

WAGE REOPENER AGREEMENT

BETWEEN
POTTAWATTAMIE COUNTY, IOWA
AND
LOCAL 2364, AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES-ROADS EMPLOYEES

July 1, 2023-June 30, 2025

Article 10, section 6 of the negotiated contract effective July 1, 2022-June 30, 2025, states: The parties agree to reopen the contract and negotiate for wages only for 2023-2024 and 2024-2025.

The following document provides the agreement of wages for 2023-2024 and 2024-2025

Article 10 Wages

Section 1. Employees shall be compensated in accordance with the wage schedules attached hereto marked Appendix A, effective July 1, 2023 and July 1, 2024 respectively, herein incorporated by this reference.

Effective July 1, 2023 no step increase, employees are placed into the new step and grade with a 5.5% minimum pay increase.

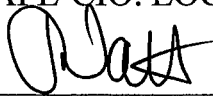
Effective July 1, 2024 employees who fall within the step and grade will receive a step increase according to the wage schedule in Appendix A. Those in step 8 will remain in step 8 and receive a base wage increase of 3%.

Article 12 Effective Period

THIS AGREEMENT, shall be effective on July 1st, 2023 and shall continue through June 30th, 2025.

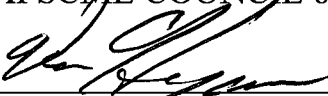
IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by their authorized representatives this 25 day of April 2023.

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



President

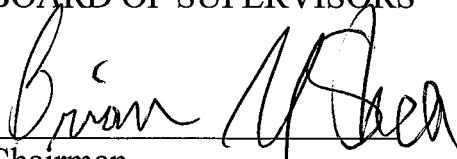
/s/ Julie Dake Abel
AFSCME COUNCIL 61



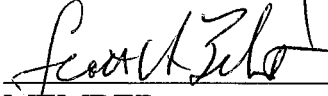
MEMBER



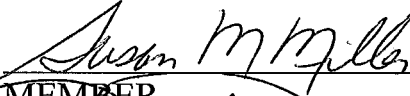
POTTAWATTAMIE COUNTY
BOARD OF SUPERVISORS



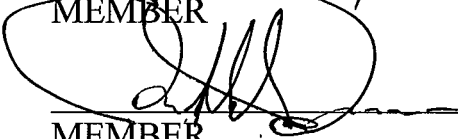
Chairman



MEMBER



MEMBER



MEMBER



MEMBER



COUNTY NEGOTIATOR

Appendix A

POTTAWATTAMIE COUNTY SECONDARY ROADS		UNION SALARY SCHEDULE						
EFFECTIVE: JULY 1, 2023 - 6% INCREASE								
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
GRADE 2	Truck Driver/Laborer							
YEARLY	\$ 51,792.00	\$ 53,081.60	\$ 54,412.80	\$ 55,764.80	\$ 57,158.40	\$ 58,593.60	\$ 60,049.60	\$ 61,568.00
BI-WEEKLY	\$ 1,992.00	\$ 2,041.60	\$ 2,092.80	\$ 2,144.80	\$ 2,198.40	\$ 2,253.60	\$ 2,309.60	\$ 2,368.00
HOURLY	\$ 24.90	\$ 25.52	\$ 26.16	\$ 26.81	\$ 27.48	\$ 28.17	\$ 28.87	\$ 29.60
GRADE 4	Tractor/Trailer Operator, Technician I/Bridge Technician I							
YEARLY	\$ 52,707.20	\$ 54,017.60	\$ 55,369.60	\$ 56,763.20	\$ 58,177.60	\$ 59,633.60	\$ 61,110.40	\$ 62,649.60
BI-WEEKLY	\$ 2,027.20	\$ 2,077.60	\$ 2,129.60	\$ 2,183.20	\$ 2,237.60	\$ 2,293.60	\$ 2,350.40	\$ 2,409.60
HOURLY	\$ 25.34	\$ 25.97	\$ 26.62	\$ 27.29	\$ 27.97	\$ 28.67	\$ 29.38	\$ 30.12
GRADE 6	Equipment Operator, Technician II/Bridge Crew II							
YEARLY	\$ 54,225.60	\$ 55,598.40	\$ 56,971.20	\$ 58,406.40	\$ 59,862.40	\$ 61,360.00	\$ 62,899.20	\$ 64,459.20
BI-WEEKLY	\$ 2,085.60	\$ 2,138.40	\$ 2,191.20	\$ 2,246.40	\$ 2,302.40	\$ 2,360.00	\$ 2,419.20	\$ 2,479.20
HOURLY	\$ 26.07	\$ 26.73	\$ 27.39	\$ 28.08	\$ 28.78	\$ 29.50	\$ 30.24	\$ 30.99
GRADE 8	Crew Leader, Technician III							
YEARLY	\$ 57,907.20	\$ 59,363.20	\$ 60,840.00	\$ 62,358.40	\$ 63,918.40	\$ 65,520.00	\$ 67,163.20	\$ 68,827.20
BI-WEEKLY	\$ 2,227.20	\$ 2,283.20	\$ 2,340.00	\$ 2,398.40	\$ 2,458.40	\$ 2,520.00	\$ 2,583.20	\$ 2,647.20
HOURLY	\$ 27.84	\$ 28.54	\$ 29.25	\$ 29.98	\$ 30.73	\$ 31.50	\$ 32.29	\$ 33.09
GRADE 10	Bridge Crew III							
YEARLY	\$ 60,236.80	\$ 61,734.40	\$ 63,273.60	\$ 64,854.40	\$ 66,476.80	\$ 68,140.80	\$ 69,846.40	\$ 71,593.60
BI-WEEKLY	\$ 2,316.80	\$ 2,374.40	\$ 2,433.60	\$ 2,494.40	\$ 2,556.80	\$ 2,620.80	\$ 2,686.40	\$ 2,753.60
HOURLY	\$ 28.96	\$ 29.68	\$ 30.42	\$ 31.18	\$ 31.96	\$ 32.76	\$ 33.58	\$ 34.42
GRADE 12	Mechanics							
YEARLY	\$ 67,184.00	\$ 68,848.00	\$ 70,574.40	\$ 72,342.40	\$ 74,152.00	\$ 76,003.20	\$ 77,896.00	\$ 79,851.20
BI-WEEKLY	\$ 2,584.00	\$ 2,648.00	\$ 2,714.40	\$ 2,782.40	\$ 2,852.00	\$ 2,923.20	\$ 2,996.00	\$ 3,071.20
HOURLY	\$ 32.30	\$ 33.10	\$ 33.93	\$ 34.78	\$ 35.65	\$ 36.54	\$ 37.45	\$ 38.39

