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COUNTY CONTRACT SUMMARIES

1987-88

PERB INFORMATION SERVICE

PUBLIC EMPLOYMENT RELATIONS BOARD
507 Tenth Street
Des Moines, Iowa 50309

(515) 281-4414

INTRODUCTION

This document includes brief summaries of major contract articles in the 1987-88 collective bargaining agreements between Iowa Counties and their certified bargaining units. These bargaining units include county employees such as secondary road crews, deputy sheriff's, and care facility workers, etc.

There are currently approximately 160 PERB certified employee organizations representing employees in Iowa counties. Sixty-six of those collective bargaining agreements are summarized in this document.

The contract summaries appear in alphabetical order according to the name of the county involved. Each summary contains the name of the employer, the name of the employee organization, a brief summary of positions included in the bargaining unit, and the duration, or effective dates, of the contract. The following major contract provisions are then briefly summarized for each unit: Hours, Overtime, Vacations, Holidays, Leaves of Absence, Transfers, Staff Reduction, Insurance and Wages.

The summaries were prepared by PERB staff persons from copies of complete collective bargaining agreements submitted to PERB by public employers. While care was taken to maintain accuracy and clarity in summarizing contract articles, parties intending to utilize this information for impasse procedures or other purposes requiring accuracy are urged to verify the information by reviewing the original contracts in their entirety.

Hopefully, this document will provide useful resource material for the public employers and employees involved in the collective bargaining process. Any comments you may have regarding the usefulness of the materials, the desirability of continuing this service on an annual basis, or any suggestions for improving the document would be greatly appreciated. We would also like to be informed of any errors that may be noted in the materials. If you have comments or suggestions, please contact:

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EMPLOYER: Adams County

EMPLOYEE ORGANIZATION: PPME Local 2003

UNIT (SUMMARY): Mechanic, foreman, maintenance I & II

DURATION: July 1, 1987 - June 30, 1988

HOURS: 5 - 8 hr days beginning at 7:30 a.m., 1/2 hr lunch, 2 - 15 min breaks

OVERTIME: 1 1/2 over 40 hours

VACATION:

1 year - 5 days	4 years - 12 days	7 years - 15 days
2 years - 10 days	5 years - 13 days	15 years - 20 days
3 years - 11 days	6 years - 14 days	

HOLIDAYS: 11 paid

New Years and day after, Memorial, Independence, Labor, President's, Veterans, Thanksgiving and Friday after, Christmas and day after.

LEAVES OF ABSENCE:

- A. Military - 30 days/yr as provided by law
- B. Jury duty - time off and difference between regular pay and jury pay
- C. Funeral - 3 days immediate family (defined); 1 or 2 days for inlaws (defined); 1/2 or 1 day for others
- D. Sick - 1 day/month to max of 90 days; 3 days/yr used for family illness

TRANSFER: First, by qualifications if equal, then by seniority

STAFF REDUCTION: Performance and ability, if equal then by seniority, rehire in reverse order of layoff

INSURANCE:

- 1. Hosp/Maj. Med. - single paid and 34.66 for dependent
- 2. Life - \$5,000
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

Mechanic	\$8.20/hr
Foreman	8.20/hr
Engineering Technician	8.20/hr
Inventory Manager	7.56/hr
Maintenance I	7.56/hr
Maintenance II	7.56/hr

EMPLOYER: Allamakee County Sheriff's Department

EMPLOYEE ORGANIZATION: Teamsters Local 238

UNIT (SUMMARY): Deputies

DURATION: June 1, 1987 - June 30, 1990

HOURS: 8 hr/day, 1/2 hour unpaid lunch, 2 - 15 min breaks

OVERTIME: 1 1/2 time over 8 hours

VACATION:

- 1 year - 1 week
- 2 years - 2 weeks
- 8 years - 3 weeks
- 18 years - 4 weeks

HOLIDAYS: 10 paid

Independence, Labor, Veteran's, Thanksgiving, Easter, New Years, President's, Memorial, Christmas and employees birthday

LEAVES OF ABSENCE:

- A. Personal - up to 60 days without pay or fringes
- B. Military - as per law
- C. Jury - actual time
- D. Sick - 8 hrs/month to max of 90 days

TRANSFER: n/a

STAFF REDUCTION: Probationary employees first, then by seniority

INSURANCE:

- 1. Hosp/Maj. Med. - single coverage paid
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

