform the duties of employment may be required by the City.

During an unpaid leave granted under this section, employees do not receive compensation, do not accrue length of service, vacation or sick leave, and are not eligible for paid holidays. The City does not make contributions to retirement programs for the duration of the leave.

Employees may continue in the group health program during unpaid leave under this section by paying the full cost of the premium by the first of the month for the following month’s coverage. Failure to pay the premium on time will result in termination of coverage.

If an employee plans to return to work following an unpaid leave taken under this section, the employee must notify the Fire Chief before the end of the leave. The City will attempt to restore the employee to the position the employee held at the start of the leave, or in a comparable position, if possible. If no such position is available, the employee’s employment will be terminated.

ARTICLE XVIII
Paid Personal Leave

Employees receive personal time to use throughout the year. Personal time shall be accrued as follows:

Full Time Captains—40 hours	16 hrs
Full Time Captains—24/48 hours	48 hrs

New hires will receive a prorated amount of personal time, dependent on their start date.

<u>Month Employment Starts</u>	<u>Eligible Amount</u>
January 1 - March 31	100%
April 1 - June 30	75%
July 1 - September 30	50%
October 1 - December 31	25%

Personal time will be charged in quarter (1/4) hour increments.

Employees must make paid leave picks no later than the 10th of the current month for scheduling in the following month. Employees must have accrued time available at the time of the pick and enter such time in the scheduling software and payroll system. Picks may be submitted on a rolling one-year period.

Personal time does not rollover from year to year; all unused time at the end of the benefit year will be forfeited. Upon resignation, termination, or change to a non-leave earning position, the employee's personal time balance will be paid out to the employee by a lump sum payment in the case of a resignation, the employee has given the City a two (2) week notice.

ARTICLE XIX

Holidays

The following shall be recognized and observed as paid holidays:

New Year's Day - January 1
President's Day - Third Monday in February
Memorial Day - Last Monday in May
Independence Day - July 4
Labor Day - First Monday in September
Veteran's Day – November 11
Thanksgiving Day - Fourth Thursday in November
Day After Thanksgiving
Christmas Eve Day - December 24
Christmas Day - December 25

Holidays shall count as hours worked in meeting requirements for overtime pay.

Employees do not receive holiday pay unless they work the holiday. If the employee is scheduled to work and actually works the holiday, the employee receives double pay for the hours worked in addition to holiday pay.

ARTICLE XX

Work Hours

The CITY has established two (2) different work schedules for employees in the bargaining unit. Employees assigned to a 24/48 schedule shall work 24 hours paid time starting at times established by the Fire Chief or their designee, followed by two consecutive days off or an equivalent of forty-eight (48) hours off.

Employees assigned to a 40-hour workweek shall work from 8:00 to 17:00, Monday through Friday of each week.

ARTICLE XXI
Pay Periods

All full-time employees who are members of the UNION shall be paid on a bi-weekly basis of every other Friday.

ARTICLE XXII
Overtime Pay

A 40-hour employee whose total work exceeds forty (40) hours in a work week is eligible for overtime pay or compensatory time, at the election of the employee, at the overtime rate of one and one-half (1 1/2) times the employee's regular rate of pay for each such hour.

For 24/48 hour employees, in accordance with Section 7(k) of the Fair Labor Standards Act, the work period established by the employer consists of twenty-one (21) days, and for any regularly scheduled hours in excess of one hundred fifty-nine (159) hours, employees shall be eligible for overtime pay or compensatory time to be paid at the overtime rate of one and one-half (1 1/2) times the employee's regular rate of pay for each such hour. Employees will be paid overtime for scheduled FLSA overtime worked in each 21-day work period in the paycheck associated with the end of that 21-day work period. 24/48 employees shall also be eligible for overtime pay or compensatory time for hours worked in excess of 24 in a shift.

Supervisors must give prior approval for all overtime worked, except in situations when an employee is responding to a call for service.

ARTICLE XXIII
Insurance

The City will provide group medical insurance, dental and vision insurance for all employees. Employees contribute to a portion of these premiums; which are determined on an annual basis. (See Appendix B—Medical Plan Design—Option 2)

For the plan year beginning July 1, 2026, and continuing through June 30, 2027, employee premium contributions are as follows:

Employee only—\$42.13/paycheck
Employee + spouse—\$78.27/paycheck
Employee + children—\$69.93/paycheck
Employee + family—\$114.71/paycheck

For the high deductible health plan, the City contribution will be a standard annual contribution of \$1,200. For contract year July 1, 2026 through June 30, 2027, the City will contribute a one-time extra contribution of \$1,400 (for a total of \$2,600) to the Health Savings Account.

Dental—For the plan year beginning July 1, 2026, and continuing through June 30, 2027, employee premium contributions are as follows:

Employee only—\$3.50/paycheck
All other tiers—\$10.00/paycheck

Vision—For the plan year beginning July 1, 2026, and continuing through June 30, 2027, employee premium contributions are as follows:

Employee only—\$1.00/paycheck
All other tiers—\$2.50/paycheck

Life Insurance—Union employees are insured with term life insurance for \$15,000. The City pays 100% of the premium. Spouse and children may also be covered, at the employee's expense, for a percentage of the employee's coverage.

Short-term and Long-term Disability—The City pays 100% of the premiums for short and long-term disability. After seven (7) consecutive days and upon approval of the insurance company, short-term disability begins which pays 70% of weekly income up to a maximum of \$1,000 per week. Upon approval of the claim by the insurance company, long-term disability begins after short-term disability ends (6 months). No sick leave can be used with long-term disability. Long-term disability pays 60% of monthly income up to a maximum of \$6,000 per month.

Wellness—To assist employees in taking care of their health, the City has a wellness program tied to its health plan. Each calendar year, employees and spouses who are enrolled in the City's health insurance plan must have a physical/biometric screening completed, one (1) dental exam, and one (1) vision exam. Employees and spouses who complete these three (3) requirements will receive a preferred health insurance premium rate.

ARTICLE XXIV **Long Term Disability**

The City will provide long-term disability coverage. Upon approval of the claim by the insurance company, long-term disability will begin 180 calendar days from the date of disability. No sick leave can be used with long-term disability. If an on-the-job injury occurs, the employee shall file a workers' compensation claim.

ARTICLE XXV **Uniforms and Equipment**

The CITY shall initially provide upon employment all items of uniforms and equipment. Duty Uniforms will be replaced as needed, at the discretion of the Fire Chief or his designee. Such items will include but not limited to:

- (3) Duty T-Shirts
- (2) Polos
- (3) Tactical Pants
- (1) Job Shirt

- (1) Duty Footwear
- (1) Baseball Cap
- (1) Stocking Cap
- (1) Winter Coat

All uniforms and equipment are the property of the CITY and are to be turned back to the CITY upon separation.

The CITY will replace uniforms and equipment, as needed, at the discretion of the Fire Chief or their designee.

