

WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORM

Date: 02/19/2025 Weekly Agenda Date: 2/24/2026

ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN: Melissa Thomas, HR Director

WORDING FOR AGENDA ITEM:

Approve the wage reopener agreement with the Communications Workers of America, AFL-CIO Civilian Officers' CWA 7177

ACTION REQUIRED:

Approve Ordinance

Approve Resolution

Approve Motion

Public Hearing

Other: Informational

Attachments

EXECUTIVE SUMMARY:

Woodbury County and Civilian Officers' CWA 7177 have come to a tentative agreement regarding wages for the next two fiscal years.

BACKGROUND:

Wages have been negotiated as well as an increase in steps.

FINANCIAL IMPACT:

Please see attached TA

IF THERE IS A CONTRACT INVOLVED IN THE AGENDA ITEM, HAS THE CONTRACT BEEN SUBMITTED AT LEAST ONE WEEK PRIOR AND ANSWERED WITH A REVIEW BY THE COUNTY ATTORNEY'S OFFICE?

Yes No

RECOMMENDATION:

Pass the motion

ACTION REQUIRED / PROPOSED MOTION:

Motion to approve the wage reopener agreement with the Communications Workers of America, AFL-CIO Civilian Officers' CWA 7177

WAGE REOPENER AGREEMENT

BETWEEN
WOODBURY COUNTY, IOWA
AND
THE COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
CIVILIAN OFFICERS' - CWA 7177

July 1, 2026 – June 30, 2027

WHEREFORE, pursuant to Article XVII of the Master Contract between Woodbury County, Iowa and the Communications Workers of America, AFL-CIO Civilian Officers' CWA 7177 for contract term July 1, 2025 through June 30, 2028, the parties agreed to a wage reopener for the time period July 1, 2026 through June 30, 2027 and a wage reopener for the time period July 1, 2027 through June 30, 2028.

WHEREFORE, this Wage Reopener Agreement provides the agreement for wages for July 1, 2026 through June 30, 2027 and for July 1, 2027 through June 30, 2028.

NOW THEREFORE, the parties agree as follows:

1. Effective the first full pay period in July 2026, wages for each employee will be increased by 4.5% for Step 1 through Step 4; 6.5% for Senior; 5.75% for Master; and 5.5% for Sergeant. The following Appendix A-1 shall be used for the time period July 1, 2026 through June 30, 2027.

APPENDIX A-1
Wage Schedule
July 1, 2026

Civilian Jailers and Court Security Officers
(Civilian Officers)

Step 1:	\$27.21
Step 2:	\$28.19
Step 3:	\$28.83
Step 4:	\$29.47
Senior Corrections/Court Security Officer:	\$33.14
Master Corrections/Court Security Officer:	\$36.56
Sergeants/Court Security Supervisor:	\$40.33

2. Effective July 1, 2026, Section 2 of Article XVI shall be amended as follows:

Section 2 –

- ~~Class 3 0 36 months~~
- ~~Class 2 37 60 months~~
- ~~Class 1 61 96 months~~
- ~~Senior 97 143 months~~
- ~~Master 144 months~~

- Step 1: 0 years up to 2nd anniversary**
Step 2: 2 years up to 4th anniversary
Step 3: 4 years up to 6th anniversary
Step 4: 6 years up to 8th anniversary
Senior: 8 years up to 10th anniversary
Master: 10 years or more

3. Effective July 1, 2026, Section 3 of Article XVI shall be amended as follows:

Section 3: Corrections and Court Security Officers (Civilian Officers) who meet one of the following conditions shall be designated Senior Corrections/Court Security Officers and shall receive additional pay as specified in Appendix A-1, A-2.

- (A) ~~4~~ 3 years of service as a Woodbury County Corrections and/or Court Security Officer plus a BA or BS degree.
- (B) ~~6~~ 5 years of service as a Woodbury County Corrections and/or Court Security Officer plus an AA degree.
- (C) 8 years of service as a Woodbury County Corrections and/or Court Security Officer.

Senior Corrections/Court Security Officer pay shall begin with the first pay period following the satisfaction of one of the conditions set out above. Corrections/Court Security Officers who believe they are eligible to receive Senior Corrections/Court Security Officer pay based upon Condition A or B shall submit evidence of satisfaction of the academic requirement to the Human Resources Department.

Tentative Agreement

4. Effective the first full pay period in July 2027, wages for each employee will be increased by 3.5% for each employee. The following Appendix A-1 shall be used for the time period July 1, 2027 through June 30, 2028. No further wage reopener shall occur for the time period July 1, 2027 through June 30, 2028.

APPENDIX A-1
Wage Schedule
July 1, 2027

Civilian Jailers and Court Security Officers
(Civilian Officers)

Step 1:	\$28.16
Step 2:	\$29.18
Step 3:	\$29.84
Step 4:	\$30.50
Senior Corrections/Court Security Officer:	\$34.30
Master Corrections/Court Security Officer:	\$37.84
Sergeants/Court Security Supervisor:	\$41.74

5. This Agreement shall become effective and final upon ratification by the union and approved by the Board of Supervisors.

Dated this 18th day of February, 2026.

WOODBURY COUNTY, IOWA

COMMUNICATIONS WORKERS OF AMERICA

By [Signature]
Chairman, Board of Supervisors

By [Signature]
CWA Representative

[Signature]
Legal Counsel

By _____
CWA Local No. 7177 President

By [Signature]
Bargaining Committee Member