

AGREEMENT

BETWEEN

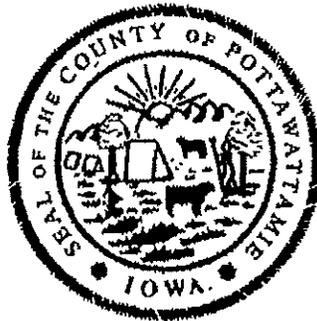
POTTAWATTAMIE COUNTY, IOWA

AND

LOCAL 2364, AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES

ROADS EMPLOYEES

AFSCME/IOWA CONCIL 61



JULY 1, 2020

TO

JUNE 30, 2021

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PREAMBLE

THIS AGREEMENT is executed by Pottawattamie County, Iowa, hereinafter called "Employer", and Local 2364, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter called "union".

ARTICLE I
Recognition

Section 1. The Employer recognizes the Union as the sole and exclusive bargaining representative for those employees of Pottawattamie County, Iowa, in the following bargaining unit established pursuant to Order of Certification dated November 9, 1976 in PERB case No. 742 and as amended pursuant to Amendment of Bargaining Unit and Certification dated April 29, 2010 in PERB Case No. 8234 to-wit;

INCLUDED: Truck Driver/Laborer, Tractor/Trailer Driver, Equipment Operator, Crew Leader, Mechanic, Sign, Engineering, Inventory and Roadside Technicians, I, II, III.

EXCLUDED: County Engineer, Assistant Engineer I, II, Assistant to the Engineer, Office Manager, Office Assistant, Foreman, Project Manager I, II and all other persons excluded by Section 4 of the Act, and including or excluding those employees added or deleted to the bargaining unit by the Employment Relations Board during the effective period of this Agreement.

ARTICLE II
Intent and Purpose

Section 1. The Employer, the Union and the employees, recognize and declare the necessity of providing the most efficient and highest quality services for the citizens and taxpayers of Pottawattamie County

Section 2. The Employer, the Union and the employees, further recognize and declare their mutual desire to promote harmonious relationships among the parties covered by this Agreement, and to assure the effective and efficient operations of Pottawattamie County.

ARTICLE III

Definitions

Section 1. Part-time employees and temporary employees are not included within the bargaining unit, are not entitled to any of the benefits of this Agreement, and shall not become regular employees unless first hired as permanent employees and therefore successfully complete one hundred (120) consecutive days of service.

Section 2. A probationary employee is one who has not completed six (6) months of continuous service as a permanent employee with the Employer. During the probationary period, such employee may be discharged by the Employer without cause or explanation; any such discharge shall not be subject to grievance.

Section 3. A regular employee is an employee, other than a temporary employee or part-time employee, who has completed the probationary period.

Section 4. Except where the context clearly indicates otherwise, the word "employee" when used in this Agreement, shall be limited to mean "regular" employee.

Section 5. Act shall mean the Iowa Public Employment Relations Act, as it may be amended from time to time.

Section 6. Union, as referred to in this Agreement shall mean Local 2364 of the American Federation of State, County and Municipal Employees, AFL-CIO.

Section 7. Employer, as referred to in this Agreement, shall mean Pottawattamie County, Iowa, acting through its Board of Supervisors, or other persons designated by the Board of Supervisors to act on its behalf.

Section 8. Bargaining unit shall refer to the regular employees within the eligible job classifications pursuant to the Order of Certification in Case no. 742 of the Iowa Public Employment Relations Board, as it may be amended from time to time.

ARTICLE IV
Management Rights

Section 1. In addition to all powers, duties and rights of the Employer established by constitutional provision, statute, ordinance, charter or special act, the Union recognizes the powers, duties and rights which belong solely, exclusively, and without limitation to the Employer, to-wit:

- a) the right to manage the Employer's operations and to direct the working force;
- b) the right to hire employees;
- c) the right to maintain order and efficiency;
- d) the right to extend, maintain, curtail or terminate operations of the Employer;
- e) the right to determine the size and location of the Employer's operations and to determine the type and amount of equipment to be used;
- f) the right to assign work, the right to determine methods and material to be used, including the right to introduce new and improved methods or facilities and to change existing methods and facilities;
- g) the right to create, modify and terminate departments, job classifications and job duties;
- h) the right to transfer, promote and demote employees;
- i) the right to discipline; and the right to suspend or discharge employees for proper cause;
- j) the right to lay off;
- k) the right to determine the number and starting times of shifts, the number of hours and days in the work week, hours of work, and the number of persons to be employed by the Employer to any time;
- l) the right to enforce and require employees to observe rules and regulations set forth by the Employer;

Provided, however, that these rights will not be used for the purpose of discriminating against any employee because of his membership or non-membership in the Union.

