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PUBLIC EMPLOYMENT
RELATIONS BOARD

COLLECTIVE BARGAINING AGREEMENT

between

PAGE COUNTY
SECONDARY ROAD DEPARTMENT

and

PUBLIC, PROFESSIONAL & MAINTENANCE
EMPLOYEES, LOCAL 2003

July 1, 2005 to June 30, 2007

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ARTICLE 1
PREAMBLE

The Employer has endorsed the practices and procedures of collective bargaining as a fair and orderly way of conducting its relations with its employees insofar as such practices and procedures are appropriate to the functions and obligations of the Employer to retain the right effectively to operate in a responsible and efficient manner and are consonant with the paramount interest of the Employer and the County residents.

It is the intention of this Agreement to set forth the entire agreement of the parties covering employment conditions where not otherwise mandated by a statute or ordinance, to maintain and increase individual productivity and quality of services, to prevent interruptions of work and interference with the efficient operations of the Employer, and to provide an orderly and prompt method for handling and processing grievances. The parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the Employer by statutes of the state of Iowa, except as controlled by this Agreement.

The Employer and the Union agree that there will be no unlawful discrimination against any employee as to hiring or termination, wages, training, upgrading, promotion, transfer, layoff, discipline, or otherwise because of race, creed, color, national origin, sex, age, religion or physical disability or because of relationship to other employees by blood or marriage; nor will there be any effort or attempt to cause such discrimination. The parties agree that the Employer, with consultation with the Union, may take appropriate action to comply with the American with Disabilities Act (ADA). The Union agrees to cooperate fully in any affirmative action program or action undertaken by the Employer.

ARTICLE 2
RECOGNITION

The Employer hereby recognizes the Union as the exclusive bargaining representative for wages, hours and other terms and conditions of employment permitted by the Act for all of the Secondary Road Department regular full-time County Road Maintenance employees, including Laborers & Drivers, Truck Drivers, Semi-Truck Drivers, Mechanics, Patrol Operators, Equipment Operators, and Rodmen, which excludes Superintendents, Assistant to the Engineer, Survey Party Chief, Draftman Technician, Office Manager and all others excluded by Iowa Code Section 20.4.

ARTICLE 3
MANAGEMENT'S RIGHTS

Except to the extent expressly abridged by a specific provision of this Agreement, the Employer shall have whatever rights and authority are necessary for it to operate and direct the affairs of the Employer in all of its various aspects, including, but not limited to, the right to direct the working forces; to plan, direct and control all the operations and services of the Employer; to determine and implement the methods, means, assignments, number and organization of personnel by which such operations and

services are to be conducted; to assign and transfer employees; to schedule working hours and to assign overtime; to determine whether goods or services shall be made or purchased; to hire, promote and demote employees, to suspend, discipline, and discharge employees for proper cause, to relieve employees due to lack of work or other legitimate reasons; to make and enforce reasonable rules and regulations; to change or eliminate existing methods, equipment or facilities; to maintain the efficiency of governmental operations; to take such action as may be necessary to carry out its mission; to initiate, certify, and administer its budget; and to exercise all powers and duties granted the Employer by law.

ARTICLE 4
NO STRIKE

Chapter 20, Section 12, of the Public Employment Relations Act will be adhered to by the Union and the employees.

ARTICLE 5
EMPLOYMENT

Probationary Period:
That period of time during which an appraisal of a new, transferred or promoted employee's skills, aptitudes and adjustments are made prior to a permanent position.

New employees shall serve three (3) calendar months. Promoted and transferred employees shall serve two (2) calendar months. The only benefit for a new hired employee shall be holiday pay during the probationary period. All other benefits shall be retroactive to last date of hire upon completion of the probationary period.

Part-Time Employee:
An employee who works less than forty (40) hours per week either on a regular schedule or intermittent basis.

Permanent Employee:
An employee who has successfully completed a probationary period and has been retained on a regular schedule.

