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FIRST AMENDED AND RESTATED¹

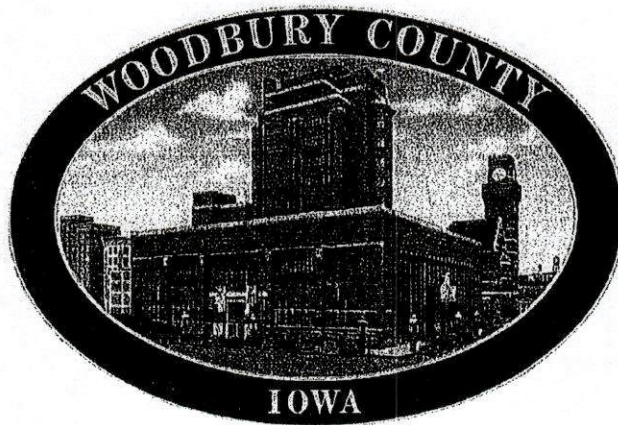
MASTER CONTRACT BETWEEN

WOODBURY COUNTY, IOWA

AND

THE COMMUNICATIONS WORKERS OF
AMERICA, AFL-CIO

CIVILIAN OFFICERS' CWA 7177



2025-2028

¹ This First Amended and Restated Agreement incorporates changes agreed to during the 2026 wage reopener.

PREAMBLE

THIS AGREEMENT is executed by Woodbury County, hereinafter called "Employer," and Communications Workers of America, AFL-CIO, hereinafter called "Union."

ARTICLE I Definitions

Section 1 – A part-time employee is a person who is hired for a period of twenty-four (24) hours per week, or less.

Section 2 – A temporary employee is one who is hired for a period of one hundred twenty (120) consecutive calendar days, or less.

Section 3 – Part-time employees and temporary employee are not included within the bargaining unit, are not entitled to any of the benefits of this Agreement, and shall not become regular employees unless first hired as permanent employees. If a permanent employee has previously attended and successfully completed training at the Iowa Law Enforcement Academy, or a regional training facility certified by the Director of the Iowa Law Enforcement Academy, they will have a probationary period of six (6) months from date of hire. If the employee has not attended the Iowa Law Enforcement Academy or a regional training facility certified by the Director of the Iowa Law Enforcement Academy, they will have a probationary period of one (1) year from their date of hire.

Section 4 – A permanent employee is one who is hired as a permanent employee rather than for a part-time or temporary period or purpose.

Section 5 – A probationary employee is one who has not completed a probationary period as described in Section 3 above. During the probationary period, such employee may be removed or discharged by the Sheriff without cause.

Section 6 – A regular employee is an employee other than a temporary employee or part-time employee who has completed the probationary period.

Section 7 – Except where the context clearly indicates otherwise, the word "employee," when used in this Agreement, shall be limited to mean "regular" employees.

Section 8 – "Act" shall mean the Iowa Public Employment Relations Act as it may be amended from time to time.

Section 9 – Whenever reference is made in this Agreement to the Sheriff, such term shall also include the designated representative of the Sheriff.

Section 10 – The words "Civilian Officers" as used throughout this contract shall refer to court security staff, transport officers, corrections staff and electronic monitoring. (The purpose of this section is to recognize the fact that certified peace officers employed by the County are

no longer governed by this contract, so there is no longer a hierarchy of classifications. Nothing in this definition shall be construed so as to confer any rights on any of the civilian officers as defined above, which are not specifically provided elsewhere in this contract).

ARTICLE II
Management Rights and Responsibilities

Section 1 – In addition to all powers, duties, and rights of the Employer established by constitutional provisions, statute, ordinance, charter, or special act, the Union recognizes the powers, duties, and rights which belong solely, exclusively, and without limitation to the Employer, to-wit:

- (a) the right to manage the Employer's operations to direct the working force;
- (b) the right to hire employees;
- (c) the right to maintain order and efficiency;
- (d) the right to determine, extend, or curtail the size and location of the Employer's operations and to determine the type and amount of equipment to be used;
- (e) the right to assign work, the right to determine methods and material to be used, including the right to introduce new and improved methods or facilities, and to change existing methods and facilities;
- (f) the right to create, modify, and terminate divisions and job duties;
- (g) the right to transfer promote, and demote employees;
- (h) the right to discipline, suspend, and discharge employees for cause;
- (i) the right to lay off;
- (j) the right to determine the number and starting times of shifts, the number of hours and days in a workweek, hours of work, and the number of persons to be employed by the Employer at any time; and
- (k) the right to enforce and require employees to observe rules and regulations set forth by the Employer; provided, however, that these rights will not be used for the purpose of discriminating against any employee because of his membership or non-membership in the Union.

