

WOODBURY COUNTY AGENDA ITEM(S) REQUEST FORM

Date: 4/23/2026 Weekly Agenda Date: 4/28/2026

Elected Official / Department Head / Citizen: Melissa Thomas, Human Resources Director

Wording for Agenda Item:

Approval of the 2026 American Federation of State, County and Municipal Employees, Council 61 Local 3462, MOU regarding the Maintenance Technician pay grade

Action Required:

Approve Ordinance

Approve Resolution

Approve Motion

Hold Public Hearing

Informational

Attachments

Set Time:

Reviewed by County Attorney's Office:

Background & Financial Impact:

This MOU, effective July 1, 2026, has been brought forth to assist with recruitment and retention of the Building Services Maintenance Technician position. This was approved by outside counsel and has a budget impact of \$38,026. Although, with the deauthorization of 1 FTE on the 4/21 agenda, there will be a net increase of \$40,840.

Recommendation:

Pass the motion

Attachments:

[2026 AFSCME MOU](#)

[Approved by Board of Supervisors on March 17, 2026](#)

April 2026 Memorandum of Understanding

This April 2026 Memorandum of Understanding (“MOU”) is 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 Courthouse Employees (“Union”), effective as of the date when all parties have approved and executed this MOU below, and continuing until such time as the parties shall agree otherwise:

1. The current Master Contract between Employer and Union is effective July 1, 2024 through June 30, 2027 (“2024-2027 Union Contract”).

2. As of July 1, 2026, Section 5 of Article VI of the 2024-2027 Union Contract shall be amended to move the position of Maintenance Technician from Pay Grade 4 to Pay Grade 5 as follows:

Section 5 Job Classifications and Pay Grades

Employees shall be classified as follows:

Pay Grade 1: Custodian (F/T & P/T, Day & Night Custodian)

Pay Grade 2: Lead Custodian, and Civil/Warrants Clerks

Pay Grade 3: Clerks II,
Real Estate Clerk II, Tax Clerk II,
Motor Vehicle Clerk II, Election Clerk II,
Vital Statistics Clerk II, Building Services
Clerk II, Secondary Roads Clerk II, and
Maintenance Worker and Maintenance Painter

Pay Grade 4: ~~Maintenance Technician~~, Senior Clerk (Real Estate,
DNR/MV, Tax, SO)
Maintenance Workers with a 3rd Class Hydronics Engineer
License*

*Maintenance Workers are required to obtain a 3rd Class Hydronics Engineer License unless the employee is to retire within twenty-four (24) months following July 1, 2016.

Pay Grade 5: Bookkeeper, Clerk III, **and Maintenance Technician**

Pay Grade 6: Legal Secretary

Employees certified to perform asbestos work will receive an additional fifty (\$.50) cents per hour.

3. All other terms of the 2024-2027 Union Contract shall remain in effect through the end of such contract term. To the extent there is a conflict between this MOU and the terms of the 2024-2027 Union Contract, this MOU shall control.

IN WITNESS WHEREOF, the parties hereto have caused this MOU to be executed by their duly authorized representatives.

WOODBURY COUNTY, IOWA

AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL
EMPLOYEES COUNCIL 61 LOCAL 3462
WOODBURY COUNTY ASSISTANT
COUNTY ATTORNEYS AND VICTIM
WITNESS COORDINATOR

By: _____

By: _____

Date: _____

Date: _____