Promotion:
The assignment of an employee to a position requiring greater responsibilities or skill and having a higher maximum rate of pay than the former position.

Employment of Relatives:
The employment of relatives in the same department will not be encouraged by management, and Chapter 71 of the Code of Iowa shall apply when appropriate.

Incompatible Activities:
An employee shall not become involved in any activity which requires so much time that it impairs attendance or efficiency in the performance of their duties as an employee.

An employee shall not engage in any employment, activity, or enterprise which is inconsistent, incompatible, or in conflict with duties as an employee; or with the duties, functions, and responsibilities of the department by which employed.

Re-Employment:
All former employees are considered new hires and have no accumulated rights or benefits from previous employment.

Records and Payroll:
The County Engineer shall maintain a personnel record for each employee in the service of the County Road Department showing the name, title of position held, salary, changes in employment status, evaluations, and such other information as may be considered pertinent. Each employee shall promptly report all changes of name, address, and telephone number or other pertinent information to the County Engineer.

ARTICLE 6
SENIORITY

Seniority means an employee's length of continuous service with the Employer since their last date of hire.

A new employee shall serve a probationary period not to exceed ninety (90) days. Upon completion of the probationary period, they shall be put on the seniority list and their seniority shall be determined from their last date of hire. They may be terminated for any reason during the probationary period without recourse to the grievance procedure.

The Union shall be furnished with a seniority list and job classifications of all employees covered by this Agreement within thirty (30) days after its execution.

An employee shall lose his/her seniority and the employment relationship shall be broken and terminated as follows:

(a) Employee quits.

(b) Employee is discharged for proper cause.

(c) Engaging in other work while on leave of absence or giving false reason for obtaining leave of absence.

(d) Failure to report for work at the end of leave of absence.

(e) Failure to report to work within five (5) days after being notified to return to work following layoff, when notice of recall is sent to the employee's last known address, according to Employer records.

(f) Seniority rights will be forfeited after the continuous period of layoff exceeds one (1) year.

(g) Employee retires.

ARTICLE 7
HOURS OF WORK

The normal workweek shall not be construed as a guarantee of any amount of work per day or per week, or as a limitation of hours of work per day or per week. It is understood and agreed that the determination of the daily and weekly work schedule may be changed by the Employer from time to time to meet the Employer's requirements.

The normal workweek shall be a seven (7) day period from 12:01 AM Sunday to 12:00 Midnight the following Saturday. The normal workweek shall be forty (40) hours, Monday through Friday, with a normal workday of eight (8) hours, commencing at 7:00 AM and ending at 3:30 PM with a thirty (30) minute unpaid lunch break from noon until 12:30 PM.

The Union and any affected employee(s) will be notified fifteen (15) calendar days in advance of any permanent change in the normal workday or workweek.

Any employee who fails to give notice to the office of the County Engineer of an absence as soon as possible, but not later than the designated starting time, shall forfeit all pay for that day, except in case of an emergency.

Two (2) twenty (20) minute breaks will be allowed each employee during each normal working day. During a normal working day, morning break shall be taken after 9:00 AM and the afternoon break shall be completed by 2:20 PM.

Each employee will be allowed thirty (30) minutes for a lunch break at Noon during a normal working day.

ARTICLE 8
HOLIDAYS

The following holidays:

1. New Year's Day
2. Martin Luther King Day
3. Washington's Birthday
4. Memorial Day
5. Independence Day
6. Labor Day
7. Veterans Day
8. Thanksgiving Day
9. Friday after Thanksgiving Day
10. Christmas Day

On the Page County Board of Supervisors' first workday of each calendar year, said Board will designate the date on which each holiday is to be observed.

If a holiday enumerated in this Section falls on Saturday, the preceding Friday shall be granted and if a holiday enumerated in this Section falls on Sunday, the following Monday shall be granted.

No holiday granted to an employee by this Section can be considered as vacation time and shall not be included in the amount of vacation to which an employee is entitled. All holidays, sick leave, and vacation time will be paid on an eight (8) hour day or forty (40) hour workweek basis.