Duty Boots will be replaced by the CITY as needed, but not more frequently than yearly unless damaged during the performance of duty to the point they are not usable. The CITY will pay up to two hundred dollars (\$200) towards the boots with the employee responsible for any cost more than the two hundred dollars provided by the CITY.

Prescription eyeglasses damaged or broken in the performance of duty may either be repaired or replaced, as determined by the CITY, and to the extent not covered by vision insurance, but the cost shall not exceed five-hundred dollars (\$500.00) per pair.

ARTICLE XXVI **Education Allowance**

Union employees are entitled to tuition reimbursement in accordance with City Handbook Policy 6.10 in the amount of \$1,200 per year and \$4,800 lifetime maximum.

ARTICLE XXVII **Trade Time**

Upon prior approval of the Fire Chief, or designee, employees working a 24/28 schedule may request to trade time with members of Local 5602, as long as the individual in lesser rank has at least five (5) years experience in the fire service and holds certifications in fire fighter 1, 2, paramedic and hazmat technician. Such trades shall be voluntary and there shall be no additional liability or cost to the CITY as a result of any such trades.

Employees desiring to trade time shall agree between themselves as to the payback conditions of such trade(s). All trade time agreements shall be reduced to writing or submitted electronically using a form provided by the CITY and must be signed by the agreeing employees and witnessed by another Full-Time member of the Fire Department to be valid, at least forty-eight (48) hours in advance of the intended trade. It shall be the responsibility of the employee requesting trade time to ensure the Fire Chief and the substituting employee receive signed copies of the form in advance of the time trade date.

If a substituting employee fails to report for duty for any reason, it shall be the responsibility of the substituting employee to attempt to find a replacement employee. Should the substituting employee fail to find a replacement employee, any time lost will be deducted from the substituting employee's appropriate leave provision.

ARTICLE XXVIII
Line of Duty Death Benefits

City will provide a line of duty death benefit in the amount of fifty thousand dollars (\$50,000), to cover instances in which insured dies as a result of a line of duty incident.

ARTICLE XXIX
Compensatory Time

A 24/48 employee whose total work exceeds one hundred fifty-nine (159) hours in a twenty-one (21) day period, or more than twenty-four (24) hours in a shift, is eligible for overtime or compensatory time, at the election of the employee. A 40-hour employee whose total work exceeds forty (40) hours in a work week is eligible for overtime or compensatory time, at the election of the employee. Compensatory time is calculated at a rate of one and one-half (1 ½) hours for each one (1) hour worked in excess of (159) hours in a twenty-one (21) day period for 24/48 employees and for each one (1) hour worked in excess of forty (40) hours in a work week for a 40-hour employee. A maximum of 96 hours will be allowed to accumulate for 24/48 hour employees and 80 hours will be allowed to accumulate for 40-hour employees. Upon resignation, termination, or change to a non-leave earning position, compensatory time will be paid out as a lump sum payment.

Compensatory time will be granted at the discretion of the Fire Chief or their designee.

ARTICLE XXX
Pay Scale

Effective for the contract period beginning July 1, 2026 the job classifications of Fire Captain, wages shall be established as indicated in the Pay Scale attached hereto as Appendix "A".

Effective at the beginning of the pay period following their full-time anniversary date, employees shall move a step each year.

Any individual hired/promoted into a position covered by this agreement shall at a minimum be placed at the applicable grade and step to ensure they do not lose any pay and benefits.

ARTICLE XXXI
Deferred Contribution

The City shall contribute a dollar amount equal to that amount contributed by the employee up to a total of \$75 per month.

ARTICLE XXXII
Reimbursable Expenses

The City will reimburse employees for all necessary and reasonable expenses incurred while on

authorized City business. Expenses shall be reimbursed in accordance with City Handbook Policy 6.12.

ARTICLE XXXIII
Medical Physicals/Screenings

In addition to other medical screenings required by state or federal law, every three (3) years, employees shall complete a medical physical to include the following, at CITY expense:

ECG-12 Lead
Blood/Urine work
Pulmonary Function test
Vision
Medical History
Physical Exam
Chest X-ray
Cardiac Stress Test
BMI Measurement

The CITY will pay for the cost of an optional cancer screening once every three (3) years. This screening will be optional at the employee's election.

City will receive from the physician, certification that the employee is medically qualified to do the essential functions of the job, information will be maintained as confidential in employee medical files. Employee agrees to provide authorization for release of medical results when needed to comply with legal obligations of the City, including workers compensation claims, OSHA, and litigation.

The City may also require physical capacity profile (PCP) examinations for new hires and as part of a workers' compensation claim.

ARTICLE XXXIV
Union Leave and Union Meetings

Upon 48-hours notice, the City will excuse employees in the bargaining unit to attend union meetings, up to four (4) times per year and two (2) hours at a time. Available space at the fire department may be used for such meetings. Employees on shift during union meetings shall continue to respond to emergencies of the Department. Off duty employees shall attend such meetings on their own time.

ARTICLE XXXV
Labor Management Committee

Representatives of the Union and the Employer shall meet as needed, but not more frequently than quarterly, at a mutually agreed upon time to discuss matters of mutual interest, resolve potential conflicts and propose changes that could improve services, efficiency or morale. Neither this

agreement nor prevailing rights of the parties shall be modified without the written agreement of the parties. Agenda items should be exchanged in advance when applicable to allow for more productive meetings. If agreed upon by both parties, meetings can occur more often than quarterly.

ARTICLE XXXVI
External Candidate/Lateral Hires

In the event an external candidate is hired into a Captain position, said candidate's starting step position shall not be higher than the beginning of step 3 and the candidate shall move steps pursuant to this agreement. The Fire Chief shall have full discretion to place the external candidate at any step the Fire Chief deems appropriate, as long as the candidate is not placed higher than the beginning of step 3.

ARTICLE XXXVII
Work Rules

The Fire Chief may from time to time adopt and publish changes in existing department work rules. Such new or changed rules shall be published in advance of the effective date. Upon the written request of the UNION, the Chief will discuss such changes with appropriate UNION representatives.

ARTICLE XXXVIII
Severability/Savings

If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful or unenforceable, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement. Should any Article, Section or portion thereof in this Agreement be held unlawful and unenforceable by any court of competent jurisdiction such decision of the court shall apply only to the specific Article, Section or portion thereof directly specified in the court decision. Upon the issuance of such a court decision, the parties agree to immediately open negotiations to seek substitution language for the invalid Article, Section or portion thereof. All other provisions of this Agreement, not specifically declared unlawful or unenforceable in any court decision, shall remain in full force and effect for the duration of this Agreement.

ARTICLE XXXIX
Complete Agreement and Waiver of Bargaining

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the opportunity to make proposals with respect to any subject or matter not removed by law from the area of bargaining and that the understandings and agreements reached are set forth in this Agreement. Therefore, the City and the Union, for the life of this Agreement, each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge of contemplation of either or both of the parties at the time they negotiated or signed this Agreement. This article is subject to ARTICLE XXXVIII entitled "Severability/Savings Clause."

