

Whereupon, Council member Vandewater moved that the following resolution be adopted:

RESOLUTION NO. 2025-102

**A RESOLUTION MODIFYING THE PERSONNEL POLICY PERTAINING TO
UNIFORM ALLOWANCE**

WHEREAS, the City Council of the City of Eagle Grove desires a comprehensive set of general guidelines and policies governing personnel allowance to purchase uniforms and other required clothing to perform duties for the City of Eagle Grove; and

WHEREAS, the City Council of the City of Eagle Grove hereby wishes to standardized and update its personnel policy pertaining to Section 3.15 Uniforms of the Eagle Grove Municipal Personnel Policy; and

THEREFORE, BE IT RESOLVED, by the City Council for the City of Eagle Grove, Iowa does hereby resolve as follows:


1. The City Council of the City of Eagle Grove has reviewed the existing Section 3.15 Uniforms in the Employee Personnel Policy attached hereto as Exhibit A and wishes to modify the language attached hereto as Exhibit B to be incorporated, adopted, and shall be applicable to all employees, unless preempted by state or federal laws.
2. This Resolution shall rescind and supersede all other previous City Council resolutions, ordinances and employee manuals/handbooks that may conflict with, or be contrary to, this Resolution unless defined within an enforceable Collective Bargaining Agreement
3. This Resolution shall be effective immediately upon adoption and shall remain in effect until such time as modified, repealed, or superseded by further resolution of the Board.

The motion was seconded by Council member Axtell and after due consideration thereof, the roll was called and the following Council members voted:

AYES: Vandewater, Pampeny, Axtell, Lorenzen, Limenick, Weland

NAYS:

Whereupon, the Mayor declared said Resolution duly PASSED AND APPROVED on this 6th day of October, 2025.



Michael Boyd, Mayor

ATTEST:



Bryce Davis, City Administrator/Clerk

Exhibit A
Existing Policy

3.15 UNIFORMS

Each employee working in the Street Department, Cemetery Department, Park Department, Water Department, and Sewer Department will receive a uniform allowance of \$250.00 per year. The administrative staff will be allowed to purchase two shirts a year, one in the spring and one in the fall. The employees of the Police Department will receive a uniform allowance of \$400.00 per year. The money is to be used only for clothing purchases. Police Officers should be in uniform on every shift unless the officer is undercover. Employees should wear uniforms as often as possible to represent the city when out in the public. The clothing allowance benefit will give the employee \$100.00 after 2 months employment and the rest after 6 months of employment, with the exception of the Police Department. Uniforms will be worn at least 4 days per week. The standard uniform for city employees will be a long or short sleeve shirt with a city logo or department name and blue jeans or other approved work pants.

Exhibit B
Adopted Policy

3.15 UNIFORMS

Each employee working in the Police Department and the EMS Department will receive a uniform allowance of \$400.00 per year split between two (2) payments. Code Enforcement Department, Street Department, Cemetery Department, Park Department, Water Department, and Sewer Department will receive a uniform allowance of \$300.00 per year split between two (2) payments. The first payment will be in October and the second payment will be in March. The administrative staff will be allowed to purchase two shirts a year, one in the spring and one in the fall. The money is to be used only for clothing purchases. Police Officers should be in uniform on every shift unless the officer is undercover. Employees should wear uniforms as often as possible to represent the city when out in public. The standard uniform for city employees will be a long or short sleeve shirt with a city logo or department name and blue jeans or other approved work attire.