Offices will not be closed on Good Friday; however, employees will be allowed paid leave to attend church services. Equal consideration will be given to all faiths as their religious holidays occur during the year.

An employee shall forfeit the right to payment for any holiday if there is an unexcused absence on the working day immediately preceding or following such holiday.

Holidays as stated above may be observed on another day when approved by the Employer and agreed upon by a majority vote of the employees.

ARTICLE 9
VACATION

Full-time and permanent employees shall be entitled to a paid vacation on the following basis:

Years of Continuous Service	Days of Vacation	Hours Earned Per Pay Period
1. From date of hire until start of new calendar year	Total hours accrued from date of hire until Dec. 31	1.67 hours
2. Start of 2nd year through completion of 8th year	Ten (10) days (80 hours)	3.34 hours
3. Start of 9th year through completion of 17th year	Fifteen (15) days (120 hours)	5.00 hours
4. Start of 18th year until separation from county employment	Twenty (20) days (160 hours)	6.67 hours

Hours of vacation begin accruing for the calendar year with the first January pay period. Total vacation hours are not given on January 1. Vacation hours are tabulated and applied twice a month.

Department head will have control of the scheduling of all vacations.

Carry-over
Vacation leave may be accumulated to twice the annual entitlement.

A terminated employee shall receive pay for all accrued vacation due. There will be no vacation or sick leave accrual during leave without pay.

ARTICLE 1 0
LEAVE

Court Leave:
Any full-time employee who is selected for jury duty or is called as a government witness shall receive a paid leave of absence for time spent on such duty. Compensation received by the employee from the court will be turned over to the Secondary Road Department, with the exception of meal or travel expenses incurred by the employee. If an employee is summoned as a plaintiff or a defendant in a proceeding involving or arising from outside employment or personal business, the employee shall not be entitled to a leave with pay, but may use accrued vacation to offset the lost time.

Sick Leave:
Full-time employees shall earn sick leave at the rate of two (2) workdays per month to a total of twenty-four (24) working days per year, with a maximum accumulation of ninety (90) working days. Verification with a doctor's signature may be required by the Employer before sick leave is granted. Sick leave shall not be used as vacation leave or any other leave.

Upon retirement, a full-time employee shall receive compensation for unused accrued sick leave not to exceed twenty (20) working days. Any employee receiving compensation for unused sick leave upon retirement shall not be eligible to accrue vacation leave, sick leave, or any other benefit during this period of time.

If an employee's family member (employee's parent, minor child or spouse) is ill and the family member resides in the employee's household, employees may also use accrued sick leave for care and necessary attention to the mental or physical health of these immediate family members. Use of sick leave for this purpose is limited to twenty-four (24) hours (three [3] working days) per year. A medical certificate may also be required

Maternity Leave:
Disabilities caused or contributed to by pregnancy and recovery therefrom shall be covered by accumulated sick leave or vacation before an employee is placed on unpaid leave.

The Employer may request a medical certificate from the employee if there is a question as to the employee's physical fitness to continue work before delivery or return to work after delivery.

An employee hired to replace an employee on "maternity leave" is classified as "temporary" and retains a "temporary" classification until the return of the employee, or upon termination of the employee on maternity leave.

Funeral Leave:

Family: Includes mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparent, grandchild, son-in-law or daughter-in-law of the employee.

Immediate Family: Includes mother, father, spouse, son, daughter brother, sister, or step-child of the employee.

In case of the death of a person in the immediate family, an employee may be allowed time off with pay, not to exceed three (3) working days.

In case of the death of a person in the family, an employee may be allowed time off with pay, not to exceed two (2) working days.

An employee who is to act as a pallbearer (excludes honorary pallbearer) may be allowed time off with pay as follows:

1. Up to two (2) hours prior and up to four (4) hours after the funeral service.

2. A full day may be authorized if the funeral service is more than 25 miles from Clarinda.

A full-time employee will be allowed one-half (1/2) day off work without loss of pay to attend the funeral of a co-worker in the bargaining unit. The employee must attend the funeral and the funeral must have been on the employee's scheduled workday.