ARTICLE XXXX
No Strike/Lockout

Neither Union, its officers or agents, nor any of the employees covered by this Agreement will engage in, encourage, sanction, support or suggest any strike, slow down, mass resignation, mass absenteeism or the abstinence in whole or in part of the full, faithful and proper performance of the duties of employment for the purposes of inducing, influencing or coercing a change in the conditions or compensation or the rights, privileges or obligations of employment. Any employee who violates any provision(s) of this article may be immediately discharged or otherwise disciplined. In addition, Employer will not engage in any “lock-out” activity of the employees in this unit.

ARTICLE XXXXI
Finality and Effect

This agreement constitutes the entire agreement between the parties and concludes collective bargaining for its term. The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject not removed by applicable law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

ARTICLE XXXXII
Duration

This agreement shall be effective from July 1, 2026 through June 30, 2027.

Silver Bugles

By: _____

Austin Van Wyk, President

City of Indianola, Iowa

Jacob Meshke, City Manager
City of Indianola, Iowa

Seniority List


	<u>Seniority Date</u>	<u>Full-time date</u>
Austin Van Wyk	7-3-2023	7-3-2023
Gerrit Foreman	7-3-2023	7-3-2023
Aaron Payette	8-7-2017	7-8-2019
Eric Wallace	8-18-2008	8-19-2018
Ted Neller	1-6-2001	7-8-2019
Thad White	4-1-1991	1-7-2023

APPENDIX A WAGES

Name in Seniority Ord	Department	Hire Date	Leave Date	Primary Position	Hours	Prim Def Rate	Category	Default Rate	Current Annual Salary	Salary Schedule-Grade	Salary Schedule-Step	Current Step COLA 2.8% 7.1.2026	Step 1 Frozen Step	Frozen Step Wage Ask 7.1.26	Step 2 Anniversan	Anniversary COLA 2.8%	Notes
Van Wyk, Austin	FIRE AMB	07/03/2023	07/03/2023	FIRE CAPTAIN-SHIFT	24/48 (2756)	Hourly	Full Time	\$ 34.84	\$ 96,021.89	8-annual	A	\$ 98,710.50	B	\$ 102,066.67	C	\$ 105,536.93	Step B and C in July
Foreman, Gerrit	FIRE AMB	07/03/2023	07/03/2023	FIRE CAPTAIN-SHIFT	24/48 (2756)	Hourly	Full Time	\$ 34.84	\$ 96,021.89	8-annual	A	\$ 98,710.50	B	\$ 102,066.67	C	\$ 105,536.93	Step B and C in July
Payette, Aaron	FIRE AMB	08/07/2017	07/08/2019	FIRE CAPTAIN-ADMIN	40 (2080)	Hourly	Full Time	\$ 47.73	\$ 99,286.64	8-annual	B	\$ 102,066.67	C	\$ 105,536.93	D	\$ 109,125.18	Step C and D in July
Wallace, Eric	FIRE AMB	08/18/2008	8/19/2018	FIRE CAPTAIN-SHIFT	24/48 (2756)	Hourly	Full Time	\$ 38.52	\$ 106,152.90	8-annual	D	\$ 109,125.18	E	\$ 112,835.44	F	\$ 116,671.84	Step E in July, Step F in August
Neller, Theodore	FIRE AMB	01/06/2001	07/08/2019	FIRE CAPTAIN-ADMIN	40 (2080)	Hourly	Full Time	\$ 47.73	\$ 99,286.64	8-annual	B	\$ 102,066.67	C	\$ 105,536.93	D	\$ 109,125.18	Step C and D in July
White, Thad	FIRE AMB	04/01/1991	01/07/2023	FIRE CAPTAIN-ADMIN	40 (2080)	Hourly	Full Time	\$ 51.04	\$ 106,152.90	8-annual	D	\$ 109,125.18	E	\$ 112,835.44	F	\$ 116,671.84	Step E in July, Step F in January

APPENDIX B

INSURANCE

		City of Indianola Medical Plan Design Effective July 1, 2026				Exhibit A	
		<i>Current</i>		<i>Option 1 - Required</i>		Council/BOT Directed- SOLD	
		\$3,300 QHDHP		\$3,400 QHDHP		\$3,400 QHDHP	
BENEFIT OVERVIEW		In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
<u>Deductible</u>		Embedded		Embedded		Embedded	
Single	\$3,300	\$3,350	\$3,400	\$3,400	\$3,400	\$3,400	\$3,400
Family	\$6,200	\$6,500	\$6,200	\$6,500	\$6,400	\$6,500	\$6,500
Coinsurance	100% / 0%	80% / 20%	100% / 0%	80% / 20%	100% / 0%	80% / 20%	80% / 20%
- Rebate Credit							
<u>Out of Pocket Maximum</u>							
Single	\$3,300	\$3,650	\$3,400	\$3,650	\$3,400	\$3,650	\$3,650
Family	\$6,200	\$7,900	\$6,200	\$7,900	\$6,400	\$7,900	\$7,900
<u>Lifetime Maximum</u>		Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
BENEFIT HIGHLIGHTS							
<u>Office Visits</u>							
Physician	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible, 20%
Specialist	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible, 20%
Preventive Services	Paid In Full	Deductible, 20%	Paid In Full	Deductible, 20%	Paid In Full	Deductible, 20%	Deductible, 20%
Telehealth	Deductible	Deductible, 20%	Deductible	Deductible, 20%	\$25 Copay	Deductible, 20%	Deductible, 20%
<u>Hospital Services</u>							
Inpatient/Outpatient	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible, 20%
Urgent Care	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible, 20%
Emergency Room	Deductible	Deductible	Deductible	Deductible	Deductible	Deductible	Deductible
<u>Mental Health / Substance Abuse</u>							
Inpatient/Outpatient	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible, 20%
<u>Prescription Drugs</u>		Blue Rx Value Plus		Blue Rx Value Plus		Blue Rx Value Plus	
Retail	Deductible		Deductible		Deductible		Deductible
Mail Order	Deductible		Deductible		Deductible		Deductible
Note: Travel Benefit contract language was also updated to change the limit to 150 miles and would add a \$200 per diem up to an annual limit of \$10,000							



MEMORANDUM

To: Mayor and City Council

From: Courtney Silliman, Human Resources and Risk Management Director

Date: June 25, 2026

Subject: Resolution approving the collective bargaining agreement between the City of Indianola and the International Association of Fire Fighters Local Union 5602.

Introduction:

Staff recommends approval of the collective bargaining agreement between the City of Indianola and the International Association of Fire Fighters Local Union 5602.

