

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

Date: 03/12/2026 Weekly Agenda Date: 03/17/2026

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

**WORDING FOR AGENDA ITEM:**

Approve the tentative agreement and it's amendment with the Communications Workers of America, AFL-CIO Deputy Sheriff's CWA 7177

**ACTION REQUIRED:**

- |  |   |  |
|--|---|--|
| Approve Ordinance <input type="checkbox"/> | Approve Resolution <input type="checkbox"/>   | Approve Motion <input checked="" type="checkbox"/> |
| Public Hearing <input type="checkbox"/>    | Other: Informational <input type="checkbox"/> | Attachments <input checked="" type="checkbox"/>    |

**EXECUTIVE SUMMARY:**

Woodbury County and Deputy Sheriff's CWA 7177 have come to a tentative agreement regarding a new contract for July 1, 2026-June 30, 2030

**BACKGROUND:**

Negotiated items include wages, supplemental pay, personal days and benefits. An amendment was created after the initial approval and all parties have agreed to the new verbiage, see attached emails.

**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 tentative agreement and it's amendment with the Communications Workers of America, AFL-CIO Deputy Sheriff's CWA 7177

TENTATIVE AGREEMENT FOR WOODBURY COUNTY, IOWA AND  
DEPUTY SHERIFF'S CWA 7177  
CONTRACT FOR JULY 1, 2026 – JUNE 30, 2030

1. Article X (Leaves of Absence), Section D (Personal Day) shall be amended to increase from two personal days to three personal days per contract year.
2. Article X (Leaves of Absence), Section A (Sick Leave), Section 6 shall be amended as follows:

*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 20 years of employment with the Woodbury County Sheriff's Office will be paid 28% of his/her accumulated sick leave up to a maximum of Five Thousand Dollars (\$5,000.00). **Subject to IRS limits, any such retiring employee with a minimum of 20 years of employment with Woodbury County Sheriff's Office may in lieu of such cash payout have 28% of his/her accumulated sick leave up to a maximum of Five Thousand Dollars (\$5,000.00) instead be contributed to his/her Deferred Compensation account.** 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 place funds equivalent to the cost of his/her personal insurance for a period of one year from the date of retirement into a Health Retirement Account ("HRA"), in lieu of a cash payout of up to Five Thousand Dollars (\$5,000.00). 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.*

3. Article XIV (Supplemental Pay) shall be amended to add a new subsection called "Shift Differential for Investigations Deputies". The new subsection shall say: ***Any deputies who are permanently assigned to the Investigations Division, shall be paid a shift differential of forty cents (\$.40) per hour for each such regular hour worked. This shift differential shall not change the basic hourly rate of pay for computing overtime, callback, or court appearances.***
4. Article XIV (Supplemental Pay), Section B (Active Standby Pay) shall be amended to add the following sentence: ***HRT employees who are required by the Sheriff to be on active standby shall receive Ten Dollars (\$10.00) for each day that he or she is required provided he or she is actually available on such day to respond.***
5. Article XIV (Supplemental Pay), Section B (Field Training Pay) shall be amended to increase the additional compensation from 10% of their hourly rate of pay to 15% of their hourly rate of pay.

6. The new contract shall be a four-year contract from July 1, 2026 – June 30, 2030.

7. Wages shall be increased from current wages as follows:

Year 1 (July 1, 2026 – June 30, 2027): 5.5% increase for 2<sup>nd</sup> Class, 1<sup>st</sup> Class, and Senior;  
6.75% for Master and Sergeant

Year 2 (July 1, 2027 – June 30, 2028): 3% all classes

Year 3 (July 1, 2028 – June 30, 2029): 3% all classes

Year 4 (July 1, 2029 – June 30, 2030): wage reopener

8. Article XII (Insurance) shall be amended as attached on Exhibit A.

Dated this 6<sup>th</sup> day of March, 2026.

WOODBURY COUNTY, IOWA

COMMUNICATIONS WORKERS OF AMERICA

By Melissa Thomas  
~~Chairman~~ Board of Supervisors  
Representative

By \_\_\_\_\_  
CWA Representative

[Signature]  
legl counsel

By [Signature]  
CWA Local No. 7177 President

By [Signature]  
Bargaining Committee Member

[Signature]  
Seth A. Cottrell

EXHIBIT A:

**ARTICLE XII**  
**Insurance**

**A. Medical and Hospital Insurance**

~~Section 1 - Coverage of an employee will commence at such times as may be set out in the policy, and an employee will be covered only in accordance with and to the extent provided under the terms of the policy. The Employer shall pay the full cost of the employee's personal premium for Hospital and Medical Care Insurance with the exception that the employee shall pay 20% of all increases in premium which become effective after July 1, 2008.~~

