

08/18/15
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MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into this ___ day of July, 2015 by and among Woodbury County, the Woodbury County Sheriff's Department ("the Department"), and Communications Workers of America, AFL-CIO, Correctional Officers – CWA 7177 ("CWA 7177") in order to memorialize the understanding of the parties with respect to the use of part-time correctional officers ("COs") within the Woodbury County Jail Division ("Jail Division"). This MOU shall be effective from July 1, 2015 until terminated upon mutual agreement of the parties or by any party at any time, with or without cause, upon thirty (30) days advance written notice to the other parties. The parties agree that they will review the terms and conditions of this MOU every six (6) months in order to assess whether it continues to reflect the shared objectives of the parties.

During the term of this MOU, the parties agree to work cooperatively to increase staffing levels within the Jail Division as economically as possible through the utilization of part-time COs, with the understanding that all such staffing increases will be budget-neutral and will not result in a request for an increase in the Department's budget. The parties agree that all available work will first be offered to full-time COs and Sheriff's Deputies through CWA before part-time COs are utilized.

The parties agree that part-time COs will not be subject to the terms of the current contract between Woodbury County and CWA 7177. Accordingly, part-time COs will be paid at the rate of fifteen dollars (\$15.00) per hour; will not be eligible or entitled to receive benefits; will not be required to receive or maintain the same or comparable training and certification required of and/or afforded to full-time CWA 7177 members; and will not exceed twenty-four (24) hours of work in a forty (40) hour work period. The specific tasks assigned to part-time COs will be determined by the lieutenant and sergeant on duty and will reflect the training and experience of the part-time CO assigned to perform said tasks. CWA expressly acknowledges and agrees that the use of part-time COs to provide correctional services to the Jail Division on the terms set forth in this MOU is not a Prohibited Practice in violation of the terms of the contract between Woodbury County and CWA 7177 while under this agreement.

It is understood and agreed by the parties that the use of part-time COs is a short term approach intended to alleviate current staffing concerns. Woodbury County and the Department agree that they will work in good faith to maintain appropriate CO staffing levels within the Jail Division and CWA 7177 agrees that it will work in good faith to decrease the use of overtime and sick time by full-time COs.

WOODBURY COUNTY

By: *Mark Monson*
Mark Monson, Board Chair

Date: 08/04/2015

WOODBURY COUNTY SHERIFF'S DEPARTMENT

By: *Dave Drew*
Dave Drew, Sheriff

Date: 08/04/2015

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, CORRECTIONAL OFFICERS – CWA 7177

By: *Trevel Trough*
Title: PRESIDENT CWA 7177

Date: _____