Section 2. 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 and authority and prerogatives the Employer had prior to this Agreement are retained by and reserved to it and shall remain within its exclusive control.

ARTICLE V
Union Rights and Responsibilities

Section 1. The Union recognizes its responsibilities as the exclusive bargaining agent of the employees within the bargaining unit, and realizes that in order to provide maximum opportunities for continuing employment and fair compensation, the Employer must be able to operate efficiently and at the lowest possible cost. The Union, therefore, agrees to cooperate in the attainment of the goals and agrees to the following, to-wit:

- a) that it will cooperate with the Employer and support its efforts to assure a full and fair day's work on the part of its employees;
- b) that it will actively combat absenteeism and any other practice which restricts efficient operations of the Employer; and
- c) that it will earnestly strive to improve and strengthen good will between and among the County and its employees, the Union, and the public.

Section 2. The Employer will not interfere with the rights of its employees to become members of the Union. The Union will not interfere with the right of the employees to refrain from Union membership. There shall be no discrimination by the Employer or the Union because of membership or non-membership in the Union. 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 activities. The Union agrees that neither it nor any of its officers or agents will engage in any Union activity which will interrupt or interfere with the operations of the Employer.

Section 3. For purposes of conducting Union business, the Employer agrees that a duly authorized representative of the Union may have access to the Employer's premises at reasonable times during working hours with the prior consent of the supervisor. Such visits shall not interfere with the performance of the job duties of any employee.

Section 4. The Employer agrees to furnish bulletin boards or portions of bulletin boards, in convenient places at County shops, and at the County Engineer's Office, to be used by the Union. The Union shall limit its posting of notices and bulletins to such bulletin boards.

Section 5. The Employer may permit a limited amount of legitimate Union activity including new employee union orientation, by local Union representatives, provided that such activity does not interfere with the performance of the job duties of any employee or cause any employee to be away from his assigned place of work, and provided further that work load requirements will not suffer as a result of such activity. New employee union orientation will take place within the first two (2) weeks of employment. The names of such authorized representatives shall be supplied to the Employer in writing and updated as changes occur.

Section 6. The Employer agrees that if negotiation meetings are mutually agreed upon to take place during working hours the Employer will allow two employees, or more if mutually agreed upon, time off to attend such meetings without loss of pay.

Section 7. Labor Management Committee:

The parties agree to establish a Labor Management Committee comprised of three (3) representatives of the employer and three (3) representatives of the bargaining unit. Labor Management committee meetings shall include, but not be limited to, the areas of discussion set forth below. Such meetings shall be held once every month unless mutually agreed otherwise. Items to be included in the agenda for the aforementioned Labor Management meetings are to be exchanged at least five (5) days in advance of the scheduled dates of the meeting if at all possible and practicable.

The purpose of the Labor Management Committee shall be:

1. To discuss the administration of this Agreement;
2. To provide an opportunity to express views or to make suggestions on subjects of interest to the employees;
3. To amicably resolve disputes or problems before recourse to the grievance process.

ARTICLE VI
Work Stoppage

Section 1. The Employer agrees that during the term of this agreement, it will not engage in any lockout of its employees.

Section 2. The Union agrees that neither it nor its officers or agents will cause, authorize, induce, encourage, instigate, ratify, condone or participate in any work stoppage, strike, slowdown or illegal picketing, including a refusal to cross any picket line, or any other action which interrupts or interferes with the operations of the Employer.

Section 3. No employee shall cause, authorize, induce, encourage, instigate, ratify, condone or participate in any work stoppage, strike, slowdown or illegal picketing, including a refusal to cross any picket line, or any other action which interrupts or interferes with the operations of the Employer.