~~Section 2 - The Hospital and Medical Care Insurance provided herein shall be a comprehensive PPO plan of insurance which shall contain the following deductibles and maximum out-of-pocket maximums.~~

~~An employee's actual out-of-pocket expense per calendar year shall be limited as follows:~~

~~Deductible: The first \$500 of covered expenses for single coverage and the first \$1,000 of covered expenses for family coverage.~~

~~Coinurance: Employee pays the first 20% of in-network and 30% of out-of-network covered expenses up to the relevant out-of-pocket maximum. Including the single deductible, the maximum out-of-pocket for single coverage will be \$1,500, and including the family deductible, the maximum out-of-pocket for a family will be \$3,000.~~

~~The plan will provide an office co-pay of \$25 per visit for your primary care physician and \$50 for a specialist visit.~~

~~Preventive benefits will include yearly routine physicals, including mammogram, pap smear, prostate exam, blood tests and other routine tests which can be done in the doctor's office. The employee may elect to cover the employee's family, and the Employer will pay one hundred percent (100%) of the premium for said family coverage with the exception that the employee shall pay 20% of all increases in premium which become effective after July 1, 2008.~~

~~Section 3 - Coverage of an employee will commence at such times as may be set out in the policy, and an employee will be covered only in accordance with and to the extent provided under the terms of the policy.~~

~~Section 4 - The Hospital and Medical Care Insurance provided herein shall be a comprehensive plan of insurance which shall contain the following deductibles and maximum out-of-pocket provisions.~~

~~An employee's actual out-of-pocket expense per calendar year shall be limited as follows:~~

~~Deductible—The first \$250 of covered expenses for single coverage. The first \$500 of covered expenses for family coverage.~~

~~Coinurance: 80/20 of covered expenses up to the relevant out-of-pocket maximum. Including the single deductible the maximum out-of-pocket for single coverage will be \$750 and including the family deductible the maximum out-of-pocket for a family will be \$1250.~~

~~The plan will provide for an Office co-pay of \$20 per visit.~~

~~Preventive benefits will include yearly routine physicals, including mammogram, pap smear, prostate exam, blood tests and other routine tests which can be done in the doctor's office. Annual maximum \$225.00 with an annual co-pay of \$20.00 for the preventive health items. Out-of-network providers are not included.~~

## **B. Life Insurance**

*Section 1* The Employer shall, at no cost to the employee, maintain a life insurance policy for each employee in the face amount of Ten Thousand Dollars (\$10,000.00).

*Section 2* - The employee may, to the extent permitted by the insurance company and in accordance with the requirements of the insurance company, purchase additional life insurance at the employee's cost, which shall be deducted from the employee's wages.

*Section 3* - Coverage of an employee will commence at such times as may be set out in the policy, and an employee will be covered only in accordance with and to the extent provided under the terms of the policy.

## **C. Long-Term Disability**

The Board will provide a long-term disability insurance plan to all regular full-time employees and regular part-time employees, to the extent permitted by the policy. This long-term disability insurance plan shall have a ninety (90) calendar day waiting period and shall pay benefits at sixty-six and two-thirds (66 2/3) percent of the employee's weekly gross pay, excluding overtime, up to a maximum monthly benefit of \$2,500.00. The Board shall pay the full premium for this disability insurance.

## **D. Dental Insurance**

*Section 1* Employer will pay the cost of dental insurance for each employee.

*Section 2* Employees may pay the premium to add spouse and/or children to the dental plan.

*Section 3*- The dental plan will provide the following general coverage:

Deductible     Single \$25  
                      Family \$75

|                                    |                                  |
|------------------------------------|----------------------------------|
| Diagnostic and Preventive Services | 100% (Deductible does not apply) |
| Routine and Restorative Services   | 80% (After deductible)           |
| Major Restorative Care             | 50% (After deductible)           |

Contract Maximum per member per year     \$1500.00

Pretreatment: Some services provided under the Routine and Restorative and/or Major Restorative Care require your dentist to submit a proposed treatment plan before beginning treatment.

*Section 4* - The Employer reserves the right to unilaterally change carrier or self-insurer while maintaining the basic benefits outlined in Section 3.

**E.     Flex Benefit Plan**

The Board will provide the employees with access to a Flex Benefit Plan. Employees will be able to use pre-tax dollars for any use sanctioned by federal law. Current uses include but are not necessarily limited to deductibles, coinsurance and premium payments for group insurance, vision care, glasses and dependent care. This plan is subject to revision if federal laws governing flex benefits are revised.

