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1/16/24

Memorandum of Understanding

This Memorandum of Understanding (“2024 MOU”) entered into by and between Woodbury County, Iowa (“Employer”) and the American Federation of State, County and Municipal Employees, Council 61 Local 3462, Woodbury County Assistant County Attorneys and Victim Witness Coordinator (“Union”), effective January 22, 2024 (“Effective Date”) and continuing until such time as the parties shall agree otherwise:

1. The current Master Contract between Employer and Union is effective July 1, 2020 through June 30, 2024 (“2020-2024 Union Contract”). Effective January 31, 2023, the Employer and Union entered into a Memorandum of Understanding regarding certain salary increases and benefits (“2023 MOU”).

2. Employer and Union have negotiated and approved a new Master Contract to become effective July 1, 2024 through June 30, 2027 (“2024-2027 Union Contract”).

3. Due to the continued shortage of personnel and to assist with recruitment, Employer has agreed as follows:

- a. As of the Effective Date through June 30, 2024, Employer shall pay Union employees the salary schedule for contract year July 1, 2024 – June 30, 2025, as contained in Appendix A of the 2024-2027 Union Contract; and
- b. As of the Effective Date through June 30, 2024, any new hires shall receive a one-time retention bonus of \$3,000.00 to be paid upon satisfactory completion of one year of service.

4. The Union is in agreement with these voluntary salary and retention bonus increases.

5. All other terms of the 2020-2024 Union Contract and 2023 MOU shall remain in effect through June 30, 2024. To the extent there is a conflict between this 2024 MOU and the terms of either the 2020-2024 Union Contract or the 2023 MOU, this 2024 MOU shall control.

6. Union recognizes that this salary and retention bonus increase is voluntary by Employer and not required by the 2020-2024 Union Contract. Employer may determine at any time in its sole discretion, upon proper Human Resources and Board of Supervisor action, to adjust these voluntary increases. Union agrees that any decision by Employer to reduce these voluntary increases, so long as the rates remain at or higher than the applicable schedule set forth in the 2020-2024 Union Contract, would not form the basis for a grievance or prohibited practice complaint.

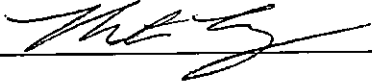
[signatures on following page]

IN WITNESS WHEREOF, the parties hereto have caused this 2024 MOU to be executed by their duly-authorized representatives effective as of the date above.

WOODBURY COUNTY, IOWA

AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL
EMPLOYEES COUNCIL 61 LOCAL 3462
WOODBURY COUNTY ASSISTANT
COUNTY ATTORNEYS AND VICTIM
WITNESS COORDINATOR

By: _____

A handwritten signature in black ink, appearing to be 'M. S.', written over a horizontal line.

By: _____

A handwritten signature in black ink that reads 'Benjamin Ingersoll', written over a horizontal line.