Section 2 – The list of management rights set forth above is not exclusive and it is understood that except as specifically and expressly modified or limited by this Agreement, all of the rights, power, authority, and prerogatives the Employer had prior to this Agreement are retained by and reserved to it and shall remain within its exclusive control.

ARTICLE III
Union Rights and Responsibilities

Section 1 – The Union recognizes its responsibilities as the exclusive bargaining agent of the employees within the bargaining unit and realizes that in order to provide maximum opportunities for continuing employment and fair compensation, the Employer must be able to operate efficiently and at the lowest possible cost consistent with fair labor standards. The Union, therefore, agrees to cooperate in the attainment of the goals and agrees to the following, to-wit:

- (a) that it will cooperate with the Employer and support its efforts to assure a full and fair day's work on the part of its employees;
- (b) that it will actively combat absenteeism and any other practice which restricts efficient operations of the Employer; and
- (c) that it will earnestly strive to improve and strengthen goodwill between and among the County and its employees, the Union, and the public.

Section 2 – The Employer will not interfere with the right of its employees to become members of the Union. The Union will not interfere with the right of the employees to refrain from Union membership. There shall be no discrimination by the Employer or the Union because of membership or non-membership in the Union. The Union agrees that neither it nor any of its officers or agents will engage in any Union activity which will interrupt or interfere with the operations of the Employer.

Section 3 – The Union may appoint a representative to receive, investigate, and process an alleged grievance. If the nature of the grievance involves possible irreparable harm to an employee, the representative may be authorized by the Employer to leave the representative's regular work area for the purpose of investigating a grievance; the representative shall obtain permission to do so from the supervisor, which permission shall not be denied unreasonably.

Section 4 – A representative shall suffer no loss of regular pay for the normal work shift when properly excused by the supervisor. Such time spent investigating grievances shall be kept reasonable and commensurate with the issue involved. Normally, such time will not exceed one-half (1/2) hours.

Section 5 – The name of the representative shall be furnished in writing to the Sheriff and the Human Resources Director, and a representative may not act in that capacity until the name is so furnished. Any change in the designated representative must be promptly reported in writing.

ARTICLE IV
Work Stoppage

Section 1 – The Employer agrees that during the term of this Agreement, it will not engage in any lockout of its employees.

Section 2 – The Union agrees that neither it nor its officers or agents will cause, authorize, induce, encourage, instigate, ratify, condone, or participate in any work stoppage, strike slowdown, or illegal picketing, including a refusal to cross any picket line or any other action which interrupts or interferes with the operations of the Employer.

Section 3 – No employee shall cause, authorize, induce, encourage, instigate, ratify, condone, or participate in any work stoppage, strike, slowdown, or illegal picketing, including a refusal to cross any picket line or any other action which interrupts or interferes with the operations of the Employer.

Section 4 – In the event of a violation of any section above, all legal censures of the Act shall apply.

ARTICLE V
Seniority

Section 1 – For the purposes of seniority, employees shall be classified as follows: Civilian Officers. Seniority is defined as an employee's length of continuous service with the Employer from the employee's most recent date of hire within the above classifications. Seniority shall not carry over from one classification to another. When two (2) or more employees have the same date of hire, their seniority shall be determined by the flip of a coin. For purposes of shift bidding only, Sergeants shall accrue seniority in rank and bid shifts by seniority accrued in rank.

Section 2 – The seniority records for employees shall be maintained by the Employer and shall be available to the Union upon request. Any protest as to the correctness of the list must be made in writing to the Employer within thirty (30) days after the list has been given to the Union.

Section 3 – The seniority of an employee shall terminate if the employee quits for any reason, including retirement; is discharged, fails to report to work within ninety-six (96) hours after written notice of recall is mailed to the employee's latest-advised current address; or is laid off for a period exceeding thirty-six (36) months, or his seniority, whichever is lesser.

Section 4 – An employee promoted from the bargaining unit shall retain but shall not continue to accrue seniority.