Military Leave:
Any employee, when ordered by proper authority to active state or federal service, is entitled to a leave of absence from government employment for the period of active state or federal service, without loss of status and without loss of pay during the first thirty (30) days of such leave of absence.

Unpaid Leave:
A Department Head may grant an unpaid leave of absence to an employee who needs the time for personal reasons.

During an unpaid leave, an employee:

a. receives no compensation;

b. does not earn vacation or sick leave;

c. does not collect sick leave benefits;

d. does not contribute to retirement programs;

e. must reimburse the Employer for all Group Hospital and Medical insurance premiums paid while on leave, if coverage is desired to be continuous;

f. must reimburse the Employer for all coverage under Group Life and Disability insurance, if coverage is desired to be continuous.

Leave Approval:
All leave must be approved by the Employer before such leave is taken.

Authorized leave shall be paid on an eight (8) hour day or forty (40) hour workweek basis.

ARTICLE 11
HEALTH AND SAFETY

Injury Reporting:
In case of injury due to work or incurred while at work, all such injuries must be reported within forty-eight (48) hours to the Engineer's office and/or supervisory personnel. If any injury is not reported within the stated time, the employee(s) are not eligible for leave. All employees injured on the job are required to go to the County Engineer's office and fill out an accident report within forty-eight (48) hours of the injury unless the circumstances of the injury and/or treatment make that impossible.

Physical Examination:
At the County's expense before being hired, all prospective employees must satisfactorily pass a physical examination given by a physician designated by the County. The Employer may require that employees pass an annual physical examination given by one of three physicians designated by the County at the Employer's expense. Employee choice of physician cannot be their family physician.

OSHA
The County will continue to make reasonable provisions to protect the safety and health of its employees in accordance with all applicable federal and state laws.

Health and Safety Committee
A committee, to include one (1) member from the bargaining unit, one (1) member not eligible to be a member of the bargaining unit, and the County Engineer, shall meet quarterly to discuss safety and health topics. The committee members shall also be available to all unit employees for reporting of unsafe conditions and equipment. The committee members shall have an open line of communication to the Engineer for reporting such unsafe conditions and equipment.

The committee meeting will be held during working hours. The Engineer will determine the date and time the meeting starts and stops. Committee members recommendations and suggestions can be made to the Engineer.

ARTICLE 12
INSURANCE

Health Insurance:
All full-time employees are eligible to apply for participation in the Group Health insurance benefits made available by the Employer within thirty (30) days following their employment date. Insurance coverage will be effective on the first day of the month following one full month of employment.

The Alliance Select Plan is in effect for all unit employees. The Employer will pay the single coverage premium. The Employer will pay seventy (70%) percent of the total family premium for those employees that have family coverage. The Employer will pay the single premium for dental coverage. The Employer will pay sixty-seven and one-half percent (67.5%) of the total family premium for dental coverage. The Employer's participation in group insurance coverage shall cease immediately upon the employee's termination of employment.

Life Insurance:
The County will provide all full-time employees with coverage of $10,000 per employee.

If additional coverage is desired, it may be added with the employee paying for the coverage.

ARTICLE 13
REDUCTION IN FORCE

When the Employer determines layoff is necessary, qualifications will be the primary consideration, and where qualifications between employees are equal, seniority shall govern.

If the work force is to be reduced for legitimate reasons, the reduction shall be accomplished in the following sequence: temporary, part-time, probationary, and finally, permanent employees.

On recall from layoff, employees will be returned to work in the reverse order in which they were laid off, if they are qualified to perform the work available. Probationary employees have no recall rights.

Employees to be recalled after being on layoff shall be notified as far in advance as possible by notice in writing sent by certified mail, return receipt requested, to the last address shown on the employee's record.

It is the employee's responsibility to keep the Employer informed of his/her current address and telephone number.