Starting at 65% of Sheriff's, 5%/yr raise to a max of 85%, with overtime salary can't exceed 95% of Sheriff's wage

EMPLOYER: Audubon County

EMPLOYEE ORGANIZATION: PPME Local 2003

UNIT (SUMMARY): Secondary road crew

DURATION: July 1, 1987 - June 30, 1989

HOURS: 40 hr/week - 7:30 am to 4:00 pm with 1/2 hour unpaid lunch

OVERTIME: 1 1/2 for over 8 hr/day

VACATION:

- 1 year - 1 week
- 3 years - 2 weeks
- 10 years - 3 weeks

HOLIDAYS: 7 paid

New Years, Memorial, Independence, Labor, Veterans, Thanksgiving and Christmas

LEAVES OF ABSENCE:

- A. Sick - 1 1/2 day/month to max of 114 days; can use 1 day/occurrence for spouse or child illness
- B. Funeral - 5 days for immediate family (defined); 3 days other family members; 1 day for others
- C. Personal - 2 days upon request and approval
- D. Military - as per law
- E. Jury - time and difference between jury pay and regular pay

TRANSFER: Judged by skill, knowledge, ability and job performance then by seniority

STAFF REDUCTION: Probationary employees first, then seniority if employees have equal ability

INSURANCE:

- 1. Hosp/Maj. Med. - single and dependent coverage paid
- 2. Life - n/a
- 3. Dental - single and dependent coverage paid
- 4. Other - n/a

WAGES:

<u>Classification</u>	<u>7-1-87 Hourly rate</u>	<u>7-2-88 Hourly rate</u>
Inspector	\$10.04	\$10.19
Engineering Technician III	8.45	8.60
Engineering Technician II	7.97	8.12
Engineering Technician I	7.83	7.98
Crew Chief	8.30	8.45
Mechanic II	8.47	8.62
Mechanic I	8.09	8.24
Purchasing & Parts II	8.47	8.62
Purchasing & Parts I	7.78	7.93
Equipment Operator II	8.04	8.19
Equipment Operator I	7.94	8.09
Maintenance II	7.78	7.93
Maintenance I	7.62	7.77
Secretary, Engineer's Office	7.00	7.15

Longevity - \$3.00/month for every 3 years of continuous employment

Probationary - .25/hr less than the normal pay

EMPLOYER: Audubon County

EMPLOYEE ORGANIZATION: Teamsters Local 147

UNIT (SUMMARY): Sheriff's deputies, dispatcher, janitor, safety director

DURATION: July 1, 1987 - June 3, 1989

HOURS: 5 - 8 hr days; 1/2 hr unpaid lunch, 2 - 15 min breaks

OVERTIME: 1 1/2 over 40 hrs, double time on holidays

VACATION:

1 year - 2 weeks
7 years - 3 weeks
14 years - 4 weeks
20 years - 5 weeks

HOLIDAYS: 10 paid

New Years, President, Memorial, Independence, Labor, Veterans,
Thanksgiving, Christmas and 2 personal days

TRANSFER: If skill and ability are equal then seniority

STAFF REDUCTION: Seniority

INSURANCE:

- 1. Hosp/Maj. Med. - single and dependent coverage paid
- 2. Life - n/a
- 3. Dental - single and dependent coverage paid
- 4. Other - n/a

WAGES:

<u>Classification</u>	<u>1987 Hourly</u>	<u>1988 Hourly</u>
Safety Director	\$6.98	\$6.98
Janitor	6.21	6.21
Dispatcher	5.78	5.78

Deputies \$/hr = .85 X Sheriff annual pay (2080)

-new hired deputies start at 75% of Sheriff's; after 6 mo. 80%; next 6 mo. 82.5%; after 1 year 85% of Sheriff's annual salary

-up \$20/mon for cleaning uniform

EMPLOYER: Benton County

EMPLOYEE ORGANIZATION: Teamsters Local 238

UNIT (SUMMARY): Deputies, dispatchers

DURATION: July 1, 1986 - June 30, 1988

HOURS: 5 consecutive 8 hr days

OVERTIME: 1 1/2 over 40 hrs or comp time at 1 1/2 - employees option

VACATION:

- 1 year - 2 weeks
- 8 years - 3 weeks
- 17 years - 4 weeks

HOLIDAYS: 10 paid

New Years, Washington's Birthday, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas and employees lirthday

LEAVES OF ABSENCE:

- A. Sick - 1 1/2 day/mo to max of 90 days
- B. Funeral - 3 days immediate family (defined); 1 day others