Background:

The International Association of Fire Fighters Local Union 5602 bargaining unit represents full-time Firefighters, Paramedics, and EMT’s. This is a new public safety collective bargaining group that was recently formed between the City of Indianola and the International Association of Fire Fighters Local Union 5602.

- Discussion:**
1. Article 10 – Compensatory Time – A maximum of 96 hours will be allowed to accumulate.
 2. Article 11 – Vacation – Employees can rollover up to 192 hours of unused vacation to the new leave year; any excess will be forfeited. The last pay period to use vacation time before it is forfeited is the pay period including December 31st of that leave year. During that same pay period, all leave more than 192 hours is forfeited.
 3. Article 16 – Funeral Leave – Employees are entitled to three (3) duty shifts off with no loss of regular pay, in the event of death for an immediate family member. The employee shall be allowed one (1) duty shift off with no loss of regular pay for extended family members.
 4. Article 21 – Insurance – For the high deductible health plan, the City contribution will be a standard annual contribution of \$1,200. For contract year July 1, 2026 through June 30, 2027, the City will contribute a one-time extra contribution of \$1,400 (for a total of \$2,600) to the Health Savings Account.HSA payments of \$100 per pay period to be paid over twenty-six (26) pay periods per fiscal year. Also, the City will continue its dollar-for-dollar match program.
 5. Article 28 – Pay Scale – Wages shall be established as indicated in the Pay Scale attached as Appendix "A".
 6. Article 29 – Clothing Allowance – Duty Boots will be replaced by the city as needed, but not more frequently than yearly unless damaged during the performance of duty to the point they are not

usable. The city will pay up to two hundred dollars (\$200) towards the boots with the employee responsible for any cost more than the two hundred dollars provided by the City.

7. Article 31 – Duration of Agreement – a one–year contract from July 1, 2026, through June 30, 2027.

Budget Impact:

Agreed upon COLA wage increase of 2.8% was included in FY27 budget. The frozen FY26 anniversary step increase was not in the FY27 budget and is expected to cost approximately \$29,000.00.

Recommendation:

Staff recommends approval.

- Attachments:**
1. Res 2026 Approving collective bargaining agreement
 2. 26-27 CBA Local 5602_Line Staff

City of Indianola
RESOLUTION NO. 2026-

**RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE CITY OF INDIANOLA AND THE
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL UNION 5602**

WHEREAS, the City Council of the City of Indianola has considered the collective bargaining agreement between the City of Indianola and the International Association of Fire Fighters Local Union 5602; and

WHEREAS, said attached agreement is in compliance with the provisions authorized by the City Council of the City of Indianola; and

WHEREAS, the membership of the International Association of Fire Fighters Local Union 5602 have concurred with the agreement; and

WHEREAS, the agreement has been approved by said memberships.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Indianola, Iowa, that this agreement is hereby approved.

BE IT FURTHER RESOLVED that the Mayor or City Manager are hereby authorized and directed to execute the agreement.

PASSED this 25th day of June 2026.

Steve Richardson, Mayor

ATTEST:

Jackie Raffety, City Clerk

Collective Bargaining Agreement

BETWEEN THE
CITY OF INDIANOLA, IOWA
AND THE
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
LOCAL UNION 5602

Effective July 1, 2026 to June 30, 2027

Table of Contents

Preamble	3
Recognition	3
Management Rights	3
Union Representation	3
Hours of Work	4
Overtime	4
Court Time	5
Attendance at Meetings	5
Grievance Procedure	5
Personal Time	7
Funeral Leave	9
Military Leave	9
Jury Duty Leave	10
Unpaid Leave of Absence	10
Seniority	11
Reduction in Force	12
Holidays	12
Insurance	13
Wellness premium rate.	14
Work Rules	14
Training	14
Health and Safety Matters	14
Non-Discrimination	14
No Strike - No Lockout	15
Attendance	15
Wages	15
Clothing Allowance	15
Education Allowance	16
Duration of Agreement	16
Savings	16
APPENDIX A	17
APPENDIX B	18

ARTICLE I

Preamble

This Agreement is entered into by the City of Indianola, Iowa, hereinafter referred to as the “Employer or City”, and International Association of Fire Fighters, Local Union 5602, hereinafter referred to as the “Organization”.

ARTICLE II

Recognition

The Employer hereby recognizes the Union as the exclusive bargaining representative for:

INCLUDED: All Firefighters, Paramedics, and EMT’s.

EXCLUDED: Officers, Captains, Chief, and part-time employees, and all other prohibited by the Iowa Public Employees Act.

ARTICLE III

Management Rights

The Employer shall have, in addition to all powers, duties, and rights established by law, the exclusive power, duty, and right, including but not limited to: plan, direct, and control the work of its employee; discipline, suspend, or discharge employees; to develop and enforce rules for employee discipline; to schedule working hours and require overtime work; determine employee qualifications; schedule vacations; make inspections, relieve employees from duties because of lack of work or for other legitimate reasons; to determine what work or services shall be purchased or performed by the unit employees; to change or eliminate existing methods, means, assignments, and personnel by which operations are to be conducted; to establish production standards; to establish, change, and enforce work schedules; to abolish, create, or change jobs and their duties; to determine the number and times of shifts; and to manage the operation in the traditional manner, is vested exclusively with the Employer. It is agreed that the enumeration above shall not be deemed to exclude other areas not specifically enumerated, provided that the exercise of such areas shall not be in conflict with any provision of this Agreement.

The list of management rights set forth above is not exclusive and it is understood that except as specifically and expressly modified or limited by this Agreement, all of the rights, powers, authority and prerogatives that the Employer had prior to this Agreement are retained by and reserved to the Employer and shall remain within its exclusive control. The rights set out above and included within this section are not grievable.

ARTICLE IV

Union Representation

The Organization may appoint a bargaining committee to represent the bargaining unit in all negotiations and/or discussions with appropriate employer representatives. The names of such

committee members shall be transmitted in writing to the Fire Chief. Committee members may not act in that capacity until this notification has been completed. Accordingly, all changes in designated representatives must be reported promptly. Committee members may receive, investigate, and process complaints or grievances of employees. Normally, organizational business will not be conducted on city time.

Such time spent investigating and processing grievances shall be reasonable and commensurate with the circumstances concerning the matter at issue. Normally, such time will not exceed one-half (1/2) hour at any step of the grievance procedure and will require the attention of only one (1) committee member. Whenever a committee person enters a work area for the purpose of investigating a complaint or grievance, the supervisor of that area must be so notified and informed of the nature of the problem. Any such investigations shall be accomplished in such a manner as to avoid interference with the Department operations and the performance of any employee's job duties. The Organization agrees that there shall be no solicitation for membership, collection of union fees, fines or assessments, meetings or other union activities on City time.

The Organization will take all reasonable measures to ensure that such representatives are knowledgeable of their respective responsibilities. Employees shall be allowed to review any complaints filed against them prior to submitting to any investigative interview. Employees shall be entitled to Union representation during any investigation, debriefing, or interview resulting from a formal complaint that would likely result in any type of formal or informal disciplinary action. The City shall notify the employee(s) of the results of the complaint or investigation.