Section 5 – An employee shall accrue seniority within an employee's classification to be used in case of staff reduction and/or shift bidding.

ARTICLE VI
Hours of Work

Section 1 – The Employer shall establish and post the hours of work for each shift as determined by the Employer to best provide the services to be rendered and to accommodate the public being served. It is understood and agreed that the operation of the Sheriff's office and the jail are continual, non-stop operations. When an employee is in active pay status, the employee will be paid for 80 hours bi-weekly pursuant to the terms of Article XX, Section 1. The employee will also be paid for any daily overtime accrued pursuant to Article IX. This will occur even if the employee, because of shift schedules, has worked less than 80 hours in the bi-weekly pay period. It is agreed that if an employee terminates for any reason and at the time of the termination he/she has been paid for hours not worked, the employee will within thirty days repay Woodbury County for any hours paid but not worked. The regular work day for Court Security Officers, and for other employees who are similarly situated, shall be eight and one-half (8 ½) hours including a half hour (1/2) paid lunch period. It is understood that employees may be required to work during their lunch period.

Section 2 – Each schedule shall provided that an employee is given one (1) weekend off per month or two (2) consecutive days of the employee's choice as approved by the Employer.

Section 3 – It is understood and agreed that the determination of the daily and weekly work schedules for all employees may be changed by the Employer from time to time to meet the Employer's requirements. It is also understood and agreed that the Employer shall have the right to reduce, extend, or maintain the hours of work for any employee, and the employee shall be required to work at times as scheduled by the Employer. The Employer shall give the Union as much advance notice as possible of any major change of working condition, but in any event the Employer shall give the Union at least ten (10) days' such notice, except in the case of an emergency. Emergency for purposes of this section shall be defined as the imminent danger to life, limb, or property in which summoning of aid is instituted for the preservation thereof and shall include a jail shakedown. An emergency shall not be construed to facilitate involuntary transfer to work assignments.

ARTICLE VII
Overtime & Holidays

Section 1 – Overtime is all time properly authorized or approved by the Employer and worked by the employee in excess of the normal daily work schedule as posted. It shall be determined in units of one-quarter (1/4) hour or more of time worked in excess of the regularly-scheduled hours of work.

Section 2 – All overtime work shall be held to a minimum consistent with efficient operation and provision of essential services. When overtime work is required, each employee is expected to be available for such assignment.

Section 3 – Overtime work shall be paid at one and one-half (1 ½) times the employee's regular hourly rate and shall be included in the paycheck for the period when it is worked.

Upon mutual agreement between an employee and the Sheriff, the Employer may grant time off at the rate of one and one-half (1 ½) times the overtime hours worked by the employee in lieu of overtime pay.

Section 4 – An employee who appears in court pursuant to a subpoena or order when not regularly scheduled to work shall receive a minimum of three (3) hours of paid overtime, or three (3) hours of compensatory time, at their discretion.

Section 5 – The provisions of this Article shall be construed and implemented consistent with the provisions of the Fair Labor Standards Act.

Section 6 – Subject to and in accordance with the provisions of this article, all regular and probationary employees shall be granted holiday pay or a working day off for the following ten (10) holiday's: Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Friday after Thanksgiving Day, either the day before Christmas Day or the day before New Year's Day, Christmas Day, New Year's Day and Martin Luther King's Birthday.

Section 7 – Shift employees are employees who work in a classification where it is required that there be employees on duty seven (7) days per week, twenty-four (24) hours per day. For jailer shift employees, the holiday will begin at 8:00 a.m. on the day of the holiday and shall end at 8:00 a.m. twenty-four (24) hours later.

Section 8 – If a shift employee is scheduled to work a holiday, that employee will receive two and one-half (2 ½) times the regular hourly rate of pay normally paid to said employee. However, upon mutual agreement between the employee and the Sheriff, the employee may elect to receive pay at one and one-half (1 ½) times the hourly rate and to receive one (1) working day of compensatory time.

Section 9 – If a holiday falls on a shift employee's regular-scheduled day off, that employee shall be granted one (1) working day's pay at the employee's regular rate of pay, or be allowed to bank those hours into their comp bank if it does not exceed the maximum allowed hours in their comp bank.

Section 10 – For non-shift employees, when one of the aforementioned holidays falls on a Saturday, the preceding Friday will be observed as a holiday, and if any aforementioned holiday falls on a Sunday, the following Monday will be observed as the holiday.

