

# **FULL-TIME POLICE OFFICER:**

Starting Hourly Wage: \$20.00 - \$25.00 (*wages based on experience*)

**Chauffeurs, Teamsters and Helpers Local Union No. 238,  
affiliated with the International Brotherhood of Teamsters  
Contract Expiration Date: June 30, 2024**

Hours: Shift varies: days/nights/weekends: Monday through Sunday, position will require work in excess of normal hours plus holidays and weekends or as needed – flex scheduling is also available.

Pre-employment Physical: A physical examination for the purpose of determining the fitness to perform the work for which hired shall be required for all new full-time employees. This pre-employment physical shall be by a doctor designated and paid for by the City.

Pre-employment Drug Test: All applicants for positions with the City will be required to take a drug test prior to being hired by the City and will be subject to random drug and alcohol testing after hire. Any offer of employment will clearly state that the offer is contingent on successfully completing the pre-employment drug test.

Probationary Period: six months unless waived by the City Council

Residency Requirements: All Police Officers must live within on-half (1/2) hour response time from City Hall and comply with the residency requirements, rules and regulations of the Iowa Law Enforcement Academy and must be at least twenty-one (21) years of age, but not more than fifty-nine (59) years of age at the time of employment.

Advancement: This position has the ability to advance into Corporal or Sergeant positions.

Training: The City of Blue Grass offers a wide variety of training opportunities for its Officers.

Uniform Allowance: Each regular full-time Officer shall receive a uniform allotment of \$700.00 per fiscal year. An account will be set up at a City

approved uniform store, and be billed to the City. A record will be kept of each Officer. Uniforms damaged or destroyed while in performance of duties will be repaired and/or replaced by the City.

Vacations: All regular full-time employees shall be entitled to one-week vacation after one year of employment from the first day of work. After two years continued employment shall be granted two weeks' vacation; after five years continued employment shall be granted three weeks' vacation and after ten years continued employment shall be granted five weeks' vacation.

Personal Days: All full-time employees shall be awarded four personal days on July 1<sup>st</sup> of each year – new employees starting prior to July 1<sup>st</sup>, who have not yet met their six month probation, will not receive personal days until the following year.

Group Health Insurance: Central States, Southeast and Southwest Areas Health and Welfare Fund – new full-time employees shall establish initial eligibility after eight (8) consecutive weeks of employment – or unless waived by the City Council at the time of employment. Employees are required to pay a portion of this insurance that is established each contract renewal. Currently the deduction is \$40.00 per payroll period, which employees are paid semi-monthly.

Sick Leave: All full-time employees shall accrue sick leave at the rate of one day for each full month worked, starting after his/her probationary period is complete. Unused sick days shall be carried over from one fiscal year to the next up to one thousand hours. Accrued sick leave will not be compensated when the employee terminates their employment with the City.

Holidays: the City currently observes 12 holidays. Each full-time who has completed their probation, shall receive eight hours pay for these holidays.

On termination of employment, all items purchased by the City and keys are to be returned to the Chief of Police when the employee receives his or her final paycheck at City Hall.