C. Jury - actual time and difference between pay

D. Training - 80 hours approved by sheriff

E. Personal - 1 day

TRANSFER: n/a

STAFF REDUCTION: By classification seniority

INSURANCE:

1. Hosp/Maj. Med. - employer pays for employee & 75% of dependent
2. Life - n/a
3. Dental - n/a
4. Other - n/a

WAGES:

	<u>First yr</u>	<u>After 1 year</u>	<u>After 2 yrs</u>
Patrol Deputy	\$8.21	\$8.77	\$9.20
Detective/Supervisor	9.57		
Radio Dispatcher/Jailer	5.31	5.95	6.58
Senior Dispatcher	7.21		

- for all members of the bargaining unit annual membership dues in the Iowa State Sheriffs and Deputies Assn. paid

- Longevity pay of .05/hr after 5 years

EMPLOYER: Black Hawk County Board of Health

EMPLOYEE ORGANIZATION: AFSCME Local 679

UNIT (SUMMARY): LPN, Nurse, Homemaker, Secretary, Clerk typist

DURATION: July 1, 1986 - June 30, 1988

HOURS: 5 consecutive 8 hour days

OVERTIME: Compensatory time earned at the rate of 1 1/2 hrs for 1 hr overtime

VACATION:

- after 1 yr - 1 week
- after 2 yrs - 2 weeks
- after 5 yrs - 3 weeks
- after 13 yrs - 4 weeks
- after 20 yrs - 5 weeks

HOLIDAYS: 14 paid

New Years, Presidents, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas and day before or after, employees birthday and 4 personal days

LEAVES OF ABSENCE:

- A. Unpaid - up to 6 months with employer approval
- B. Union - up to one year
- C. Sick - 1 1/4 day/month to max of 120
- D. Funeral - 5 days for spouse, parent, or child; 3 days for brother or sister; 1 day for grandparent of grandchild
- E. Military - as per law

TRANSFER: Seniority if qualified

STAFF REDUCTION: By seniority

INSURANCE:

- 1. Hosp/Maj. Med. - single and dependant coverage paid
- 2. Life - \$5,000
- 3. Dental - single and dependant coverage paid
- 4. Other - n/a

WAGES:

Grade	A	B	C	D	E
1	3.15	3.38	3.63	3.88	4.15
2	3.38	3.63	3.88	4.15	4.43
3	3.63	3.88	4.15	4.43	4.73
4	3.88	4.15	4.43	4.73	5.04
5	4.15	4.43	4.73	5.04	5.37
6	4.43	4.73	5.04	5.37	5.71
7	4.73	5.04	5.37	5.71	6.07

EMPLOYER: Boone County

EMPLOYEE ORGANIZATION: AFSCME Local 90

UNIT (SUMMARY): Secondary road crew

DURATION: n/a

HOURS: n/a

OVERTIME: n/a

VACATION: n/a

HOLIDAYS: n/a

LEAVES OF ABSENCE: n/a

TRANSFER: n/a

STAFF REDUCTION: n/a

INSURANCE:

1. Hosp/Maj. Med. - n/a
2. Life - n/a
3. Dental - n/a
4. Other - n/a

WAGES:

Mechanics \$9.62/hour

Other Road Employees:

- | | |
|---------------------------|-----------|
| Group A (after 2 yrs) | 9.42/hour |
| Group B (after 1 1/2 yrs) | 9.16/hour |
| Group C (after 1 yr) | 8.82/hour |
| Group D (hire in) | 7.81/hour |
| Group E (part time) | 5.45/hour |

EMPLOYER: Boone County

EMPLOYEE ORGANIZATION: AFSCME Local 90

UNIT (SUMMARY): Care facility

DURATION: July 1, 1987 - June 30, 1988

HOURS: 5 consecutive 8 hour days

OVERTIME: 1 1/2 time over 8 or 40 hours

VACATION:

- 1 year - 1 week
- 2 years - 2 weeks
- 5 years - 3 weeks
- 18 years - 4 weeks

HOLIDAYS: 10 paid

New Years, Easter, Memorial, 4th of July, Labor, Thanksgiving, Christmas and 3 personal - if no sick leave used by employee who has max accumulation then 2 more days

TRANSFER: Qualifications first, then seniority

STAFF REDUCTION; First by ability, if equal then by seniority

INSURANCE:

1. Hosp/Maj. Med. - employee paid and 43% of dependent coverage
2. Life - n/a
3. Dental - n/a
4. Other - n/a

WAGES:

Maintenance	\$6.04
LPN	6.73

others employed on June 30, 1985

Group A	\$5.86
Group B	5.66
Group C	5.52
Group D	4.50

others employed on or after July 1, 1985

Group E	\$5.86
Group F	5.66
Group G	5.52
Group H	4.50

supervisors receive additional .25/hr

EMPLOYER: Buchanan County (Highway Dept)

EMPLOYEE ORGANIZATION: AFSCME Local 1722

UNIT (SUMMARY): Equipment operators, engineering tech, mechanic

DURATION: July 1, 1987 - June 30, 1990

HOURS: 5 consecutive 8 hour days

OVERTIME: 1 1/2 after 8 or over 40 hrs/wk; double time on holidays

VACATION:

after 1 yr - 2 weeks
after 10 yrs - 3 weeks
after 18 yrs - 4 weeks

HOLIDAYS: 10 paid

New Years, Washington's Birthday, Columbus Day, Memorial, Independence,
Labor, Veterans, Thanksgiving and Friday after and Christmas

LEAVES OF ABSENCE:

A. Jury - actual time and difference in pay

- B. Military - as per law
- C. Unpaid - max of 1 year with approval
- D. Sick - 2 days month to max of 120 days
- E. Funeral - 3 days immediate family (defined); up to 1 day for others
- F. Educational - up to 1 year with approval

TRANSFER: relative ability and seniority

STAFF REDUCTION: seniority provided remaining employees can do the work

INSURANCE:

- 1. Hosp/Maj. Med. - single paid and \$79.15 for dependent
- 2. Life - \$12,000
- 3. Dental - n/a
- 4. Other - short term disability

WAGES:

Classification	Effective July 1, 1987	Effective July 1, 1988	Effective July 1, 1989
Operator I	\$8.76	\$8.98	\$9.23
Operator II	8.92	9.14	9.39
Operator III	8.99	9.21	9.45
Operator IV	9.26	9.49	9.75
Engineering Tech I	8.11	8.31	8.54
Engineering Tech II	8.92	9.14	9.39
Materials Technician	8.76	8.98	9.23
Shop Foreman	9.29	9.52	9.78
Bridge Foreman	9.29	9.52	9.78
Mechanic I	9.29	9.52	9.78
Utility Man	8.66	8.88	9.12
Sign Man	8.76	8.98	9.23

EMPLOYER: Calhoun County

EMPLOYEE ORGANIZATION: Communications Workers of America

UNIT (SUMMARY): Secondary road crew

DURATION: July 1, 1987 - June 30, 1989

HOURS: 40 hrs per week

OVERTIME: 1 1/2 over 40 or comp time to max of 240

VACATION:

- 1 year - 2 weeks
- 5 years - 12 days
- 9 years - 3 weeks
- 15 years - 4 weeks

HOLIDAYS: 10 paid

New Years, Washingtons, Good Friday, Memorial, 4th of July, Labor, Veterans, Thanksgiving, Christmas and 1 floating between April 1 and Nov. 1

TRANSFER: n/a

STAFF REDUCTION: Qualification, ability, physical fitness equal then seniority governs

INSURANCE:

1. Hosp/Maj. Med. - full coverage for employee and dependent
2. Life - n/a
3. Dental - n/a
4. Other - County provides for safety glasses and prescription

WAGES:

	<u>July 1, 1987</u>	<u>July 1, 1988</u>
Landfill Attendant	\$6.65	\$6.78
Truck Driver	8.09	8.25
Landfill Operator	8.09	8.25
Mator Patrol	8.14	8.30
Heavy Equipment Operator	8.20	8.36
Inspector	8.28	8.45
Mechanic	8.40	8.57

- probationary employees paid .50/hr less

EMPLOYER: Cass County

EMPLOYEE ORGANIZATION: PPME Local 2003

UNIT (SUMMARY): Secondary road crew

DURATION: January 1, 1987 - January 1, 1989

HOURS: 40 hour week; 8:00 am - 4:30 pm

OVERTIME: 1 1/2 for work in excess of 8 hrs/day or 40 hrs/week

VACATION:

1 year	5 days
2 - 5 yrs	10 days
6 - 10 yrs	12 days
11 - 15 yrs	14 days
15 +	18 days
max accumulation - 2 years	