Section 11 – In order to be eligible for receiving holiday pay or for obtaining a working day off, an employee, unless excused by the Sheriff, must report for work on the last scheduled workday before the holiday and on the first scheduled workday after the holiday. No employee who has been laid off or is under suspension will be eligible for holiday pay or for a working day off.

Section 12 – Total compensatory time may be accumulated to a maximum of one hundred sixty (160) hours. Total compensatory time is calculated by adding regular compensatory

time and what has been called holiday compensatory time (Section 8 above). After an employee has accumulated one hundred sixty (160) hours of total compensatory time, all overtime work shall be compensated in cash. An employee may accumulate and carry forward a maximum of one hundred sixty (160) hours of total compensatory time from one contract year to the next contract years. An employee whose current total compensatory time exceeds one hundred sixty (160) hours will not be allowed to accrue additional total compensatory time until their total compensatory time is below one hundred sixty (160) hours. Compensatory time in excess of 84 hours must be used by February 10th or any time in excess of 84 hours will be paid in cash prior to March 1st.

ARTICLE VIII Vacations

Section 1 – Subject to and in accordance with the provisions of this article, paid vacation shall be granted to employees after continuous active service pursuant to the following schedule:

- (a) After an employee has been in the continuous active service of the Employer for one (1) year as of the anniversary of the employee's most recent date of hire, the employee shall be given forty (40) hours vacation with pay at the employee's regular hourly rate.
- (b) After an employee has been in the continuous active service of the Employer for two (2) years or more as of the anniversary of the employee's most recent date of hire, the employee shall be given eighty (80) hours vacation with pay at the employee's regular hourly rate.
- (c) After an employee has been in the continuous active service of the Employer for six (6) years or more as of the anniversary of the employee's most recent date of hire, the employee shall be given one hundred twenty (120) hours vacation with pay at the employee's regular hourly rate.
- (d) After an employee has been in the continuous active service of the Employer for thirteen (13) years or more as of the anniversary of the employee's most recent date of hire, the employee shall be given one hundred sixty (160) hours vacation with pay at the employee's regular hourly rate.
- (e) After an employee has been in the continuous active service of the Employer for twenty (20) or more as of the anniversary of the employee's most recent date of hire, the employee shall be given two hundred (200) hours vacation with pay at the employee's regular hourly rate.
- (f) For the purposes of vacation pay only, a new employee with
 - (i) a minimum of two (2) or more years of experience as a correctional officer, and
 - (ii) who has completed the basic forty (40)-hour jail school at the ILEA or other state equivalent

shall accrue vacation according to Section 1(b) upon starting employment.

Section 2 – The purpose of a vacation is to enable the employee to enjoy periodic rest from the employee's regular job so that the employee may return to work refreshed. The vacation year will be the individual employee's anniversary date to anniversary date. Accordingly:

- (a) Employees may carry over a maximum number of vacation days which is equal to the amount of vacation accrual earned in the anniversary year just ended. Any vacation hours which exceed the maximum allowable carry over shall be deleted as of the employee's anniversary date if they are not used.
- (b) No employee shall be entitled to vacation pay in lieu of vacation.
- (c) An employee whose services are terminated shall receive any vacation earned and not previously taken. Such vacation shall be taken before the employee is dropped from the payroll provided that no vacation may be earned on a pro rata basis until after the employee has worked the employee's first full year.

Section 3 – So far as possible, each vacation will be granted at the time selected by the employee so long as it does not conflict with the operation of the Employer, provided that the final right to allot vacation periods and the right to change such vacation periods is reserved exclusively to the Employer acting by and through the Woodbury County Sheriff.

Section 4 – In the event that a holiday falls within an employee's vacation period, such day will not be counted as a day of vacation.

ARTICLE IX **Leaves of Absence**

A. Sick Leave

Section 1 – Sick leave shall be used for personal illness and injury, including on-the-job injury or disability, subject to the provisions set out hereinafter. If an employee is injured while gainfully employed by a different employer who carried or is required to carry Worker's Compensation insurance, the employee may use accumulated sick leave to supplement payments from Worker's Compensation insurance. To the extent the employee has accumulated sick leave, the employee may receive the difference between the Worker's Compensation benefits the employee receives while unable to work and the amount the employee would have been entitled to as gross pay under this contract if the employee had been able to work.