**F.     Surviving Spouse**

The health, medical and dental insurance referred to in this article shall continue in effect at Employer's expense for the surviving spouse and dependents of any employee who dies as a result of personal injury sustained in the line of duty and who is the recipient of benefits under the Federal Public Safety Officers' Benefits Act of 1976, originally enacted at 42 U.S.C. 3796, but transferred to 34 U.S.C. 10281, as presently in effect or as may be amended during the term of this Agreement, subject to the following exceptions:

- (1) The insurance coverage extended by this section shall terminate 30 days after the remarriage of the surviving spouse. Any dependent's coverage shall terminate upon the dependent reaching the age of 26 years old.
- (2) The insurance coverage shall not be extended to a surviving spouse or to any dependent who already has insurance coverage provided by another employer and shall terminate 30 days after the surviving spouse or dependent becomes eligible for other insurance.

The new contract shall be a four-year contract from July 1, 2026 – June 30, 2030.

Wages shall be increased from current wages as follows:

- Year 1 (July 1, 2026 – June 30, 2027): 5.5% increase for 2<sup>nd</sup> Class, 1<sup>st</sup> Class, and Senior; 6.75% for Master and Sergeant
- Year 2 (July 1, 2027 – June 30, 2028): 3% all classes
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- Year 4 (July 1, 2029 – June 30, 2030): wage reopener

8. Article XII (Insurance) shall be amended as attached on Exhibit A.

Dated this 4<sup>th</sup> day of March, 2026.

WOODBURY COUNTY, IOWA

COMMUNICATIONS WORKERS OF AMERICA

By \_\_\_\_\_  
Chairman, Board of Supervisors

By *Bonnie Winkler*  
CWA Representative

By \_\_\_\_\_  
CWA Local No. 7177 President

By \_\_\_\_\_  
Bargaining Committee Member

**Melissa Thomas**

---

**From:** Alison Knoke <aknoke@cwa-union.org>  
**Sent:** Thursday, March 12, 2026 10:19 AM  
**To:** Allyson C. Dirksen  
**Cc:** Derek Brand; Bonnie Winther; Melissa Thomas; Troy Tadlock; Seth Cottrell; Devin Groenhagen; Mark Nelson  
**Subject:** Re: Amendment to the TA between Deputies and Woodbury County

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Bonnie Winther agrees.

**Alison Knoke**  
**District 7 Membership Dues Specialist**  
**COPE/PAF Support**  
**Staff Support Iowa and Minnesota**  
403 W 4th Street N, Suite 220  
Newton, IA 50208  
641-792-0135  
FAX 641-792-0143  
***opeiu-12-afl-cio***

On Thu, Mar 12, 2026 at 10:05 AM Allyson C. Dirksen <Allyson.Dirksen@heidmanlaw.com> wrote:

Amendment to the TA for Woodbury County, Iowa and Deputies for Contract for July 1, 2026 – June 30, 2030

The parties to the TA agree that in item 3 of the TA, the new subsection to Article XIV (Supplemental Pay) should instead say:

**Any deputies who are currently assigned, in a full-time capacity, to the Investigations Division, shall be paid a shift differential of forty cents (\$.40) per hour for each such regular hour worked. This shift differential shall not change the basic hourly rate of pay for computing overtime, callback, or court appearances.**

Derek and Bonnie, please reply to this email that you agree with this amendment to the TA. This email will then be attached to and included with the TA executed on March 6, 2026.

Thanks!



**Dedicated. Knowledgeable. Trusted.**

**Allyson C. Dirksen**

Partner | Heidman Law Firm, PLLC

1128 Historic 4<sup>th</sup> St | PO Box 3086

Sioux City, Iowa 51102

(712) 255-8838 | [www.heidmanlaw.com](http://www.heidmanlaw.com)

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## Melissa Thomas

---

**From:** Derek Brand  
**Sent:** Thursday, March 12, 2026 10:37 AM  
**To:** Alison Knoke; Allyson C. Dirksen  
**Cc:** Bonnie Winther; Melissa Thomas; Troy Tadlock; Seth Cottrell; Devin Groenhagen; Mark Nelson  
**Subject:** RE: Amendment to the TA between Deputies and Woodbury County

I am also good with that and agree. Thank you, Derek

---

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**Sent:** Thursday, March 12, 2026 10:19 AM  
**To:** Allyson C. Dirksen <Allyson.Dirksen@heidmanlaw.com>  
**Cc:** Derek Brand <dbrand@woodburycountyiowa.gov>; Bonnie Winther <bwinther@cwa-union.org>; Melissa Thomas <melissathomas@woodburycountyiowa.gov>; Troy Tadlock <ttadlock@woodburycountyiowa.gov>; Seth Cottrell <scottrell@woodburycountyiowa.gov>; Devin Groenhagen <dgroenhagen@woodburycountyiowa.gov>; Mark Nelson <mnelson@woodburycountyiowa.gov>  
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Bonnie Winther agrees.

**Alison Knoke**  
**District 7 Membership Dues Specialist**  
**COPE/PAF Support**  
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