ARTICLE V **Hours of Work**

A normal shift for an employee shall consist of twenty-four (24) hours paid time starting at times established by the Fire Chief or their designee, followed by two consecutive days off or an equivalent forty-eight (48) hours off.

Specific work scheduled, including hours and days, will be issued by the Fire Chief or their designee at least two (2) weeks in advance. Such schedules shall normally be followed; however, the chief or their designee may make necessary changes to meet the needs of the department.

ARTICLE VI **Overtime**

In accordance with Section 7(k) of the Fair Labor Standards Act, the work period established by the employer shall consist of twenty-one (21) days, and for any regularly scheduled hours in excess of one hundred fifty-nine (159) hours, employees shall be paid at the overtime rate of one and one-half (1 1/2) times the employee's regular rate of pay for each such hour. Employees will be paid overtime for scheduled FLSA overtime worked in each 21-day work period in the paycheck associated with the end of that 21-day work period. Supervisors must give prior approval for all overtime worked.

ARTICLE VII
Court Time

When a Firefighter is required, during off-duty time, to appear in court as a witness in a criminal or civil case arising directly from the employee's work, such "court time" shall be considered "overtime". Such time shall be compensated at overtime rates on an hour-for-hour basis. However, the Firefighter shall be paid a minimum of two hours' overtime payment for such appearances and in instances when the appearance is canceled by the court with less than two (2) hours' notice.

ARTICLE VIII
Attendance at Meetings

Any employee whose presence is required at a meeting of the City Council or any board, commission, or committee of the city which occurs outside of regular working hours, shall be reimbursed a minimum of one-quarter hour of work, which time shall include travel time, for time spent at such meeting(s) at a rate equal to one and one-half of their regular hourly rate, unless the employee's presence is for the purpose of receiving a recognition award. In such instances, no additional compensation will be earned.

ARTICLE IX
Grievance Procedure

A "Grievance" is defined as a dispute concerning the application or interpretation of any clause of this agreement which is reduced to writing and signed by the employee(s) involved. The parties will agree to act in good faith to resolve any grievance presented by an employee. Grievances must be presented at Step 1 of the procedure within the ten (10) working days of the incident giving rise to the complaint, unless the supervisor is the basis of the complaint, in which case the employee shall proceed to Step 2.

Step 1: The employee shall submit the grievance to his/her immediate supervisor. Such supervisor shall respond within five (5) working days.

Step 2: If the matter has not been resolved, the employee shall then, within five (5) working days of the receipt of the Step 1 answer, present the matter to the Department Director who shall respond within five (5) working days.

Step 3: If the matter has not been resolved at Step 2, the employee shall then, within five (5) working days of the receipt of the Step 2 answer, present the matter to the Human Resources Director who shall respond within five (5) working days.

Step 4: If the matter has not been resolved at Step 3, the employee shall then, within five (5) working days of the receipt of the Step 3 answer, present the matter to the City Manager. The City Manager will respond and meet with the aggrieved employee within thirty (30) working days after receipt of the grievance and attempt to resolve the grievance. Following this meeting, the City Manager shall respond within ten (10) working days of the meeting.

Step 5: If not resolved, the grievance may be submitted to arbitration within ten (10) workdays of the decision at Step 4. Upon notification to the City Clerk the parties shall promptly meet to attempt to agree on the selection of an arbitrator. If they are unable to agree, they will jointly request that the Iowa Public Employment Relations Board submit a list of five (5) arbitrators and, by alternately striking names an arbitrator will be selected. Not later than sixty (60) days following the date on which the request for arbitration was submitted to the Board, the parties shall establish a date for the arbitration hearing.

The arbitrator shall be without power to add to, subtract from, or modify the terms of this agreement, nor to make any decision in conflict with the laws of the State of Iowa or the ordinances of the City of Indianola.

The arbitrator's fee and expenses shall be shared equally by the employer and union. However, each party shall be responsible for compensating their own representative and witnesses as well as paying for transcripts of the proceedings if desired.

The failure of the employee or union to present a grievance within the specified time limits shall render the matter settled and not subject to further appeal. Failure of the employer representative to respond within the specified time limits shall be deemed a denial and shall automatically render the matter subject to appeal at the next step of the procedure.

Any time limit contained in this article may be extended by the written mutual agreement of the parties.

ARTICLE X **Compensatory Time**

All employees whose total work and/or leave hours exceed one hundred fifty-nine (159) hours in a twenty-one (21) day period are eligible for overtime or compensatory time. Compensatory time is calculated at a rate of one and one-half (1.5) hours for each one (1) hour worked more than one hundred fifty-nine (159) hours in a twenty-one (21) day period. A maximum of 96 hours will be allowed to accumulate.

The Fire Chief or designee shall authorize compensatory time for an eligible employee. Should an employee accumulate more than 96 hours, the employee may be required by the Fire Chief or designee to schedule and take time off. Compensatory time shall count as time worked in meeting the one hundred fifty-nine (159) hours in a twenty-one (21) day period requirement for overtime pay.

Upon resignation, termination, or change to a non-leave earning position, compensatory time will be paid out as a lump sum payment.

ARTICLE XI **Vacation**

All employees are eligible for vacation leave. The vacation leave year begins with the first day of

the first complete bi-weekly pay period in a calendar year and extends through the last day of the last biweekly pay period that begins in that calendar year. Vacation leave shall be accrued as follows:

Length of Service	Biweekly Accrual
Less than 2 years	9.23 hours
2 years, less than 8 years	12.00 hours
8 years, less than 14 years	15.00 hours
14 years, less than 20 years	18.46 hours
20 years or more	23.07 hours

The Fire Chief or their designee is responsible for the proper planning and scheduling of vacation for all employees. Advanced planning permits adherence to work schedules and reduces the possibility of employees losing vacation time at the end of the year.

The Fire Chief or designee is authorized to approve vacation leave. It should be approved in advance, except in an emergency. All requests and approvals must be in writing or electronic form.

Vacation leave will be charged in quarter (1/4) hour increments. Employees must use vacation leave when taking time off if they have vacation time available to them. Vacation accruals will continue when an employee is on an approved leave of absence with pay. Employees on an unpaid leave of absence will not receive any vacation accrual.

Sick leave may be substituted for vacation leave if an employee becomes ill and hospitalized while on vacation leave. Substitution is permitted for the period of illness only; proof of hospitalization is required.

Employees can rollover up to 192 hours of unused vacation to the new leave year; any excess will be forfeited. The last pay period to use vacation time before it is forfeited is the pay period including December 31st of that leave year. During that same pay period, all leave more than 192 hours is forfeited.

