

Memorandum of Understanding

This Memorandum of Understanding entered into by and between Woodbury County, Iowa ("Employer") and the Communications Workers of America, AFL-CIO, Civilian Officers' CWA 7177 ("Union"), effective July 1, 2022, and continuing until such time as the parties shall agree otherwise:

1. The current Master Contract between Employer and Union is effective July 1, 2021 through June 30, 2025 ("Union Contract").

2. In light of the anticipated opening of the new Law Enforcement Center, Employer has performed a wage study of comparable positions to those positions covered under the Union Contract within a 50-mile radius as well as within like counties outside of a 50-mile radius. To remain competitive with comparable job positions while at the same time respecting the property tax burden in Woodbury, County, Employer has determined to make a voluntary wage increase for positions covered by the Union Contract. Such additional cost for said increase is currently proposed to be paid using ARPA funds for FY 23. Union is in agreement with this voluntary wage increase.

3. The Employer intends to pay hourly wages to positions covered under the Union Contract according to the following schedule:

3 rd Class	\$23.33
2 nd Class	\$24.28
1 st Class	\$25.26
Senior	\$28.00
Master	\$31.26
Sergeant	\$34.57

Employer would intend to apply the negotiated raise of 2.75% for FY 23/24 to this wage schedule for wages beginning with the first full pay period in July 2023.

4. Union recognizes that this wage increase is voluntary by Employer and not required by the Union Contract. Employer may determine at any time in its sole discretion, upon proper Human Resources and Board of Supervisor action, to adjust this voluntary higher wage schedule. Union agrees that any decision by Employer to reduce this voluntary higher schedule, so long as the rates remain at or higher than the applicable schedule set forth in the Union Contract, would not form the basis for a grievance or prohibited practice complaint.

5. Nothing herein shall alter or amend the terms set forth in the Union Contract, including but not limited to the agreement by the parties to a wage reopener for FY 24-25.

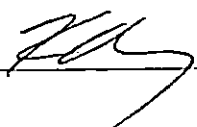
[signatures on following page]

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be executed by their duly-authorized representatives on the date above.

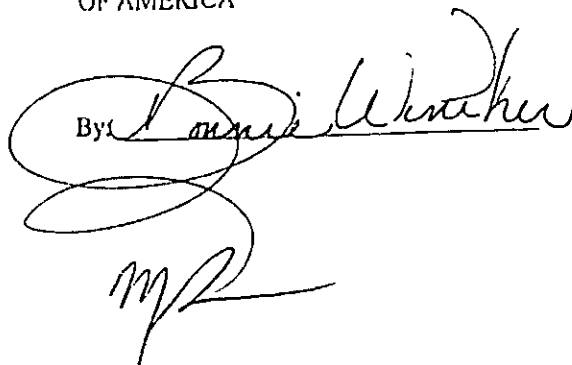
WOODBURY COUNTY, IOWA

COMMUNICATIONS WORKERS
OF AMERICA

By: _____



By: _____



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