ARTICLE 14
TRANSFER

Vacancies shall be posted as soon as practical after the vacancy is determined. The Employer will indicate on the job posting the position sought, its location if applicable, the minimum qualifications and experience required. No permanent vacancy or newly created job classification in the bargaining unit will be filled by hire or promotion until such vacancy has been posted for a period of five (5) working days and present employees have had the opportunity to apply for such positions and to have their application considered. Qualified applicants outside the unit may be considered by the Employer after said five (5) working days. When the Employer determines the successful job bidder, qualifications will be the primary consideration, and where qualifications between bidders are equal, seniority shall govern. Such determination shall be made as expeditiously as possible.

An employee who accepts a promotion shall be ineligible to bid on another job for a one hundred eighty (180) day period.
An employee who has been transferred or promoted shall be placed in the new classification at the next step in pay that represents an increase over their current wage.

ARTICLE 15
WAGES

Reference is made here to Exhibit A, Job Classifications and Straight Time Hourly Wage Rates. By this reference, said Exhibit becomes a part of this Agreement.

Holidays:
When the employee is required to work on a holiday as specified in Article 8, he/she shall be paid time and one-half (1 1/2) for all hours worked, plus the paid holiday at said straight time hourly rate. The eight (8) hours of holiday, in this case, shall not be considered as time worked.

Reimbursable Expenses:
If a County employee is required to use private transportation to fulfill the job requirements of the County, a mileage allowance allowed by statute is authorized for all trips approved by Department Heads. Parking fees are included in the mileage rate and are not individually reimbursable.

Employees shall be allowed lodging and meal allowance when required to travel outside of the city or town of their official domicile and the trip is approved by the Department Head. In no event shall the reimbursable amount exceed the actual expense and mileage for use of personal vehicle shall be as provided by statute.

Overtime Compensation:
Overtime compensation shall be paid for all hours worked in excess of eight (8) per workday or forty (40) in any given workweek. Overtime compensation will be a monetary amount at the rate of one and one-half (1 1/2) times the hours worked.

Scheduled vacation leave and authorized time off (not including sick leave) shall be considered as time worked when computing overtime at the rate of eight (8) hours per day.

No employee shall refuse to work overtime when requested by the Employer.

Compensatory Time:
An employee may elect to substitute compensatory time in lieu of overtime payment at the time the overtime work was performed. Such compensatory time shall be compensated for at the rate of one and one-half (1 1/2) times the hours worked. Compensatory time may be accumulated to one hundred twenty (120) hours per year. The scheduling of compensatory time off shall be by mutual agreement between the employee and the Engineer.

ARTICLE 16
GRIEVANCE PROCEDURE

The investigation or processing of a grievance by the Employee Organization representative(s) shall be carried out in a manner which does not interfere with normal operations of the Employer by first obtaining permission of the immediate supervisor or Department Head, if immediate supervisor is not available. If the grievance is to be investigated or processed during regular working hours, such permission shall not be unreasonably withheld. The Employee Organization shall have no more than one (1) member investigating or processing a single grievance. Up to 2 employees will be allowed to be in pay status if the parties schedule negotiations during the employees' normal work hours. Time spent by the Employee Organization representatives on a single complaint shall be without pay unless permission is requested from the Employer in advance and such permission shall not be unreasonably withheld.

Time Limits
If a grievance is not presented within the time limits set herein, it shall be considered waived. If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the grievant may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual agreement between the Employer and grievant. More than one (1) grievance may be heard by the same arbitrator only by mutual written agreement of the parties.

Step 1. Consistent with the intent of the parties that a grievance should be resolved at the lowest supervisory level, the grievance shall first be taken up at the lowest appropriate supervisory level, normally with the immediate supervisor. The grievance shall be discussed orally, but the grievant shall cite the provision(s) of this Agreement allegedly violated. Step 1 must be taken within fifteen (15) working days of the incident complained of. The immediate supervisor shall have five (5) working days to investigate the grievance and respond to it.