Upon resignation, termination, or change to a non-leave earning position, the employee's vacation leave balance (accrued and not used) will be paid out to the employee by a lump sum payment provided in the case of a resignation, the employee has given the City a two (2) week notice.

ARTICLE XII
Personal Time

Employees receive personal time to use throughout the year. Personal time shall be accrued as follows.

Full Time Fire Fighters 48 hrs

New hires will receive a prorated amount of personal time, dependent on their start date.

Month Employment Starts	Eligible Amount
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January 1 - March 31	100%
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April 1 - June 30	75%
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July 1 - September 30	50%
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October 1 - December 31	25%
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Personal time will be charged in quarter (1/4) hour increments.

Personal time does not rollover from year to year; all unused time at the end of the benefit year will be forfeited. Upon resignation, termination, or change to a non-leave earning position, the employee's personal time balance will be paid out to the employee by a lump sum payment in the case of a resignation, the employee has given the City a two (2) week notice.

ARTICLE XIII **Sick Leave**

Available sick leave shall be requested by the employee and granted by the Fire Chief, or designee, in writing. Employees may request leave for their own personal illness, pregnancy, childbirth, or related medical conditions; personal injury; examinations and consultations with physicians and other health care providers licensed by the State of Iowa, including the City of Indianola's Employee Assistance Program.

Employees may also use sick leave to care for an immediate family member. Immediate family members include spouse, child, or parent.

Sick leave shall be accrued as follows: 5.6 hours per pay period

The sick leave plan year begins with the first day of the first complete biweekly pay period in a calendar year and extends through the last day of the last biweekly pay period that begins in that calendar year.

Sick leave will be charged in quarter (1/4) hour increments.

Employees must use sick leave when taking time off if they have sick time available to them. Employees may use sick time to supplement the difference in pay when on short-term disability or receiving workers' compensation pay.

Sick accruals will continue when an employee is on approved leave of absence with pay. Employees on unpaid leave of absence will not receive any sick accrual.

Employees can rollover up to 1,680 hours of unused sick leave to the new leave year. All sick leave more than 1,680 hours is forfeited.

Upon resignation, termination, or change to a non-leave earning position, the employee will forfeit any accrued but unused sick leave.

In cases where the employee's sick leave usage record indicates possible abuse, the City has the right to verify the reported illness of any employee and may require a doctor's note for absence due to illness if the employee misses three consecutive shifts on sick leave. The Fire Chief, in consultation with the Human Resources Director, is responsible for establishing such controls as are necessary to prevent abuse of sick leave privileges. Abuse of sick leave shall be a proper cause for disciplinary action, up to and including termination of employment.

ARTICLE XIV **Funeral Leave**

Employees are entitled to three (3) duty shifts off with no loss of regular pay in the event of death for an immediate family member. Immediate family member is defined as employee's spouse, child, parent, stepchild or stepparent.

In the case of the death of an employee's sibling, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents-in-law, grandchild, grandparent, step-grandparent or other corresponding in-laws, the employee shall be allowed one (1) duty shift off with no loss of regular pay.

At the discretion of the Fire Chief, or their designee, employees may be granted additional days off which may be charged to sick leave, vacation or comp time.

ARTICLE XV **Military Leave**

The City will comply with the Uniformed Services Employment and Reemployment Rights Act (USERRA) and Iowa Code Section 29A.28.

Employees who are members of a reserve force of the United States or of the state of Iowa shall be granted a leave of absence when ordered to attend a training program or perform other duties under the supervision of the United States or the state of Iowa. This leave of absence shall be with pay, only for regular full-time employees, during the period of such activity and shall not exceed thirty (30) shift days per year. Any period of military leave beyond 30 shift days shall be unpaid.

Any employee who enters active service in the Armed Forces of the United States while in the service of the City will be granted an unpaid leave of absence for the period of military service.

Military leave, whether paid or unpaid, will not count against staffing levels for the two personnel allowed off per shift.

ARTICLE XVI
Jury Duty Leave

Employees who are called for jury duty are entitled to take time off, as necessary, to fulfill jury obligations. Employees will receive regular pay for this time off. Employees will not face discipline or retaliation for jury service in accordance with the Code of Iowa 607A.45.

Employees must immediately inform and submit a copy of the summons to their immediate Supervisor. If chosen to sit on a jury, the employee must inform his or her supervisor how long the trial is expected to last. Employees must also check in with their supervisor periodically during their jury service, so the City knows when to expect the employee to return to work.

On any day when jury service ends before the end of the employee's usual workday, the employee must check in with his or her supervisor to find out whether the employee needs to return to work for that day.

This policy does not apply to legal actions to which the employee is named as a party (either plaintiff/petitioner or defendant/respondent or must appear as a witness) unless the employee was named as a party or must be a witness in his/her official capacity as an employee of the City. Employees with personal court matters shall not be entitled to court leave with pay, but may use accrued leave time to offset lost work time.

While on paid jury leave, the City will continue the employee's regular salary, but the employee must turn in any compensation received for such duty, except for mileage, parking, food, or lodging.

ARTICLE XVII
Unpaid Leave of Absence

If an employee has exhausted all applicable sick leave, vacation, personal, compensatory time, and FMLA leave, if eligible, an employee may request an unpaid leave of absence for up to thirty (30) days. An employee requesting unpaid leave should fill out the unpaid leave form, stating the reason for the leave and including dates of expected absence. Approval of unpaid leave is at the discretion of the Fire Chief and Human Resources.

Employees who are not eligible for leave under the city's sick leave or Family and Medical Leave Act policies may apply for unpaid leave under this section for purposes of pregnancy or a related condition as provided in Iowa Code Section 216.6(2)(e). Medical certification stating that the employee cannot perform the duties of employment may be required by the City.

During an unpaid leave granted under this section, employees do not receive compensation, do not accrue length of service, vacation or sick leave, and are not eligible for paid holidays. The City does not make contributions to retirement programs for the duration of the leave.

Employees may continue in the group health program during unpaid leave under this section by paying the full cost of the premium by the first of the month for the following month's coverage. Failure to pay the premium on time will result in termination of coverage.

If an employee plans to return to work following an unpaid leave taken under this section, the employee must notify the Fire Chief before the end of the leave. The City will attempt to restore the employee to the position the employee held at the start of the leave, or in a comparable position, if possible. If no such position is available, the employee's employment will be terminated.

ARTICLE XVIII

Seniority

Seniority means an employee's length of continuous service with the Employer since their full time date of hire. Seniority shall be administered on a job classification basis.

All new employees shall serve a probationary period not to exceed twelve (12) months after their hire date.

Upon completion of the probationary period, they will be added to the seniority list, and their seniority will be determined by their date of employment. They may be terminated for any reason during the probationary period without recourse to the grievance procedure.

An employee shall not lose their seniority if they are in one of the following statuses:

- (a) An employee is on extended military leave, regardless of pay status or duration of orders.
- (b) An employee is on FMLA for an amount of time agreed upon by the employee and the city at the start of their leave.

