
CITY OF WATERLOO,)	
Public Employer,)	
)	
and)	CASE NO 2145
)	
WATERLOO POLICEMANS PROTECTIVE)	
ASSOCIATION,)	
Certified Employee Organization)	

AMENDMENT OF CERTIFICATION

Upon a petition for amendment of certification duly filed under §§ 13 & 14 of the Public Employment Relations Act and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board stipulation of amendment of certification.*

Said stipulation having been tentatively approved by the Board and the Board having no objections,

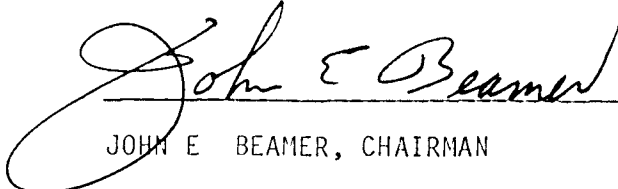
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 397 and the certification of Waterloo Policemans Protective Association in that case be and hereby is amended to read as follows

INCLUDED All members of the Waterloo Police Department, including, only, officers of the rank of Sergeant and below

EXCLUDED Chief, Assistant Chief, Captains, Lieutenants, all civilian employees of the Department, all other city employees, and all those excluded by Section 4 of the Act

DONE by the Public Employment Relations Board this 10th day of February, 1984



JOHN E. BEAMER, CHAIRMAN

* The stipulation was entered into subject to the conditions set out by the parties in an "Addendum to Master Contract," attached hereto as Exhibit A

ADDENDUM TO MASTER AGREEMENT

The Association and the City hereby agree that all reference to Captains and Lieutenants as members of the Bargaining Unit shall be deleted from the Master Agreement existing by and between them effective July 1, 1982. Any provision of the Master Agreement to the contrary, notwithstanding.

Further, the parties hereby agree that the salaries for those holding the positions of Captains or Lieutenants within the Waterloo Police Department during fiscal year 1982-83 and 1983-84, shall be as follows:

	<u>1983-83</u>	<u>1983-84</u>
1. Lieutenants	\$22,550	\$24,150
2. Captains	\$24,050	\$25,750

Further, during the term of the current Master Agreement ending on the 30th day of June, 1984, the Lieutenants and Captains included within the force of the Waterloo Police Department would be entitled to each and every benefit provided for therein for members of the Bargaining Unit.

Further, the parties agree that during the period of the current Master Agreement, the City shall bear the responsibility of developing a management package for the Captains and Lieutenants within the Police Department which, upon the expiration of the proposed Master Agreement in June, 1984, would become the governing policy with respect to further benefits and salaries of persons occupying the positions of Captains and Lieutenants within the Department.

IN WITNESS WHEREOF, we have hereunto set our hands this 15th day of April, 1982.

WATERLOO POLICEMEN'S PROTECTIVE ASSOCIATION

By *Robert J. Hill*
Its.

CITY OF WATERLOO

By *W. P. Ruff*
Its

STATE OF IOWA
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF
CITY OF WATERLOO,
EMPLOYER

AND
WATERLOO POLICEMAN'S PROTECTIVE
ASSOCIATION,
PETITIONER

Case No. 397

ORDER OF CERTIFICATION

Now on this 28th day of August, 1975, the Board being advised that an election was conducted on August 4, 1975, pursuant to order of the Public Employment Relations Board and that Waterloo Policeman's Protective Association an employee organization, received an affirmative vote of a majority of employees in the bargaining unit, and the Board having further found that the aforesaid employee organization has fully complied with all regulations of the Public Employment Relations Act and the rules and regulations thereunder,

IT IS HEREBY ORDERED BY THE BOARD that Waterloo Policeman's Protective Association should be and hereby is designated and certified by this Board to be the exclusive bargaining representative for the employees of City of Waterloo a public employer, in the following bargaining unit

INCLUDED All members of the Waterloo Police Department, Police Laboratory, Detective Bureau, and Narcotics Division, including, but not limited to Uniformed Officers, Sergeants, Lieutenants, and Captains

EXCLUDED Chief, Assistant Chief, all civilian employees of the Department, all other city employees, and all those excluded by Section 4 of the Act

DONE by the Public Employment Relations Board

By Edward F. Kolker
Edward F. Kolker, Chairman