Section 2 – Employees shall be granted ten (10) hours of sick leave per month and shall have the right to accumulate unused sick leave up to a maximum of six hundred forty (640) working hours. An employee who has accumulated and maintains 640 hours of sick leave will be allowed to convert sick leave earned during the year to vacation at the rate of 4 hours of sick leave for 1 hour of vacation. An employee will cease to be eligible for this conversion any time their accumulated sick leave falls below 640 hours.

Section 3 – Except in cases of serious confining illnesses excused by the Sheriff, sick leave

will not be paid on the working day immediately preceding or following a holiday.

Section 4 – The Employer reserves the right to require a physician's signature for any absence due to sickness.

Section 5 – To be eligible for sick leave payment, an employee shall notify the Employer as soon as possible but in any event prior to the starting time of the employee's workday. This notice may be waived if the Employer determines that the employee could not reasonably be expected to comply with this requirement because of circumstances beyond the control of the employee.

Section 6 – No employee is entitled to compensation for unused sick leave time except to the extent specified in this section. Termination of service shall terminate any and all obligation of the Employer in connection with unused sick leave time. An employee who is retiring and has a minimum of 25 years of employment with the Woodbury County Sheriff's Office will be paid 15% of his/her accumulated sick leave up to a maximum of Three Thousand Dollars (\$3,000.00). Any retiring employee who has a minimum of 20 years of employment with the Woodbury County Sheriff's Office and accumulated sick leave of 500 or more hours may elect to have the County provide his/her personal insurance for a period of one year from the date of retirement, in lieu of cash payout of up to three thousand dollars (\$3,000.00). Should the employee elect family coverage, the employee will be responsible for the difference in cost between the personal, single coverage and the cost of family coverage.

Section 7 – During the first six calendar months of an on-the-job injury or disability incurred or suffered in the course of employment with the Woodbury County Sheriff's Office, an employee shall receive his or her regular pay as follows: the Employer shall pay the employee the difference between the Worker's Compensation benefits and the amount which the employee would have been entitled to as gross pay for the same period under the contract if there had been no Worker's Compensation benefit. No payments by the Employer under this section shall be charged against an employee's sick leave for this six month period.

Following the first six calendar months of an on-the-job injury or disability, sick leave may be used to the extent it is available. During a period equivalent to the employee's accumulated sick leave, the Employer shall pay the employee the difference between the Worker's Compensation benefits and the amount which the employee would have been entitled to receive as gross pay for the same period under the contract as if there had been no Worker's Compensation benefits, and sick leave shall be reduced accordingly. Proper deductions shall be taken from the amount paid to the employee by the Employer.

During any statutory waiting period, an employee may use sick leave to the extent it is available.

B. Funeral Leave

Section 1 – An employee will be granted up to three (3) days funeral leave to attend the funeral of the employee's spouse, children or step-children, parents or step-parents, mother-in-law, father-in-law, brother, sister, brother-in-law, sister-in-law, grandparents, grandchildren, or permanent member of the immediate household.

Section 2 – In special cases involving unusual travel or other unusual circumstances, the Sheriff may grant additional leave without pay.

Section 3 – The Sheriff may allow an employee one (1) day of funeral leave with no loss of compensation to attend the funeral of members of the family not included above. He may also allow an employee the necessary time off without pay to attend the funeral of a fellow employee or of a close family friend.

C. Family Leave

An employee may be granted up to 120 hours of family leave per contract year chargeable to accumulated sick leave when it is necessary for them to provide care for a spouse, child or parent with a serious health condition. The employee requesting family leave will be required to provide a written statement of the reason family leave is needed and may be required to provide a physician's statement concerning the illness or injury of the spouse, child or parent. This leave shall be non-accumulative. If the leave is granted it may be treated as leave time under the Family Medical Leave Act. However, the Board of Supervisors shall not be bound by any of the terms, conditions or interpretations of the Family Medical Leave Act in deciding whether or not to grant the leave. The decision to grant or deny this leave is in the sole discretion of the Board of Supervisors or its designee after full consultation with the Sheriff. Any leave request which is going to be denied by the designee of the Board shall be presented to the Board of Supervisors and the employee will be invited to present his/her situation to the Board. The decision of the Board of Supervisors is final and is not subject to a grievance under the terms of this contract.