An employee shall lose their seniority, and the employment relationship shall be broken and terminated as follows:

- (a) Employee quits.
- (b) Employee is discharged unless reinstated through the grievance process.
- (c) Engaging in other work while on leave of absence or giving false reasoning for obtaining leave of absence.
- (d) Falsification of employment application.
- (e) An employee absent from work one (1) day without justifiable cause or notice to the employer.
- (f) Failure to report for work at the end of leave of absence.
- (g) Failure to report to work within ten (10) days after being notified to return to work following layoff, when notice of recall is sent to the employee's last known address according to employer records.

Extension of this time may be granted at the discretion of the Employer.

- (h) Employee retires.

- (i) In the event an employee is promoted or transferred out of the bargaining unit and such employee returns to the bargaining unit, the seniority date shall be the original date of hire less time served in the non-bargaining unit position; however, there shall be no loss of seniority for an employee who returns to the bargaining unit during the twelve (12) month probationary period after a promotion or transfer.

ARTICLE XIX
Reduction in Force

Whenever it becomes necessary for an employee in the fire department to be laid off because of lack of work, lack of funds, or reorganization, the employee in the fire department with the least amount of continuous unbroken service as a full-time employee of the fire department shall be laid off first, and if subsequent lay-offs are made, this order shall be followed.

If the workforce in the fire department is later increased or an existing position is to be filled, the position shall be first offered to a laid-off employee in the same classification in reverse order. The employee shall be notified, in writing, by ordinary mail, of the opening. If the laid-off employee desires the position, he or she shall notify the Employer, in writing, within ten (10) days. It shall be the obligation of a laid-off employee to notify the City of his or her current address and to maintain the qualifications necessary for the position.

The right of recall shall be effective for two (2) years. The union shall review and agree to the date each member of the bargaining unit was initially employed and the amount of continuous service. The same procedures shall be followed for other employees within the bargaining unit. Probationary employees have no recall rights.

ARTICLE XX
Holidays

The following shall be recognized and observed as paid holidays:

New Year's Day - January 1
President's Day - Third Monday in February
Memorial Day - Last Monday in May
Independence Day - July 4
Labor Day - First Monday in September
Veteran's Day - November 11
Thanksgiving Day - Fourth Thursday in November
Day After Thanksgiving
Christmas Eve Day - December 24
Christmas Day - December 25

Holidays shall count as hours worked in meeting the one hundred fifty-nine (159) hours in a twenty-one (21) day period hour requirement for overtime pay.

Employees do not receive holiday pay unless they work the holiday. If the employee is scheduled

to work and actually works the holiday, the employee receives double pay for the hours worked in addition to holiday pay.

ARTICLE XXI

Insurance

The City will provide group medical insurance, dental and vision insurance for all employees. Employees contribute to a portion of these premiums; which are determined on an annual basis. (See Appendix B—Medical Plan Design—Option 2)

For the plan year beginning July 1, 2026, and continuing through June 30, 2027, employee premium contributions are as follows:

Employee only—\$42.13/paycheck
Employee + spouse—\$78.27/paycheck
Employee + children—\$69.93/paycheck
Employee + family—\$114.71/paycheck

For the high deductible health plan, the City contribution will be a standard annual contribution of \$1,200. For contract year July 1, 2026 through June 30, 2027, the City will contribute a one-time extra contribution of \$1,400 (for a total of \$2,600) to the Health Savings Account.

Dental—For the plan year beginning July 1, 2026, and continuing through June 30, 2027, employee premium contributions are as follows:

Employee only—\$3.50/paycheck
All other tiers—\$10.00/paycheck

Vision—For the plan year beginning July 1, 2026, and continuing through June 30, 2027, employee premium contributions are as follows:

Employee only—\$1.00/paycheck
All other tiers—\$2.50/paycheck

Life Insurance—Union employees are insured with term life insurance for \$15,000. The City pays 100% of the premium. Spouse and children may also be covered, at the employee's expense, for a percentage of the employee's coverage.

Short-term and Long-term Disability—The City pays 100% of the premiums for short and long-term disability. After seven (7) consecutive days and upon approval of the insurance company, short-term disability begins which pays 70% of weekly income up to a maximum of \$1,000 per week. Upon approval of the claim by the insurance company, long-term disability begins after short-term disability ends (6 months). No sick leave can be used with long-term disability. Long-term disability pays 60% of monthly income up to a maximum of \$6,000 per month.

Wellness—To assist employees in taking care of their health, the City has a wellness program tied to its health plan. Each calendar year, employees and spouses who are enrolled in the City’s health insurance plan must have a physical/biometric screening completed, one (1) dental exam, and one (1) vision exam. Employees and spouses who complete these three (3) requirements will receive a preferred health insurance premium rate.

ARTICLE XXII
Work Rules

The Employer may from time to time adopt new, and/or publish changes in existing, department work rules and regulations. All employees shall comply with all such work rules and regulations. The Organization will be provided a complete and current copy of all written rules affecting employees covered by this Agreement. Except in emergency situations, such new rules will be published and posted at least five (5) calendar days prior to becoming effective.

ARTICLE XXIII
Training

The Employer shall make available to firefighters appropriate training opportunities on an annual basis, which shall satisfy the minimum training requirements to maintain proper EMS and fire certifications. Such training will be conducted at the Employer’s expense and during hours for which Firefighters are appropriately compensated.

ARTICLE XXIV
Health and Safety Matters

Employees shall observe and follow all regulations established by the Employer for the protection of life, health, and for the protection of City property. Employees shall follow established procedures for reporting occupational injuries and/or illness. Failure of the employee to comply with those provisions will result in nonpayment of related medical services from the Employer.

ARTICLE XXV
Non-Discrimination

The Employer and Union agree to comply with any applicable non-discrimination in employment laws. There shall be no discrimination by the Employer or Union toward any employee as to hiring or termination, wages, training, promotion, transfer, layoff, discipline, membership in, or non-membership in, the Union or otherwise because of race, creed, color, national origin, sex, age, religion, physical disability or any other class protected by state or federal law; nor will there be any effort or attempt to cause such discrimination. The parties will not discriminate against an employee because of an employee’s support, or non-support, or participation, or non-participation, in Union affairs and/or activities.

ARTICLE XXVI

No Strike - No Lockout

Neither Union, its officers or agents, nor any of the employees covered by this Agreement will engage in, encourage, sanction, support or suggest any strike, slow down, mass resignation, mass absenteeism or the abstinence in whole or in part of the full, faithful and proper performance of the duties of employment for the purposes of inducing, influencing or coercing a change in the conditions or compensation or the rights, privileges or obligations of employment. Any employee who violates any provision(s) of this article may be immediately discharged or otherwise disciplined. In addition, Employer will not engage in any “lock-out” activity of the employees in this unit.

