

Memorandum of Understanding

This Memorandum of Understanding entered into by and between Woodbury County, Iowa (Employer) and the American Federation of State, County and Municipal Employees, Iowa Public Employee Council 61, AFL-CIO, Juvenile Detention (Union), effective August 4, 2020, and continuing until such time as the parties shall agree otherwise:

The Employer desires to create a new position titled a "Case Manager." The Employer and the Union agree that the "Case Manager" will be a salaried provision and not subject to any of the overtime or similar provisions of the existing Contract. Similarly, the provisions of Article V- Hours of Work and Overtime, Section 1, Section 2, and Section 5-8 will not be applicable to the Case Manager. The Case Manager will meet with families after hours and will need to have flexible and fluctuating hours to complete tasks as assigned. The Case Manager will work with her supervisor and or the director to keep them apprised of the work hours necessary to complete her duties as assigned.

Article VI Wages, Job Classifications and Fringe Benefits, Section 1-3, Section 5, Section 6, and Sections 9-12 will similarly not be applicable to the Case Manager. The Case Manager will be paid on the following pay scale:

|  |               |
|--|---------------|
| Starting Wage                            | \$58,000/year |
| 3.00% increase after 6 months of service | \$59,740.00   |
| 2.75% Negotiated raise on 7-1-21         | \$61,382.85   |
| 2.5% raise on 7-1-22                     | \$62,917.42   |
| 2.5% raise on 7-1-23                     | \$64,490.36   |
| 4% increase after 3 years of service     | \$67,069.97   |
| 6.5% increase after 6 years of service   | \$71,429.52   |

The Case Manager will also be entitled to any additional cost of living increases negotiated as part of the Union Contract.

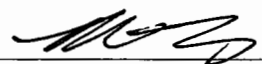
With the exception of the aforementioned, the Case Manager will have all the benefits and obligations associated with the existing Union Contract including continuing to accrue seniority.

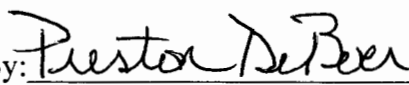
By entering into this Memorandum of Understanding the Employer does not concede that the position is part of the Bargaining Unit or that it will continue to be such in the future. The Employer and the Union reserve the right to reevaluate this Agreement in the future and the Case Manager position develops and duties are established.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be executed by their duly-authorized representatives on the date above.

WOODBURY COUNTY, IOWA

AFSCME, Iowa Council 61

By:   
Chair, Board of Supervisors

By:   
AFSCME Representative