Section 4. In the event of a violation of Section 3 of this Article or of Section 12 of the Act by an employee, the Union agrees that it will take immediate, affirmative steps with the employee involved, including but not limited to sending out public announcements, letters, bulletins, telegrams and employee meetings, to bring about an immediate resumption of normal work.

Section 5. In the event of a violation of any section above, all legal censures of the Act shall apply.

ARTICLE VII
Hours of Work

Section 1. This Article is intended to set forth the normal work week, but shall not be construed as a guarantee of hours of work per day or per week or days of work per week.

Section 2. The regular hours of work each day shall be consecutive except that it may be interrupted by a lunch break.

Section 3. The normal work week for all employees will be forty (40) hours, starting Monday through Friday. The work week will commence at 12:01AM Saturday and continue to midnight the following Friday for purposes of computing pay and overtime.

Section 4. The normal work schedule shall be 7:00 a.m. to 3:30 p.m. Monday through Friday. The normal work hours may be flexed between Memorial Day and Labor Day by written mutual agreement between the Employer and Employee. Crew hours shall not be flexed without unanimous consent of the crew provided in writing to the Employer. The Employer shall consider flex time on a case by case basis. Consideration shall be made based on interaction with the public, contractors and other Employees.

Except for emergency situations, work schedules shall not be changed without proper notice. Such changes shall be made for the purpose of more effectively, efficiently or economically carrying out the Employer's mission. The final decision to effect a permanent change in the work schedule shall not be subject to grievance.

An emergency schedule change, begun on account of such emergency, shall not continue beyond the end of the work week or the emergency conditions themselves, whichever period is longer. An emergency shall be construed to include, but is not limited to events such as; snow, storms, floods, road washouts, bridge outs or any other safety-related events that will demand immediate attention.

Section 5. Employees shall receive a thirty (30) minute unpaid lunch period scheduled by the Employer as nearly as possible at or near the middle of their scheduled work day. For pay purposes, it will be assumed that employees have taken their thirty (30) minute unpaid lunch period. Employees may not work through their lunch unless they have prior approval from their supervisor.

Section 6. Employees shall receive a paid fifteen (15) minute break at or near the middle of the first and last half of their scheduled work day. Employees agree that such rest periods shall be taken at or near their machine or place of work and shall not be taken in public places such as restaurants, cafes, or truck stops.

ARTICLE VIII
Overtime

A. Overtime

Section 1. Overtime will be paid at the rate of one and one-half (1 1/2) times the regular hourly rate for all hours worked in excess of forty (40) hours in any work week.

Section 2. All overtime work shall be determined and must be authorized by a supervisor.

Section 3. Overtime: Overtime work shall be mandatory during emergencies and during the period of wintertime operations. The employee who normally performs the work or whose route the work occurs within shall be called first. However, in the event the normal employee is unavailable, the employer shall retain the right in times of emergency to assign overtime to the Employee(s) able to respond in the most timely, safe, and efficient manner. An emergency shall be construed to include, but is not limited to events such as; snow, storms, floods, road washouts, bridge outs or any other safety-related events that will demand immediate attention. If no qualified substitute is found the overtime may be mandated to the normal employee, or the least senior qualified employee.

Section 4. The choice between cash and compensatory time shall be at the discretion of the employee, however, no more than sixty (60) hours of compensatory time may be accrued at any one time. At the beginning of every contract year, the employee will choose a preference as to whether they will receive monetary compensation or compensatory time off for overtime earned. If the employee decides to change their selection, they must provide written notification by the end of the pay period indicating their choice of cash or compensatory time off for overtime worked. If the employer does not receive written notification, the employer will pay the overtime in accordance with the initial preference selected at the beginning of the fiscal year. However, when an employee has accumulated a total of sixty (60) hours of compensatory time off [forty (40) hours of overtime worked], all additional overtime worked shall be paid monetarily regardless of their preference until such time as the accumulated total of compensatory time off is reduced below sixty (60).

Employees may choose to cash out forty (40) hours of their accumulated compensatory time one time per fiscal year by providing the employer written notification three weeks in advance of the requested payment.