Step 2. If the disposition of grievance in Step 1 is not satisfactory to the grievant, he/she shall make a written report on a copy of the Grievance Form attached to this Agreement and submit it to the Department Head within five (5) working days after the response from the immediate supervisor. The Department Head shall schedule a conference with the grievance and the immediate supervisor within ten (10) working days of receipt of the complaint. Following the aforesaid conference, the Department Head shall investigate the grievance and respond to it in writing within five (5) working days.

Step 3. If the grievance is not settled in accordance with the foregoing procedure, the grievant or the Employee Organization may, within ten (10) working days after receipt of the answer in Step 2, by written notice to the County Engineer, request arbitration. Within six (6) working days of the written request for arbitration, the parties meet to select an arbitrator or to request in writing the Public Employment Relations Board to furnish a list of names of seven (7) arbitrators. Either party may reject the entire list before the striking procedure begins. The requesting party shall have the right to strike the first name from the list. Each of the two (2) parties shall alternately strike one (1) name at a time from the panel until only one (1) name shall remain.

The remaining name shall be the arbitrator. The decision of the arbitrator shall be binding on both parties. The arbitrator shall be requested to issue his/her decision within thirty (30) days after the conclusion of testimony and argument.

The fees and expenses of the arbitrator will be paid equally by both parties. Each party shall pay its own cost of preparation and presentation for the arbitration. No stenographic transcript of the arbitration hearing shall be made unless requested by a party. The cost of stenographic reporting of the hearing shall be borne by the party requesting the same, except that the other party may request a copy of such transcript, in which case the parties shall equally divide the cost of stenographic reporting and of the transcripts. The arbitrator shall have no power to change, alter, detract from or add to the provisions of this Agreement.

All grievance and arbitration meetings under this Article are to be held in private.

ARTICLE 17
AGREEMENT PROVISION

Entire Agreement and Waiver:
This Agreement supersedes and cancels all previous agreements and practices between the County and Employee Organization, unless expressly stated to the contrary herein, and together with the concurrent Letters of Understanding, supplemental hereto, constitutes the entire agreement between the parties, and concludes collective bargaining for its term, except as provided herein.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective

bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the County and the Employee Organization, for the life of this Agreement, each voluntarily and unqualifiedly waives the right to and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement.

Savings Clause:
If any article, section, or portion thereof of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific article, section or portion thereof directly specified in the decision, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement. Upon the issuance of such decision, the parties agree to negotiate a substitute for the invalidated article, section or portion thereof. A provision of the Code of Iowa which is inconsistent with any term or condition of this Agreement, then the Code of Iowa shall supersede that term or provision.

ARTICLE 18
SPECIAL PROVISIONS

The Page County Secondary Road employees request a visible area to erect a bulletin board in the main shop at the County barn for the Page County Bargaining Unit's business, etc.

ARTICLE 19
DUES CHECKOFF AND INDEMNIFICATION

Upon receipt of a lawfully executed written authorization from an employee which may be revoked in writing at any time, the Employer agrees to deduct the regular monthly Union dues of such employee from his/her pay and remit such deduction, along with a list of current employees indicating those for which dues have been deducted, by the fifteenth (15th) day of the succeeding month to the official designated by the Union, in writing, to receive such deductions. The Union will notify the Employer in writing of the exact amount of such regular membership dues to be deducted. The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.

ARTICLE 20
SHOW UP PAY

When an employee at work is dismissed for the day within one (1) hour after the starting time for that day, the employee shall be paid one (1) hour at straight time hourly rate of pay or the employee may be granted one (1) day of vacation time, provided the employee has not exhausted his/her accrued vacation leave.

ARTICLE 21
EFFECTIVE PERIOD

THIS AGREEMENT shall become effective July 1, 2005, and shall remain in full force and effect until June 30, 2007. This Agreement shall be renewed year to year thereafter unless either party gives notice in writing of a desired change, no later than August 15 of the year immediately prior to the expiration date of this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives this 15th day of March, 2005.