HOLIDAYS: 10 paid

New Years, July 4, Thanksgiving & Friday after, Good Friday, Labor, Memorial, Veteran's, Christmas and employees birthday

LEAVES OF ABSENCE:

- A. On-the-job injury - 30 days
- B. Sick - 1 day/month - After 90 days accumulated, employee receives 2 hrs pay/month if no sick leave used
- C. Funeral - 3 days for immediate family (defined), 1 day for other relatives (specified)
- D. Jury - pay returned to employer
- E. Military - as per law
- F. Negotiating - 1 employee will be paid up to 5 half days or 2 full days for contract negotiation

TRANSFER: n/a

STAFF REDUCTION: n/a

INSURANCE:

- 1. Hosp/Maj. Med. - single paid
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

	<u>January 1, 1987</u>	<u>January 1, 1988</u>
Laborer	\$6.88	\$7.04
Maintenance I	7.65	7.81
Road Equipment Operator I	7.84	8.00
Road Equipment Operator II	8.08	8.24
Dragline Operator III	8.51	8.67
District Working Foreman	8.51	8.67
Bridge Working Foreman	8.51	8.67
Yardman	8.02	8.18
Second Mechanic	7.84	8.00
First Mechanic	9.04	9.20
Shop Working Foreman	9.25	9.41
Rodman	6.88 - 7.14	7.04 - 7.30

Starting rate

- Laborer & Road Equipment Operator I - .25/hr less
- Road Equipment Operator II - .50/hr less
- Dragline Operator III - .75/hr less

EMPLOYER: Cerro Gordo County

EMPLOYEE ORGANIZATION: Cerro Gordo County Road Employees

UNIT (SUMMARY): Secondary road crew

DURATION: July 1, 1987 - June 3, 1988

HOURS: 40 hrs week; 7:00 am - 3:30 pm

OVERTIME: 1 1/2 over 40 hrs/week

VACATION:

after 1 year	1 week
2 - 4 years	2 weeks
5 - 9 years	3 weeks
10 - 19 years	4 weeks
20 +	5 weeks (n/a to employees hired after 7/1/86)

HOLIDAYS: 10 paid

New Years, Good Friday, July 4, Veteran's Christmas, Presidents, Memorial, Labor, Thanksgiving and 1 floating

LEAVES OF ABSENCE:

- A. Sick - employees hired after 7/1/77 - 1 1/2 days/mo 90 max
employees hired before 7/1/77 - 2 1/2 days/mo 90 max
- B. Funeral - 3 days for immediate family (defined), 1/2 day for others at employer's discretion

TRANSFER: n/a

STAFF REDUCTION: n/a

INSURANCE:

1. Hosp/Maj. Med. - employer pays 106.98/mo max
2. Life - \$4,000
3. Dental - n/a
4. Other - n/a

WAGES:

- \$60/year for safety glasses
- \$60/year for safety shoes

- Longevity: after 5 yrs - \$5/month
10 yrs - \$10/month
15 yrs - \$15/month
20 yrs - \$20/month

Engineering Technician II	\$9.68/hr
Engineering Technician I	9.00/hr
Assistant Foreman	9.33/hr
1st Mechanic	9.33/hr
2nd Mechanic	8.64/hr
General maintenance	9.00/hr

Employees hired after 7/1/84

after 36 months	general maintenance	
general maintenance 12 - 36 months		\$8.35/hr
general maintenance 6 - 12 months		7.75/hr
general maintenance 0 - 6 months		7.15/hr

EMPLOYER: Clinton County Communications Commission

EMPLOYEE ORGANIZATION: Communication Workers of America

UNIT (SUMMARY):

DURATION: July 1, 1987 - June 30, 1988

HOURS: 5 - 8 hr days

OVERTIME: 1 1/2 in excess of 8 hrs

HOLIDAYS: 10 paid

New Years, Washington's Birthday, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas and Friday after

VACATIONS:

0 to 1 year	none
1 to 10 years	15 days year
11 to 15 years	20 days year

LEAVES OF ABSENCE:

- A. Sick - 1 day/month 90 days max accumulation
- B. Family Death - 3 days for immediate family (defined); 1 day others
- C. Maternity - w/o pay after sick leave exhausted
- D. Voting - sufficient time off w/pay to vote
- E. Military - per law

INSURANCE: same benefits as other county employees

WAGES: Radio Operator \$7.38/hour
 probationary - first six months 80% of rate
 6 to 12 months 90% of rate