The Employer shall have the right to approve or disapprove of an employee's requested compensatory time off. In making his decision, the Employer shall consider only historical weather patterns, and work load requirements, and shall not consider individual personalities, nor shall discriminate between or among such employees. If work load and weather permits compensatory time off, seniority shall govern, however, the Employer may limit the number of employees off at the discretion of the Employer.

B. Call-back Time

Section 1. An employee who is called back to work by the Employer shall be paid a minimum of two (2) hours pay at the overtime rate, unless such call-back is two (2) hours or less prior to the employee's next regular shift. Call-back pay begins once the employee has arrived at the work location. Call-back does not apply where an employee is ordered to work beyond the employee's regular shift. Emergency schedule

changes shall be made before the end of the previous day, and those schedule changes are not considered call-back time.

ARTICLE IX
Seniority

Section 1. Seniority is defined as an employee's length of continuous service with the Employer from the employee's most recent date of hire.

Section 2. New employees shall be added to the seniority list from their date of hire after completing the probationary period.

Section 3. The seniority list for employees shall be maintained by the Employer and renewed and posted on employee bulletin boards on an annual basis. A copy of the seniority list shall be made available upon request by the Union. Any protest as to the correctness of the list must be made in writing to the Employer within ten (10) working days.

Section 4. Seniority and the employment relationship shall be broken and terminated if an employee quits for any reason; is discharged for just cause, is absent from work for three (3) consecutive working days without notification to and authorization from the Employer; is laid off for a period exceeding twelve (12) months or the employee's seniority, whichever is lesser; is on layoff and fails to report to work within the time period set out in the Article on Procedures for Staff Reduction; or fails to report to work on the next scheduled work day at the completion of a leave of absence.

Section 5. An employee promoted from the bargaining unit shall retain but shall not continue to accrue seniority.

Section 6. If a vacancy occurs or a new job is created in the bargaining unit other than a temporary vacancy or job, or if a vacancy or new job is anticipated by the Employer, then the Employer shall post such job for a period of five (5) working days, during which time employees may apply for the job. The application shall be in writing and submitted to the County Engineer's Office.

In making the selection, the Employer shall consider the applicant's qualifications and ability to perform. Seniority will be taken into consideration in the event applicants have the same qualification and ability to perform. If qualifications and ability to perform are equal, the seniority shall govern. However, in the event that no employee applicant is qualified for the job, the Employer reserves the right to select a person from outside the unit.

Section 7. It is the right of the Employer to determine when a job is vacant and when it will be filled.

Section 8. When the Employer eliminates or abolishes a position, the displaced employee shall be permitted to bump any employee with less seniority in his/her job classification, or any job classification formerly held by the displaced employee, or any lower classification, provided he/she has more seniority, is qualified and able to perform the work available.

ARTICLE X
Health and Safety

Section 1. Safety & Health Committee

Recognizing the need to provide a safe and healthful workplace, the parties agree to establish a joint Safety/Health Committee which shall meet monthly, unless mutually agreed to otherwise, and for the purposes of identifying, avoiding or correcting unsafe or unhealthy working conditions or practices. The Committee shall be comprised of three (3) representatives chosen by the employer and three (3) representatives chosen by the bargaining unit.

The Committee shall:

- A. Make personal inspections, participate in government inspections, and investigate complaints concerning allegations of unsafe or unhealthy conditions or practices.
- B. Promote educational training, safety and certification programs which will motivate adoption of safe working habits.
- C. Review injury, accident, and inspection reports for unsafe and unhealthy patterns of a certain nature or work location.

Where, following, such meetings, agreement is reached as to the existence of an unsafe or unhealthy working condition, the Employer shall attempt to correct it within a reasonable time period.

Section 2. The Union and the employees will extend their complete cooperation to the Employer in maintaining Employer policies, rules and regulations as to health and safety, and in assisting the Employer in fulfilling State and Federal requirements relating thereto.

Section 3. Tools & Equipment

The Employer agrees to furnish and maintain in safe working condition all tools and equipment required to carry out the duties of each position. Employees are responsible for reporting any unsafe condition or practice and for properly using and caring for the tools and equipment furnished by the Employer.