ARTICLE XXVII

Attendance

If an employee is aware that they will be late to shift or unable to report to work for any reason, they are responsible for notifying their immediate supervisor, the on-duty supervisor, or the Fire Chief of their absence and the reason for their absence before their scheduled start time. The duty cell phone is the primary method of notification via phone call or text message.

If the employee fails to notify a superior of their absence prior to their report time they will be considered AWOL.

ARTICLE XXVIII

Wages

The salary table shown in Appendix A sets forth the wage increases during this Agreement.

ARTICLE XXIX

Clothing Allowance

The City shall initially provide upon employment all items of uniforms and equipment. Duty uniforms will be replaced as needed, at the discretion of the Fire Chief or their designee. Such items will include but not be limited to:

- (3) Duty t-shirts
- (2) polos
- (3) tactical pants
- (1) job shirt
- (1) duty footwear
- (1) baseball cap
- (1) stocking cap
- (1) winter coat

All uniforms and equipment are the property of the City and are to be turned back in to the City upon separation of employment. The City will replace uniforms and equipment at the discretion of the Fire Chief or their designee.

Duty boots will be replaced by the City as needed, but not more frequently than yearly unless damaged during the performance of duty to the point they are not usable. The City will pay up to two hundred dollars (\$200) towards the boots with the employee responsible for any cost more than the two hundred dollars provided by the City.

ARTICLE XXX
Education Allowance

Union employees are entitled to tuition reimbursement in accordance with City Handbook Policy 6.10 in the amount of \$1,200 per year and \$4,800 lifetime maximum.

ARTICLE XXXI
Duration of Agreement

This Agreement shall be in full force and effect from July 1, 2026, through June 30, 2027.

ARTICLE XXXII
Savings

If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement. In the event any Article is found unenforceable or contrary to applicable law, the parties shall meet to negotiate a replacement Article.

International Association of Fire Fighters,
Local Union 5602

By: _____

City of Indianola, Iowa


City Manager,
City of Indianola, Iowa

APPENDIX A WAGES

Name	Hire Date	Leave Date	Current Annual Salary	Salary Schedule-Gr	Salary Schedule-Step	Current Step COLA 2.8%	Step 1 Frozen Step	Frozen Step Wage Ask 7.1.26	Step 2 Anniversary	Anniversary Step COLA 2.8%	Notes
Bishop, Tanner	08/07/2017	08/28/2022	\$76,578.57	5 annual	D	\$78,722.77	E	\$81,399.35	F	\$84,166.92	Step E in July, Step F in August
Johnston, Nichola	07/03/2023	07/03/2023	\$71,625.26	5 annual	B	\$73,630.77	C	\$76,134.21	D	\$78,722.77	Step C and D in July
Sauter, James	06/16/2025	06/16/2025	\$69,270.08	5 annual	A	\$71,209.64	B	\$73,630.77	C	\$76,134.21	Step B in July, Step C in June
Belvo, Nathaniel	07/03/2023	07/03/2023	\$71,625.26	5 annual	B	\$73,630.77	C	\$76,134.21	D	\$78,722.77	Step C and D in July
Allen, Christopher	07/03/2023	07/03/2023	\$71,625.26	5 annual	B	\$73,630.77	C	\$76,134.21	D	\$78,722.77	Step C and D in July
Colby, Joe	08/02/2021	8/28/2022	\$76,578.57	5 annual	D	\$78,722.77	E	\$81,399.35	F	\$84,166.92	Step E in July, Step F in August
Butcher, Mark	07/19/2021	07/19/2021	\$81,874.44	5 annual	F	\$84,166.92	G	\$87,028.60	H	\$89,987.57	Step G and H in July
Graham, Benjamin	05/06/2025	05/06/2025	\$65,971.50	5 annual	A0	\$67,818.70	-	-	A	\$71,209.64	Step A Paramedic Certification
Rice, Micah	08/11/2024	08/11/2024	\$69,270.08	5 annual	A	\$71,209.64	B	\$73,630.77	C	\$76,134.21	Step B in July, Step C in August
Helgens, Justin	08/11/2024	08/11/2024	\$69,270.08	5 annual	A	\$71,209.64	B	\$73,630.77	C	\$76,134.21	Step B in July, Step C in August
Van Zante, Tracy	01/28/2020	3/14/2023	\$76,578.57	5 annual	D	\$78,722.77	E	\$81,399.35	F	\$84,166.92	Step E in July, Step F in March
Frost, Nicole	05/08/2025	05/08/2025	\$69,270.08	5 annual	A	\$71,209.64	B	\$73,630.77	C	\$76,134.21	Step B in July, Step C in May

APPENDIX B

Insurance

		City of Indianola Medical Plan Design Effective July 1, 2026				Exhibit A	
		<i>Current</i>		<i>Option 1 - Required</i>		Council/BOT Directed- SOLD	
		\$3,300 QHDHP		\$3,400 QHDHP		\$3,400 QHDHP	
BENEFIT OVERVIEW	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	
<u>Deductible</u>	Embedded		Embedded		Embedded		
Single	\$3,300	\$3,350	\$3,400	\$3,400	\$3,400	\$3,400	
Family	\$6,200	\$6,500	\$6,200	\$6,500	\$6,400	\$6,500	
Coinsurance	100% / 0%	80% / 20%	100% / 0%	80% / 20%	100% / 0%	80% / 20%	
- Rebate Credit							
<u>Out of Pocket Maximum</u>							
Single	\$3,300	\$3,650	\$3,400	\$3,650	\$3,400	\$3,650	
Family	\$6,200	\$7,900	\$6,200	\$7,900	\$6,400	\$7,900	
<u>Lifetime Maximum</u>	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	
BENEFIT HIGHLIGHTS							
<u>Office Visits</u>							
Physician	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible	Deductible, 20%	
Specialist	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible	Deductible, 20%	
Preventive Services	Paid In Full	Deductible, 20%	Paid In Full	Deductible, 20%	Paid In Full	Deductible, 20%	
Telehealth	Deductible	Deductible, 20%	Deductible	Deductible, 20%	\$25 Copay	Deductible, 20%	
<u>Hospital Services</u>							
Inpatient/Outpatient	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible	Deductible, 20%	
Urgent Care	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible	Deductible, 20%	
Emergency Room	Deductible	Deductible	Deductible	Deductible	Deductible	Deductible	
<u>Mental Health / Substance Abuse</u>							
Inpatient/Outpatient	Deductible	Deductible, 20%	Deductible	Deductible, 20%	Deductible	Deductible, 20%	
<u>Prescription Drugs</u>							
	Blue Rx Value Plus		Blue Rx Value Plus		Blue Rx Value Plus		
Retail	Deductible		Deductible		Deductible		
Mail Order	Deductible		Deductible		Deductible		
Note: Travel Benefit contract language was also updated to change the limit to 150 miles and would add a \$200 per diem up to an annual limit of \$10,000							