EMPLOYER: Crawford County

EMPLOYEE ORGANIZATION: Crawford Co. Highway & Engineering Bargaining Unit

UNIT (SUMMARY) Secondary road crew

DURATION: July 1, 1987 - June 30, 1988

HOURS: 7:30 - 4:00; 32 hours week

OVERTIME: 1 1/2 time for over 40 hr/wk

VACATION:

1 year	40 hrs	(may carry 40 hrs to next year)
3 years	80 hrs	
10 years	120 hrs	

HOLIDAYS: 10 paid

New Years, Washington, Memorial, July 4, Labor, Thanksgiving and Friday after, Christmas, King's Birthday and one floating

LEAVES OF ABSENCE:

- A. Sick - 1 day/month up to 90 days
- B. Injury - same as sick leave
- C. Funeral - 3 days for immediate family (defined), 1 day for other relatives (specified), 1 day if pallbearer
- D. Military - as per law
- E. Jury - jury pay returned to County

TRANSFER: n/a

STAFF REDUCTION: By seniority

INSURANCE:

- 1. Hosp/Maj. Med. - 100% single and dependent coverage paid
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

Maintenance Employee I	\$8.60
Maintenance Employee II	8.43
Maintenance Employee III	7.85
Maintenance Employee IV	7.11
Maintenance Laborer I	6.85
Maintenance Laborer II	6.55

Mechanic I	\$9.58
Mechanic II	8.83
Engineering Aide I	8.34
Engineering Aide II	7.72
Assistant Party Chief and Inspector	8.60

Longevity:

3rd through 5th year	.01/hr
6th through 8th year	.03/hr
9th through 11th year	.04/hr
12th through 14th year	.05/hr
15th through 17th year	.07/hr
18th through 20th year	.08/hr
21st through 23rd year	.09/hr
24th through 26th year	.10/hr
27th through 29th year	.11/hr
30th year +	.13/hr

EMPLOYER: Cherokee County

EMPLOYEE ORGANIZATION: Cherokee County Secondary Road Employees

UNIT (SUMMARY): Secondary road crew

DURATION: July 1, 1987 - June 30, 1988

HOURS: 7:00 am - 4:30 pm

OVERTIME: 1 1/2 time over 40 hrs/wk

VACATION:

1 year	5 days
2 years	10 days
5 years	15 days
10 years	20 days

HOLIDAYS: 9 paid

New Years, Presidents, Memorial, July 4, Labor, Veterans, Thanksgiving and Friday after, and Christmas

LEAVES OF ABSENCE:

- A. Sick - 14 hrs/month, max accumulation of 100 days
- B. Funeral - 1, 3 or 5 days depending on relative's status. 1 day for fellow employee or if pallbearer.

C. Personal - up to 6 month without pay

D. Jury - wages minus jury pay

TRANSFER: n/a

STAFF REDUCTION: n/a

INSURANCE:

1. Hosp/Maj. Med. - paid by employer
2. Life - \$20,000
3. Dental - n/a
4. Life - n/a

WAGES:

General Labor	\$8.09/hr
Operator	8.30/hr
Mechanic	8.74/hr

Longevity:

After 5 years	\$10/month
After 10 years	20/month
After 15 years	30/month

Employer pays for safety glasses

EMPLOYER: Dallas County

EMPLOYEE ORGANIZATION: Teamsters Local 147

UNIT (SUMMARY): Dallas County Sheriff's Department

DURATION: July 1, 1987 - June 30, 1988

HOURS: patrol - 6 days on, 3 days off
non patrol & communication - 5 days on, 2 days off; 8 hour day

OVERTIME: 1 1/2 for over usual hours; bump time as per FLSA

VACATION:	<u>Years of Work</u>	<u>Wks of Vacation</u>
	1	1
	2	2
	7	3
	16	4

HOLIDAYS: 12 paid

New Years, Presidents, Good Friday, Memorial, July 4, Labor, Veterans, Thanksgiving, Day After, Christmas, Day Before or after (employer's choice), 1 floating

LEAVES OF ABSENCE:

- A. Sick - 2 1/2 days/month, maximum of 720 hours.
- B. Funeral - 4 days for certain relatives, 1 week if out-of-state travel required.