EMPLOYER

BY James D. Richardson
Chairman,
Board of Supervisors
Page County, Iowa

BY James L. Christensen
County Engineer

Acknowledged by:

Renee Von Bokern
Employer Representative
Von Bokern Associates, Inc.

EMPLOYEE ORGANIZATION

BY
Employee Representative

BY James A. Wykell
Employee Representative

EXHIBIT A
WAGE RATES

Effective July 1, 2005

Classification	Start	3 mos.	6 mos.	1 year	18 mos.	2 years
Laborer & Driver	12.25	12.51	13.03	13.55	14.07	14.63
Truck Driver	Start	3 mos.	6 mos.	1 year		
	14.06	14.34	14.57	14.83		
Semi Truck Driver	Start	3 mos.	6 mos.	1 year	18 mos.	
	14.11	14.37	14.66	14.88	15.02	
Mechanic	Start	3 mos.	6 mos.	1 year	18 mos.	
I	14.52	14.82	15.02	15.28	15.55	
II	14.52	14.82	15.02			
Patrol Operator	Start	3 mos.	6 mos.	1 year	18 mos.	2 years
	14.16	14.39	14.75	14.92	15.20	15.55
Equipment Operator	Start	3 mos.	6 mos.	1 year	18 mos.	2 years
	14.16	14.39	14.75	14.92	15.20	15.55
Rodman	Start	3 mos.	6 mos.	1 year	18 mos.	2 years
	14.16	14.39	14.75	14.92	15.20	15.55

Effective July 1, 2006

Classification	Start	3 mos.	6 mos.	1 year	18 mos.	2 years
Laborer & Driver	12.70	12.96	13.48	14.00	14.52	15.08
Truck Driver	Start	3 mos.	6 mos.	1 year		
	14.51	14.79	15.02	15.28		
Semi Truck Driver	Start	3 mos.	6 mos.	1 year	18 mos.	
	14.56	14.82	15.11	15.33	15.47	
Mechanic	Start	3 mos.	6 mos.	1 year	18 mos.	
I	14.97	15.27	15.47	15.73	16.00	
II	14.97	15.27	15.47			
Patrol Operator	Start	3 mos.	6 mos.	1 year	18 mos.	2 years
	14.61	14.84	15.20	15.37	15.65	16.00
Equipment Operator	Start	3 mos.	6 mos.	1 year	18 mos.	2 years
	14.61	14.84	15.20	15.37	15.65	16.00
Rodman	Start	3 mos.	6 mos.	1 year	18 mos.	2 years
	14.61	14.84	15.20	15.37	15.65	16.00

Longevity:

five cents ($.05) per hour after five (5) years
ten cents ($.10) per hour after nine (9) years
fourteen cents ($.14) per hour after fifteen (15) years
twenty cents ($.20) per hour after twenty (20) years

Temporary Transfer

When an employee who is temporarily assigned to a higher job classification for more than two (2) consecutive working days, said employee will be paid at the higher rate of pay beginning on the first day. The employee will be returned to his/her normal wage when he/she is returned to his/her normal job classification. Step pay increases will be allowed to an employee assigned to a higher job classification under the Temporary Transfer section of Exhibit A, provided that employee has worked uninterrupted in that higher classification for the time period required to move from one step to a higher step.

Herbicide Certification

An employee who, when requested by the Employer and after satisfactorily passing all necessary testing for a Commercial Pesticide Applicator's License as issued by the Iowa Department of Agriculture and Land Stewardship, shall receive ten cents ($.10) per hour for all hours worked, whether applying pesticide or not, in addition to their normal hourly wage.

Letter of Understanding

Hours of work

In the event the County is interested in pursuing 10 hour days, the County and the Union shall meet to negotiate a Letter of Understanding agreeable to the parties.

FOR THE COUNTY

3-14-05

Date

FOR THE UNION

3-8-05

Date