Section 4. Personal Protective Equipment

The Employer shall provide Personal Protective Equipment (PPE) as required by law to include but not be limited to; welding helmets, welding gloves, non-prescription safety glasses, face shields, Hi-Vis Class II vests, chemical aprons, chemical resistant gloves, ear plugs, hard hats, hard hat liners, fall protection and chainsaw chaps.

The Employer shall organize orders with a vendor directly, not to exceed \$300.00 per employee each fiscal year. The list is not all-encompassing, and additional items may be purchased with Department Head approval.

- ANSI Class 2 apparel (ANSI/ISEA 107-2004) as required to achieve compliance with a single article of clothing. To include; t-shirts, sweatshirts, coats, jackets, and coveralls.
- Steel or Composite Toe Boots (ANSI 75)
- Prescription Safety Glasses with permanent side shields (ANSI Z87).
- Work gloves not otherwise provided for welding or chemical handling.

Section 5. Physical

If the Employer requires an employee to obtain a physical examination, the cost of the examination shall be provided by the Employer. Employees hired after July 1, 2011, who are required to maintain a commercial driver's license (CDL) shall be required to successfully pass a pre-employment DOT physical with medical card and maintain it throughout the course of their employment with the County. The employer shall pay the cost of the DOT medical card physicals.

Section 6. Right to Refuse Work

No employee shall be required to perform work which they reasonably believe to be a hazard to their health or safety or that of any other employee, or for which they may be inadequately trained. In cases where the employer disputes the existence of a hazard, the employee shall have the right to continue to refuse the work in question until the dispute has been settled through the County grievance procedure.

ARTICLE XI
Grievance Procedure

It is the policy of Pottawattamie County that employees should have an opportunity to present their employment-related complaints and to appeal adverse employment related decisions through a grievance procedure. The County will attempt to resolve promptly all disputes that are appropriate for handling under this policy.

Comments:

(1) An appropriate grievance is defined as an employee's expressed dissatisfaction concerning any interpretation or application of an employment-related policy by their Department Head, immediate supervisor, or other employees. Examples of matters that may be considered appropriate grievances under this policy include:

- (a) A belief that County policies, practices, rules, regulations, or procedures have been applied inconsistently to an employee;
- (b) Treatment considered unfair by an employee;
- (c) Alleged discrimination, for example, because of race, color, sex, sexual orientation, gender identity, age, religion, national origin, marital status, or disability; and
- (d) Improper or unfair administration of employee benefits or conditions of employment such as scheduling, vacations, fringe benefits, promotions, retirement, holidays, performance review, salary, or seniority.

(2) Grievances shall be presented in writing on a form provided by the employer. The grievance will be processed until the employee is satisfied, does not file a timely appeal, or exhausts the right of appeal under the policy. A decision becomes binding on all parties whenever an employee does not file a timely appeal or when a decision is made in the final step and the right of appeal no longer exists. Time frames may be extended if agreed to by both parties.

(3) Employees who believe they have an appropriate grievance should proceed as follows:

- (a) Step One — Promptly bring the complaint to the attention of the immediate supervisor within seven (7) calendar days from the date the action took place to cause the grievance. If the grievance involves the supervisor, then the employee may proceed directly to Step Two. The supervisor, if authorized should investigate the complaint or attempt to resolve it, and give a decision to the employee within seven (7) calendar days. The supervisor should prepare a written and dated summary of the grievance and proposed resolution for the employee's personnel file. If the employee is not satisfied with the response of the supervisor, the employee may proceed to Step Two.

- (b) Step Two — Appeal the decision to the Department Head, if dissatisfied with the supervisor's decision, or initiate the procedure with the Department Head if Step One has been bypassed. This appeal must be made within seven (7) calendar days using the grievance form provided for this purpose. The Department Head will, in a timely fashion, confer with the employee, the supervisor, and any other employees considered appropriate; investigate the issues; and communicate a decision in writing to all the parties involved within seven (7) calendar days. If the employee is not satisfied with the response of the Department Head, the employee may proceed to Step Three.

- (c) Step Three — Appeal the decision to the Board of Supervisors. This appeal must be made within seven (7) working days from the date a decision was rendered in Step One or Two. The Board of Supervisors will schedule an appeal hearing and will take the necessary steps to review and investigate the grievance. The Board of Supervisors will issue a written, final, and binding decision within seven (7) calendar days from the date of the hearing.