TRANSFER: Seniority determines if all else equal

STAFF REDUCTION: Skill, ability, competence, qualification, experience and seniority

INSURANCE:

- 1. Hosp/Maj Med. - employer pays single and \$80/month for dependants
- 2. Life - employer pays single and \$80/month for dependants
- 3. Dental - employer pays single and \$80/month for dependants
- 4. Vision - employer pays single and \$80/month for dependants

WAGES:

<u>Classification</u>	<u>Probation Rate</u>	<u>Qualif. Rate</u>	<u>Experience Rate</u>
Dispatcher	\$5.48	\$6.08	\$6.88
Lead Person	5.47	6.25	6.95
Office Manager	6.84	7.95	8.18
Office Clerk	6.05	6.95	7.16
Deputy Sheriff	9.69	10.39	11.08
Chief Jailer	8.10	8.56	9.11
Jailer	6.00	6.50	6.76

LONGEVITY:

After 5 years	.05
After 10 years	.10
After 15 years	.15
After 20 years	.20

EMPLOYER: Dallas County

EMPLOYEE ORGANIZATION: Teamsters Local 147

UNIT (SUMMARY): Secondary road employees

DURATION: July 1, 1987 - June 30, 1988

HOURS: 5- 8 hour days

OVERTIME: 1 1/2 for over 40 hrs/week or 8 hrs/day; minimum 2 hrs for callback

HOLIDAYS: 11 paid

New Years, Presidents, Good Friday, Veterans, Memorial, July 4, Labor, Thanksgiving, Friday after, Christmas, 1 floating

VACATION:	<u>Years of Work</u>	<u>Days of Vacation</u>
	1	5
	2 - 7	10
	8 - 15	15
	16+	20

LEAVES OF ABSENCE:

- A. Military - as per law.
- B. Jury - Regular pay minus jury pay.
- C. Funeral - 4 days for defined relatives; 5 days if out of state
- D. Sick - 2 1/2 days/month; 90 days maximum accumulation

TRANSFER: Reverse order of layoff

STAFF REDUCTION: By seniority if all else equal

INSURANCE:

- 1. Hosp/Maj. Med.
- 2. Life - | - pay employee's premium + \$85/month dependant, plus
- 3. Dental - | 38% of any increase occurring during contract
- 4. Other - n/a

WAGES:	Operator I	9.10
	Operator II	9.32
	Leadperson	9.32
	Mechanic	9.77

EMPLOYER: Delaware County

EMPLOYEE ORGANIZATION: AFSCME Local 1835

UNIT (SUMMARY): Secondary Roads

DURATION: July 1, 1987 - June 30, 1988

HOURS: 7:00 - 3:30

OVERTIME: 1 1/2 for excess of 40 hrs/week

VACATION:	<u>Yrs of Work</u>	<u>Days Vacation</u>
	1	5
	2	10
	9	15
	15	1 additional day for each yr of service up to 20 days

HOLIDAYS: 10 paid

New Years, Employee's Birthday, Washington, Memorial, Independence, Labor, Veterans, Thanksgiving, Day After, Christmas

LEAVES OF ABSENCE:

- A. Sick - 1 1/2 days/month, maximum accumulation of 120 days
- B. Maternity - 8 weeks
- C. Military - as per law
- D. Jury - Regular pay minus jury pay
- E. Funeral - 3 days for defined family

TRANSFER: In order of seniority

STAFF REDUCTION: In order of seniority

INSURANCE:

- 1. Hosp/Maj. Med. - employer pays single and family coverage
- 2. Life - \$7,000
- 3. Dental - n/a
- 4. Other - n/a

WAGES: Tool allowance for mechanics of up to \$100/year

Winter rates effective 12/1 to 4/1

	SUMMER RATE		WINTER RATE	
	Reg.	O.T.	Reg.	O.T.
Sign Man	\$8.65	\$12.98	\$8.81	\$13.22
Equipment Operator	8.81	13.22	8.81	13.22
Bridge Crew	8.65	12.98	8.81	13.22
Maintainer Operators	8.65	12.98	8.81	13.22
Bridge Dragline Operator	8.81	13.22	8.81	13.22
Backhoe Operators	8.81	13.22	8.81	13.22
Maintenance Men	8.39	12.59	8.81	13.22
Shop Mechanics	8.83	13.25	8.83	13.25
Inspector	9.17	13.76		
Head Mechanic	9.28	13.92		
Party Chief	10.40	15.60		

EMPLOYER: Delaware County (Sheriff's Dept)

