

WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORMDate: 02/06/2020 Weekly Agenda Date: 02/11/2020**ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN:** Melissa Thomas HR Director**WORDING FOR AGENDA ITEM:**

Approval of the tentative agreement reached between Woodbury County and AFSCME representing three bargaining units.

ACTION REQUIRED:Approve Ordinance ☐Approve Resolution ☐Approve Motion ☒Public Hearing ☐Other: Informational ☐Attachments ☒**EXECUTIVE SUMMARY:**

A tentative agreement has been reached with AFSCME regarding the contracts between Woodbury County and Woodbury County Courthouse Employees, the Assistant County Attorneys and Juvenile Detention.

BACKGROUND:

The agreement is for a duration of 4 years.

FINANCIAL IMPACT:

See back up material.

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:**

Approve the motion.

ACTION REQUIRED / PROPOSED MOTION:

Motion to ratify the tentative agreement reached with AFSME regarding the contract between Woodbury County and Woodbury County Courthouse Employees, the Assistant County Attorneys and Juvenile Detention.

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February 6, 2020

To: Woodbury County Board of Supervisors
From: Anthony P. Lamb
Re: AFSCME Tentative Agreements

Dear Supervisors:

The bargaining team recently negotiated tentative agreements with the AFSCME Union which represents 1) Courthouse Employees; 2) Juvenile Detention; and 3) Assistant County Attorneys. Three agreements were negotiated in one day with public sessions followed immediately by private negotiations. The bargaining teams worked efficiently and cooperatively to reach tentative agreements which maintain the quality relationship which currently exists between AFSCME and Woodbury County. The following is a summary of the terms, but for complete details you should refer to the executed tentative agreements. With regards to each of the groups the following bullet point items were consistent across all the groups:

- 4 year contract
- Each group received the following wage increase: 2.75% in years 1 and 2. 2.5% in years 3 and 4.
- Remove all language required to be removed by revisions to Chapter 20 of the Iowa Code. This includes all language related to union leave, dues/union related deductions, staff reduction procedures, transfer procedures, language related to insurance benefits, and performance evaluations.

Courthouse Employees: Specific to this group, contract language was revised to follow Fair Labor Standards Act language for determination of overtime rather than the existing language which considers leave as hours worked for overtime determination. Language was moved which dictates how a person promoted should be treated with regard to the pay scale and classification.

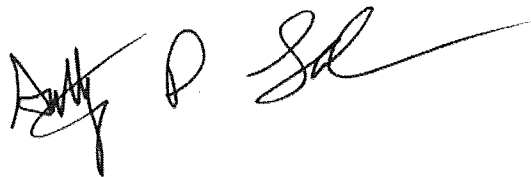
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Assistant County Attorneys: Specific to this group, a probationary period was added which had not previously existed.

Juvenile Detention: Specific to this group, language was removed that required management to contact full-time employees first for available hours. This resulted in increased overtime as part-time workers could not be contacted until the hours were first offered to full-time employees. Contract language was also revised to follow Fair Labor Standards Act language for determination of overtime rather than the existing language which considers leave as hours worked for overtime determination. Finally, a Memorandum of Understanding previously agreed upon by the Union and the County was incorporated in to the contract which clarified the terms of payout of accrued but unused compensatory time.

Thank you for allowing me to assist with the negotiation of these contracts. It was a pleasure working with the bargaining teams to reach these agreements. Should you have any questions or want any additional information please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Anthony P. Lamb', with a long horizontal flourish extending to the right.

Anthony P. Lamb