(4) Final decisions on grievances will not be precedent-setting or binding on future grievances unless they are officially stated as County policy. When appropriate, the decisions will be retroactive to the date the action took place to cause the grievance.

(5) Information concerning an employee grievance should be confidential. Supervisors, Department Heads, and others who investigate a complaint may discuss it only with those individuals who have a need to know about it or who are needed to supply necessary background information or advice.

(6) Time spent by employees in grievance discussions with their Supervisor or Department Head during their normal working hours will be considered hours worked for pay purposes.

(7) Employees will not be penalized for the proper use of the grievance procedure. However, it is not considered proper use if an employee raises complaints in bad faith or solely for the purposes of delay or harassment or repeatedly raises merit less disputes. Implementation of the grievance procedure by an employee does not limit the right of the County to proceed with any disciplinary action that is not in retaliation for the use of the grievance procedure. In addition, employees, supervisors and Department Heads are prohibited from retaliating against an employee who properly uses the grievance procedure.

(8) The County may, at its discretion, refuse to proceed with any dispute it determines is improper under this policy. Further, this policy does not alter the employment-at-will relationship in any way.

ARTICLE XII

Wages

Section 1. Employees shall be compensated in accordance with the wage schedules attached hereto marked Appendix "A", herein incorporated by this reference.

Effective July 1, 2020, all job classifications represented by the union will receive a 3.00% across the board wage increase.

Section 2. The same compensation shall continue from year to year during the effective period of this agreement unless the party seeking modification shall cause a written notice to be served on the other party not later than October 1, of the year prior to the time when modification is desired. Accordingly, if a change in compensation is requested for the fiscal year beginning July 1st, notice must be given prior to October 1st.

Section 3. Employees shall be issued their paychecks bi-weekly on the Friday of the appropriate week. In the event that such Friday is a holiday, employees shall be issued their paychecks on the day immediately preceding such Friday which is not a holiday.

Section 4. Employees hired after July 1, 2005 are required to have direct deposit of the employees bi-weekly paycheck and an electronic paystub will be sent to them via email or U.S. mail.

For those hired prior to July 1, 2005, the employee may have the option of direct deposit. Employees who choose direct deposit may have their pay stub emailed to them or sent to them via U.S. mail. Employees who do not direct deposit their paycheck may pick their paycheck up from the Auditor's office on paydays or they may choose to have their paycheck delivered to them via U.S. mail.

Section 5. Employees shall advance through the wage progression based on their employment anniversary. "Employment anniversary" means the employee's most recent date of hire. Based upon an applicant's experience and qualifications, the Employer may hire an individual at Step 2 of the pay plan. The employer shall notify the union if an individual is hired above the minimum step.

Section 6. Employees who are eligible for across the board and step increases shall receive the step increase at the beginning of the pay period in which the employee's anniversary date occurs.

ARTICLE XIII
General Provisions

Section 1. This Agreement shall be construed under the laws of the State of Iowa. Whenever the context of this Agreement permits, the masculine gender includes the feminine, the singular number includes the plural, the reference to any party includes its agents, officials and employees.

Section 2. In the event any article, section or portion of this Agreement should be held invalid and unenforceable by any court of competent jurisdiction, such decision shall apply only to the specific article, section or portion thereof specifically specified in the court's decision; and upon issuance of such a decision, the Employer and the Union may agree to negotiate a substitute for the invalidated Article, section or portion thereof.

Section 3. This Agreement constitutes the entire agreement between the parties. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the right and 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 County 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 covered in this Agreement or 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 or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE XIV
Effective Period

Section 1. This agreement shall be effective July 1, 2020 and shall remain in full force and effect through June 30, 2021.

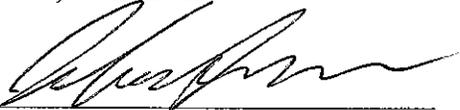
Section 2. This agreement shall be automatically renewed from year to year thereafter, unless either party shall notify the other in writing not later than October 1, of each year that it wished to modify this agreement.

Section 3. The first bargaining session shall be held not later than October 15th of each year, at which time the employee organization shall present its bargaining position. The initial bargaining position shall include the substance of the modifications and the specific language with which such desired modification are to be expressed.