D. Personal Day

Section 1 – Each employee will receive two personal days per contract year. Personal days will be scheduled by mutual agreement between the employee and the Department. Personal days shall not be carried over from contract year to contract year, nor shall they be granted, if unused, to any employee upon retirement, termination or discharge. No employee will be permitted to work his/her personal day.

E. Jury Duty and Court Appearance

Section 1 – Employees shall be granted a paid leave of absence for assigned work time lost when called to serve on jury duty. Such employees shall be paid their straight time hourly rate for all lost time up to forty (40) hours per week. An employee who is scheduled to work the 11 p.m. to 7 a.m. shift, shall be given that shift off so the employee can sleep prior to jury duty the next day. An employee shall submit certification of jury service to the Employer, and shall assign to the employer that part of all remuneration received for jury service which can reasonably be described as duplicate compensation. When released from jury duty during working hours, the employee shall report to work within one (1) hour, unless there is less than an hour remaining in the working day.

ARTICLE X
Adjustment of Grievances

Section 1 – A grievance is defined as a dispute between an employee and the Employer concerning the interpretation, application, or violation of the express terms of this Agreement. Should an employee have a grievance, it shall be adjusted in the following manner:

Step One: An employee who claims a grievance shall present such grievance orally, with or without this steward, to his supervisor within five (5) working days after the occurrence upon which the grievance is based. The supervisor shall give his oral answer to the grievance within three (3) working days after the grievance was presented to him.

Step Two: If the grievance is not settled in Step One, it may be appealed by the employee and his steward within five (5) working days after the answer of the supervisor. The grievance shall be reduced to writing, signed by the aggrieved employee and the steward, and shall state the facts and the specific section of this Agreement alleged to have been violated and the remedy or relief sought. The written grievance shall be promptly submitted to the Sheriff or his designated representative who shall give his answer in writing to the employee and steward within five (5) working days after the grievance has been presented to him.

Step Three: If the grievance is not settled in Step Two, it may be appealed to arbitration by the Union by written notice of a request for arbitration submitted to the Sheriff within seven (7) calendar days after the receipt of the Employer's Step Two answer. Said written notice shall be signed by a representative of the Union, shall state the facts and the specific section of this Agreement which is to be considered by the arbitrator, and the remedy or relief sought. When a timely request has been made for arbitration, a representative of the Employer and a representative of the Union shall select a mutually-agreeable arbitrator to hear and determine the grievance. If the representatives of the parties are unable to agree upon the selection of an arbitrator within ten (10) calendar days of the Employer's receipt of the arbitration notice, the parties shall jointly request the Federal Mediation and Conciliation Service to submit a list of five (5) arbitrators. Upon receipt of the list, the parties' designated representatives shall determine by lot the order of elimination and thereafter each shall, in that order, alternatively strike a name from the list, and the fifth and remaining person shall act as the arbitrator.

Section 2 – The failure of an employee, the Union, or its representative to appeal a grievance to the next step within the applicable times specified above shall bar an employee, the Union, or its representative from appealing the grievance further, and any such grievance shall be considered as settled.

Section 3 – The failure by an employee, the Union, or its representative to process a grievance within the applicable times specified above shall bar an employee, the Union, or its representative from further pursuit of the grievance, and any such grievance shall be

considered as settled. The failure by the Employer to reply within the applicable times specified above shall be deemed a denial of the grievance which may then be appealed to the next step.

Section 4 – An arbitrator selected pursuant to the provisions of Step Three shall schedule a hearing on the grievance and, after hearing such evidence as the parties desire to present, shall render a written opinion and award. The arbitrator shall have no authority to hear or determine wage or fringe benefit adjustments nor to add to, subtract from, modify, or amend any terms of this Agreement. The arbitrator shall have no authority to substitute his discretion for that of the Employer in any matter reserved to the Employer by law or by the terms of this Agreement. A decision of the arbitrator, within the scope of his authority, shall be final and binding upon the Employer, the Union, and the aggrieved employee(s). The arbitrator may not hear more than one grievance unless the presentation of more than one grievance is mutually agreed to by the Employer and the Union.

Section 5 – The arbitrator shall not have power to accept or decide any grievance which involves a matter within the jurisdiction of the Civil Service Commission (Iowa Code Chapter 341A).

