

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

Date: 7/14/2022 Weekly Agenda Date: 7/19/2022

ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN: Supervisors Matthew Ung & Jeremy Taylor

WORDING FOR AGENDA ITEM:

Authorize up to \$115,000 of ARPA Retention Pay to CWA Local 7103 (secondary roads employees) in FY23 for a 4% wage increase effective July 1, 2022, and direct Human Resources to draft MOU for board approval

ACTION REQUIRED:

Approve Ordinance

Approve Resolution

Approve Motion

Public Hearing

Other: Informational

Attachments

EXECUTIVE SUMMARY:

Unlike comparable counties, CWA Local 7103 members don't benefit from step increases which serve as a retention measure. A flat wage regardless of years of service fails to retain essential employees.

BACKGROUND:

On Feb. 23, CWA Local 7103 emailed the supervisors requesting wage action. Supervisors Ung and Taylor, along with the county engineer and human resources director, have completed a wage study of comparable Iowa counties, and we recommend a 4% increase. This action is completely voluntary by the board of supervisors.

FINANCIAL IMPACT:

There is no immediate impact. When these federal funds are no longer used, the cost will be absorbed into the secondary roads budget and the board will discuss how best to fund the annual cost of up to \$115,000. Retention of these employees is more important than ever with the ongoing \$10 million gravel project.

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:

The union negotiated a 2.25% increase for this year and a 2.0% increase for the next. Unfortunately, the CPI for June is currently at 9.1% year-over-year, and our most experienced operators currently earn less than 4 out of 5 comparable counties in Iowa. We recommend using ARPA Retention Funds up to \$115,000 annually for two years and until the union contract is up for wage renegotiation.

ACTION REQUIRED / PROPOSED MOTION:

Motion by Ung, second by _____, to authorize up to \$115,000 of ARPA Retention Pay to CWA Local 7103 (secondary roads employees) in FY23 for a 4% wage increase effective July 1, 2022, and direct Human Resources to draft MOU for board approval

Blackhawk County **Min** **Max** **5 Steps (12 month step)**
 Equipment Operator \$21.63 \$25.75

Story County **Min** **Max** **11 Steps (12 month step)**
 Equipment Operator \$20.74 \$30.22

Pottawattamie County **Min** **Max** **10 Steps (12 month step)**
 Equipment Operator \$21.65 \$27.04

Dubuque County **Min** **Max** **3 Steps (12 month step)**
 Equipment Operator \$26.64 \$27.23

Johnson County **Min** **Max** **6 Steps (12 month step)**
 Equipment Operator \$25.01 \$32.36

Woodbury County **FY23** **With a 4% Increase**
 Equipment Operator* \$25.88 \$26.92
 Engineering Technician I \$25.42 \$26.44
 Engineering Technician II \$28.93 \$30.09
 Draftsman \$31.14 \$32.39

*motor grader operators receive an additional \$.30

	Current Budgeted Totals	With a 4% Increase
Unionized Employees	\$ 2,228,015.00	\$ 2,317,135.60
Guaranteed Overtime	\$ 115,000.00	\$ 119,600.00
	\$ 2,343,015.00	\$ 2,436,735.60

Salary Increase	\$ 93,720.60
IPERS Increase	\$ 8,725.39
FICA	\$ 7,169.63
TOTAL COST	\$ 109,615.61

**WOODBURY COUNTY
HUMAN RESOURCES DEPARTMENT**

MEMORANDUM

TO: Board of Supervisors

FROM: Melissa Thomas, Human Resources Director

RE: Secondary Roads Contract MOU

DATE: July 14, 2022

Human Resources is calling for a Memorandum of Understanding regarding a 4% wage increase for the CWA Secondary Roads 2020-2024 union contract. This wage increase would be after the 2.25% negotiated increase for FY 23 and would bring the contracted amounts to:

Equipment Operator \$26.92
Engineering Technician I \$26.44
Certified Engineering Technician II \$30.09
Draftsman \$32.39

The negotiated raise of 2.00% would then be added to these rates for FY 23/24 wages.

Comparable wages used were from Blackhawk, Story, Pottawattamie, Dubuque, and Johnson Counties. Average equipment operator wages in these counties were a minimum of \$23.13 and maximum of \$28.52. The recommended 4% would move Woodbury County to a wage slightly higher than the compared averages and put us in a good position for employee retention.

The number of secondary roads employees under the CWA contract is 44. Out of this number, 41 are equipment operators, therefore we are only using equipment operator wages as comparisons.

The total of the increase, including IPERS and SSI, would be approximately \$115,000.