Section 4. This agreement shall remain in full force and effect while negotiations are in progress.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by their duly authorized representative this 17th day of March, 2020.

AMERICAN FEDERATION OF STATE
COUNTY AND MUNICIPAL EMPLOYEES,
AFL-CIO, LOCAL #2364

BY: 
PRESIDENT

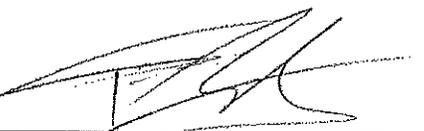
BY: 
MEMBER

BY: 
MEMBER

BY: 
AFSCME/IA Council 61

BY: 
COUNTY NEGOTIATOR

POTTAWATTAMIE COUNTY
BOARD OF SUPERVISORS

BY: 
CHAIRMAN

BY: 
MEMBER

BY: 
MEMBER

BY: 
MEMBER

BY: 
MEMBER

POTTAWATTAMIE COUNTY SECONDARY ROADS			SALARY SCHEDULE						UNION		
EFFECTIVE: July 1, 2020 - 3.00% Increase											
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8			
	START	END 6 MOS	END 1 YEAR	END 2 YEARS	END 3 YEARS	END 4 YEARS	END 5 YEARS	END 6 YEARS			
GRADE 2	Truck Driver/Laborer										
YEARLY	\$ 43,442.93	\$ 44,819.34	\$ 47,163.54	\$ 48,604.46	\$ 50,066.90	\$ 51,572.35	\$ 53,099.30	\$ 54,712.28			
BI-WEEKLY	\$ 1,664.48	\$ 1,717.22	\$ 1,807.03	\$ 1,862.24	\$ 1,918.27	\$ 1,975.95	\$ 2,034.46	\$ 2,096.26			
HOURLY	\$ 20.81	\$ 21.47	\$ 22.59	\$ 23.28	\$ 23.98	\$ 24.70	\$ 25.43	\$ 26.20			
GRADE 4	Tractor/Trailer Operator, Technician I										
YEARLY	\$ 43,916.07	\$ 45,572.06	\$ 48,023.79	\$ 49,486.23	\$ 50,948.66	\$ 52,475.62	\$ 54,024.08	\$ 55,658.56			
BI-WEEKLY	\$ 1,682.61	\$ 1,746.06	\$ 1,839.99	\$ 1,896.02	\$ 1,952.06	\$ 2,010.56	\$ 2,069.89	\$ 2,132.51			
HOURLY	\$ 21.03	\$ 21.83	\$ 23.00	\$ 23.70	\$ 24.40	\$ 25.13	\$ 25.87	\$ 26.66			
GRADE 6	Equipment Operator, Technician II										
YEARLY	\$ 45,572.06	\$ 46,969.98	\$ 49,464.72	\$ 50,927.16	\$ 52,454.11	\$ 53,981.06	\$ 55,637.06	\$ 57,271.54			
BI-WEEKLY	\$ 1,746.06	\$ 1,799.62	\$ 1,895.20	\$ 1,951.23	\$ 2,009.74	\$ 2,068.24	\$ 2,131.69	\$ 2,194.31			
HOURLY	\$ 21.83	\$ 22.50	\$ 23.69	\$ 24.39	\$ 25.12	\$ 25.85	\$ 26.65	\$ 27.43			
GRADE 8	Crew Leader, Technician III										
YEARLY	\$ 48,324.88	\$ 50,045.39	\$ 52,798.21	\$ 54,368.18	\$ 56,002.67	\$ 57,680.16	\$ 59,379.17	\$ 61,164.20			
BI-WEEKLY	\$ 1,851.53	\$ 1,917.45	\$ 2,022.92	\$ 2,083.07	\$ 2,145.70	\$ 2,209.97	\$ 2,275.06	\$ 2,343.46			
HOURLY	\$ 23.14	\$ 23.97	\$ 25.29	\$ 26.04	\$ 26.82	\$ 27.62	\$ 28.44	\$ 29.29			

*Note - Figures have been rounded for the purpose of this document.
 Official hourly wage rates are calculated by the Auditor's office/Payroll Division