Section 6 – The Employer and the employee will share equally any joint costs of the arbitration procedure, such as fees and travel expenses of the arbitrator, and the cost of a hearing room and transcript. Any other expenses shall be paid by the party incurring them.

ARTICLE XI

Discipline/Discharge

Section 1 – The Union recognizes the right of the employer to suspend discharge or take other appropriate disciplinary action for just cause. The employer agrees to use progressive discipline where appropriate.

Section 2 – The intention to take disciplinary action shall be reported to the Director of Human Resources prior to taking any action. The Director of Human Resources shall inform the Union prior to any disciplinary action being taken. However, the employer may immediately suspend an employee with pay while an investigation is pending. Any disciplinary action may be processed as a grievance through the grievance procedure. A grievance based on a suspension without pay or discharge shall begin with the second step of the grievance procedure. Grievances of all other disciplinary actions shall begin with the first step of the grievance procedure.

ARTICLE XII
Health and Safety

Section 1 – The Employer agrees to continue making reasonable provisions for the health and safety of its employees during the hours of employment. The Union and the employees will extend their complete cooperation to the Employer in maintaining employee policies, rules, and regulations as to health and safety and in assisting the Employer in fulfilling State and Federal requirements.

Section 2 – All new employees, upon initial employment, shall provide satisfactory medical evidence of physical fitness to perform assigned duties.

Section 3 – Any employee operating a motor vehicle shall immediately report any defect in said vehicle, or the absence of any equipment or supplies in said vehicle, to the shift commander.

Section 4 – Employees shall use equipment furnished by the Employer properly and shall return to the Employer all equipment issued to the employee at such time as the employment is terminated.

ARTICLE XIII
Shift Differential

Section 1 – Any employee whose regular shift begins after 1:30 p.m. and ends before 11:00 p.m. (mid-shift employees), in addition to their regular compensation, shall be paid a shift differential of fifty cents (\$.50) per hour for each such regular hour worked.

Section 2 – Any employee whose regular shift begins after 9:00 p.m. and ends before 7:00 a.m. (night-shift employees), in addition to regular compensation, shall receive a shift differential of forty cents (\$.40) per hour for each such regular hour worked.

Section 3 – Any employee assigned to 12 hour shifts whose regular shift begins after 6:00 p.m. and ends before 6:00 a.m., in addition to their regular compensation, shall be paid a shift differential of fifty cents (\$.50) per hour for each such regular hour worked.

Section 4 – Any employee who is assigned to the power shift, in addition to regular compensation, shall be paid a shift differential with an equal number of hours compensated under Section 1 and Section 2 of this Article.

Section 5 – This shift differential shall not change the basic hourly rate of pay for computing overtime, callback, or court appearance pay and shall not be paid as additional compensation for overtime, callback, or court appearances.

ARTICLE XIV
General Conditions

Section 1 – This Agreement shall be construed under the laws of the State of Iowa. Whenever the context of this Agreement permits, the masculine gender includes the feminine, the singular number includes the plural, and the reference to any party includes its agents, officials and employees.

Section 2 – In the event any provision of this Agreement is held invalid by any court of competent jurisdiction, the said provision shall be considered separable and its invalidity shall not in any way affect the remaining provisions of this Agreement.

Section 3 – The Union and the Employer acknowledge that during negotiations which resulted in this Agreement, each party had the opportunity to make demands and proposals with respect to all areas of collective bargaining and that the whole understanding arrived at after the negotiations is set forth in this Agreement.

Section 4 – Whenever in this Agreement it shall be required or permitted that notice or demand be given or served by either party, such notice or demand shall be given or served if made in writing addressed as follows:

To the Employer: Woodbury County Board of Supervisors
 Woodbury County Courthouse
 Sioux City, Iowa 51101

and to the Union: CWA
 Bonnie Winther, CWA Representative
 6200 Aurora Ave, Suite 503E
 Urbandale, IA 50322

ARTICLE XV
Personnel Transactions

Section 1 – An employee shall be entitled to review the employee’s own personnel file upon request to the Sheriff.

Section 2 – An employee shall be given copies of all documents placed in the employee’s personnel file within ten (10) days of the time any such document is placed therein.

Section 3 – An employee shall have the right to submit for insertion in the personnel file a written explanation of any adverse material placed in the employee’s personnel file. The written explanation shall be submitted within ten (10) days after the employee received the material.

