

Memorandum of Understanding

This Memorandum of Understanding 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 31, 2023, 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 ("Union Contract").

2. Employer has performed a wage study of comparable positions to those positions covered under the Union Contract within like counties. To remain competitive with comparable job positions and to assist in recruitment, 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 of 4.00%. Such additional cost for said increase is currently proposed to be paid using ARPA funds for FY 23 and FY 24. Union is in agreement with this voluntary wage increase.

3. Effective January 23, 2023, Employer intends to pay the salary schedule below to positions covered under the Union Contract:

- Step 1 \$67,371
- Step 2 \$70,771
- Step 3 \$74,339
- Step 4 \$77,913
- Step 5 \$81,479
- Step 6 \$85,052
- Step 7 \$91,844
- Step 8 \$95,415
- Step 9 \$98,985
- Step 10 \$102,559
- Step 11 \$106,129
- Step 12 \$113,311

Employer will apply the negotiated raise of 2.50% 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. Employer will pay a one-time bonus of \$1500 to current Assistant County Attorneys and to new hires at the end of one year of service. This will expire when the current contract expires on June 30, 2024. Such additional cost for said increase is currently proposed to be paid using ARPA funds for FY 23 and FY 24.

6. Effective January 23, 2023 and continuing until such time as the parties shall agree otherwise, Article VI (Wage and Fringe Benefits) Section 2 paragraph 4 shall be amended as follows:

Upon initial employment for an Assistant County Attorney position, credit may be given for previous experience in a prosecutor position up to step 8 whether within or outside of the County, at the discretion of the County Attorney.

7. Effective January 23, 2023 and continuing until such time as the parties shall agree otherwise, Article VI (Wage and Fringe Benefits) Section 6 shall be amended as follows:

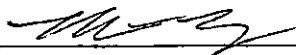
Vacation leave is provided to employees for the purpose of rest and recreation from daily routine. **New employees shall be given 40 hours of vacation accrual upon hire and eligible to use accrued vacation immediately.** When an officially designated holiday occurs during an approved vacation leave, the holiday will be paid, and no vacation leave will be charged. This practice currently being used by employees to schedule vacation time off shall continue to be used within the County Attorney's Office. The County Attorney may require rescheduling of vacations if in his/ her judgment the scheduling of a vacation will adversely affect the efficiency operation for the County Attorney's Office.

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

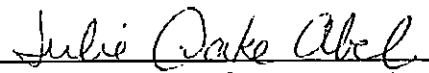
WOODBURY COUNTY, IOWA

AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES

By:


Matthew Vly, Chairman

By:


Julie Drake Abel
Union Representative