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

POTTAWATTAMIE COUNTY SECONDARY ROADS UNION SALARY SCHEDULE								
EFFECTIVE: JULY 1, 2024- 3% INCREASE								
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
GRADE 2	Truck Driver/Laborer							
YEARLY	\$ 53,331.20	\$ 54,683.20	\$ 56,035.20	\$ 57,449.60	\$ 58,884.80	\$ 60,340.80	\$ 61,859.20	\$ 63,398.40
BI-WEEKLY	\$ 2,051.20	\$ 2,103.20	\$ 2,155.20	\$ 2,209.60	\$ 2,264.80	\$ 2,320.80	\$ 2,379.20	\$ 2,438.40
HOURLY	\$ 25.64	\$ 26.29	\$ 26.94	\$ 27.62	\$ 28.31	\$ 29.01	\$ 29.74	\$ 30.48
GRADE 4	Tractor/Trailer Operator, Technician I/Bridge Technician I							
YEARLY	\$ 54,288.00	\$ 55,640.00	\$ 57,033.60	\$ 58,448.00	\$ 59,924.80	\$ 61,422.40	\$ 62,940.80	\$ 64,521.60
BI-WEEKLY	\$ 2,088.00	\$ 2,140.00	\$ 2,193.60	\$ 2,248.00	\$ 2,304.80	\$ 2,362.40	\$ 2,420.80	\$ 2,481.60
HOURLY	\$ 26.10	\$ 26.75	\$ 27.42	\$ 28.10	\$ 28.81	\$ 29.53	\$ 30.26	\$ 31.02
GRADE 6	Equipment Operator, Technician II/Bridge Crew II							
YEARLY	\$ 55,868.80	\$ 57,262.40	\$ 58,697.60	\$ 60,153.60	\$ 61,651.20	\$ 63,211.20	\$ 64,792.00	\$ 66,393.60
BI-WEEKLY	\$ 2,148.80	\$ 2,202.40	\$ 2,257.60	\$ 2,313.60	\$ 2,371.20	\$ 2,431.20	\$ 2,492.00	\$ 2,553.60
HOURLY	\$ 26.86	\$ 27.53	\$ 28.22	\$ 28.92	\$ 29.64	\$ 30.39	\$ 31.15	\$ 31.92
GRADE 8	Crew Leader, Technician III							
YEARLY	\$ 59,654.40	\$ 61,131.20	\$ 62,670.40	\$ 64,230.40	\$ 65,832.00	\$ 67,475.20	\$ 69,180.80	\$ 70,907.20
BI-WEEKLY	\$ 2,294.40	\$ 2,351.20	\$ 2,410.40	\$ 2,470.40	\$ 2,532.00	\$ 2,595.20	\$ 2,660.80	\$ 2,727.20
HOURLY	\$ 28.68	\$ 29.39	\$ 30.13	\$ 30.88	\$ 31.65	\$ 32.44	\$ 33.26	\$ 34.09
GRADE 10	Bridge Crew III							
YEARLY	\$ 62,025.60	\$ 63,585.60	\$ 65,166.40	\$ 66,809.60	\$ 68,473.60	\$ 70,179.20	\$ 71,947.20	\$ 73,736.00
BI-WEEKLY	\$ 2,385.60	\$ 2,445.60	\$ 2,506.40	\$ 2,569.60	\$ 2,633.60	\$ 2,699.20	\$ 2,767.20	\$ 2,836.00
HOURLY	\$ 29.82	\$ 30.57	\$ 31.33	\$ 32.12	\$ 32.92	\$ 33.74	\$ 34.59	\$ 35.45
GRADE 12	Mechanics							
YEARLY	\$ 69,201.60	\$ 70,928.00	\$ 72,696.00	\$ 74,505.60	\$ 76,377.60	\$ 78,291.20	\$ 80,246.40	\$ 82,243.20
BI-WEEKLY	\$ 2,661.60	\$ 2,728.00	\$ 2,796.00	\$ 2,865.60	\$ 2,937.60	\$ 3,011.20	\$ 3,086.40	\$ 3,163.20
HOURLY	\$ 33.27	\$ 34.10	\$ 34.95	\$ 35.82	\$ 36.72	\$ 37.64	\$ 38.58	\$ 39.54

*Note - Figures have been rounded for the purpose of this document.
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