Section 4 – “Personnel file” referred to in this article refers to those personnel files maintained by the Sheriff and by the Human Resources Director and does not refer to the “service records” kept by the Woodbury County Civil Service Commission.

Section 5 – The Employer shall not submit to the County Civil Service Commission any material regarding an employee without first submitting the contents of such material to the employee involved. The employee shall then have five (5) working days to submit a written explanation of such material to the Employer which will be included with the material submitted to the Civil Service Commission.

Section 6 – In the event the employee discovers exculpatory or mitigating evidence which was not known at the time a written explanation was submitted pursuant to sections 3 or 5 of this article, nothing in sections 3 and 5 will bar the employee from submitting further written explanation after the time periods set out in those sections.

Section 7 – Employees whose wages are established by the Board of Supervisors (this excludes, for example, employees of the County Conservation Board and the District Health Department) who become employees of the Sheriff’s Office shall retain their accrued sick leave and vacation time, provided there has been no break in their employment with the County. No credit shall be granted for length of service with respect to wages or longevity pay.

ARTICLE XVI
Compensation

Section 1 – Employees shall be paid on a bi-weekly basis. Paydays shall be on Friday.

Section 2 –

- Class 30 – 36 months
- Class 237 – 60 months
- Class 161 – 96 months
- Senior 97 – 143 months
- Master 144 months

Effective July 1, 2026, the above classes shall be amended as follows:

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

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 years of service as a Woodbury County Corrections and/or Court Security Officer plus a BA or BS degree. **Effective July 1, 2026, this subsection shall state 3 years of service as a Woodbury County Corrections and/or Court Security Officer plus a BA or BS degree.**
- (B) 6 years of service as a Woodbury County Corrections and/or Court Security Officer plus an AA degree. **Effective July 1, 2026, this subsection shall state 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.

Section 4: A new employee with

- (A) a minimum of two (2) or more years of experience as a correctional officer, and
- (B) who has completed the basic 40-hour jail school at the ILEA or other state equivalent

shall start with the pay rate that coincides with his/her service, and/or at the discretion of the Sheriff.

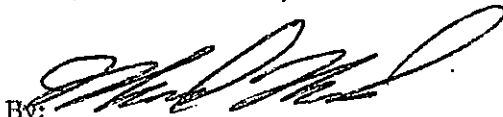
ARTICLE XVII
Duration and Signature

Section 1 - This Agreement shall be effective July 1, 2025, and shall continue through June 30, 2028, for all articles, provisions, and appendices.

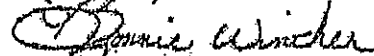
Section 2 - Effective the first full pay period in July 2025, wages for each employee will be increased by 6% for Class 3, 5.5% for Class 2, 5% for Class 1, 4.5% for Senior, 4% for Master, and 4% for Sergeants. Pursuant to the 2026 wage reopener, for the 2026-2027 year, wages for each employee will be increased by 4.5% for Step 1, 4.5% for Step 2, 4.5% for Step 3, 4.5% for Step 4, 6.5% for Senior, 5.75% for Master, and 5.5% for Sergeant. Also pursuant to the 2026 wage reopener, for the 2027-2028 year, wages for all employees will be increased by 3.5%. This Agreement shall continue in effect from year to year thereafter unless one of the parties seeks modification thereof. The party seeking modification of the Agreement shall cause a written notice to be served on the other party by September 1st of the year prior to the time when modification is desired. The notification in writing is jurisdictional, but after said notice is timely served by any party, either party may thereafter offer any modification of the Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly-authorized representatives this 30th day of June, 2026.

WOODBURY COUNTY, IOWA

By: 
Chairman, Board of Supervisors

COMMUNICATIONS
WORKERS OF AMERICA
(Civilians)

By: 
CWA Representative

By: 
CWA Local 7177 President

By: 
Bargaining Committee

Terms in bold are not intended to have additional emphasis, but to show changes made in the most recent negotiations.

APPENDIX A-1
Wage Schedule
July 1, 2025

Civilian Jailers and Court Security Officers (Civilian Officers)	
3rd Class	\$26.04
2nd Class	\$26.98
1st Class	\$28.20
Senior Corrections/Court Security Officer	\$31.12
Master Corrections/Court Security Officer	\$34.57
Sergeants/Court Security Supervisor	\$38.23

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

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