EMPLOYER ORGANIZATION: AFSCME Local 1835

UNIT (SUMMARY): Deputies and jailers

DURATION: July 1, 1987 - June 30, 1988

HOURS: 5 consecutive 8 hr days

OVERTIME: 1 1/2 over 40 hrs/week or comptime at 1 1/2 over 40

VACATION:

after 1 yr - 1 week
after 2 yrs - 2 weeks
after 9 yrs - 3 weeks
after 15 yrs - 16 days
after 17 yrs - 17 days
after 18 yrs - 18 days
after 19 yrs - 19 days
after 20 yrs - 20 days

HOLIDAYS: 12 paid

New Years, employees birthday, Washington Birthday, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas and 2 personal days

LEAVES OF ABSENCE:

- A. Special - 30 days upon approval
- B. Military - as per law
- C. Sick - 1 1/2 day month to max of 120; 50% pay out on retirement or death
- D. Maternity - up to 12 weeks
- E. Bereavement - up to 3 days for immediate family (defined)

TRANSFER: civil service

STAFF REDUCTION: seniority and bumping rights

INSURANCE:

- 1. Hosp/Maj. Med. - single and dependent coverage paid
- 2. Life - \$7,000 & \$7,000 AD&D
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

Sergeant	84 1/2% of Sheriff's annual base salary
Deputy Sheriff (over 3 yrs service)	83 1/2% of Sheriff's annual base salary
Deputy Sheriff (less than 3 yrs)	82% of Sheriff's annual base salary
Deputy Sheriff (probationary)	78% of Sheriff's annual base salary
Jailer - Sergeant	5.10/hour
Jailer - Officer	5.00/hour

EMPLOYER: Dickinson County Memorial Hospital

EMPLOYEE ORGANIZATION: Dickinson County Memorial Hospital Health Care Unit

UNIT (SUMMARY): All patient care employees, including RNs, certain unit supervisors, LPNs, aides, orderlies, clinical lab. tec., OR and Phcy, Technicians

DURATION: July 1, 1987 - June 30, 1988

HOURS: 80 hrs/2 wks; 8 hr days, except 12 hour shifts for OB and SCU staff; schedules posted 10 days in advance

OVERTIME: 1 1/2 pay over 8 hrs/day (or 12 hrs/ day for 12 hr shift employees)

VACATION:	After: 1 year	10 days
	5 years	15 days
	15 years	20 days

HOLIDAYS: 7 paid
New Years, Memorial, Independence, Labor, Christmas, Thanksgiving,
1 Personal Day

LEAVES OF ABSENCE:

- A. Sick - 1 day/month to maximum of 60 days; any unused leave over 60 days paid to employee on anniversary date.
- B. Funeral - 3 days for immediate family (defined); 1 day for grandparent, grandchild.
- C. Civic Duty - Jury duty or election Board, Hospital pays difference between regular salary and fees received up to maximum of 30 days.
- D. Military - as per law.
- E. Professional - time off without pay to attend approved meetings.
- F. Unpaid - after 6 months, employee may request leaves without pay or benefits for personal reasons.
- G. Educational - after employed 6 months, may be granted up to 1 year leave to continue education.
- H. Serious Illness - after employed 6 months, may receive maximum of 6 months leave to care for seriously ill spouse/child, with possible extension.
- I. Child Care - up to 4 months for care of newborn or adopted children.

TRANSFER: Openings posted, shift openings first available to current employees; employees may submit transfer requests in writing.

STAFF REDUCTION: Employer selects staff to be retained based on qualifications, seniority and subject to overriding staffing needs of the hospital; employees notified of layoff 24 hours in advance; recall rights for 4 months, in inverse order of layoff.

INSURANCE:

1. Hosp/Maj. Med. - Blue Cross/Blue Shield Protector 500 Plan, Hospital pays full single, or a like amount toward family.
2. Life - Hospital pays for \$5,000 coverage
3. Dental - n/a
4. Other - n/a

WAGES:

	RN 7/1/87	RN 1/1/88	LPN or OR Tech 7/1/87	LPN or OR Tech 1/1/88	LAB TECH (CLA) 7/1/87	LAB TECH (CLA) 1/1/88	Nurs Asst or PT Aide 7/1/87	Nurs Asst or PT Aide 1/1/88
Start	7.65	7.73	5.58	5.64	5.89	5.95	4.28	4.32
6 mos.	7.84	7.92	5.72	5.78	6.04	6.10	4.39	4.43
1 yr.	8.03	8.11	5.86	5.92	6.19	6.25	4.49	4.53
2 yrs.	8.41	8.49	6.14	6.20	6.49	6.55	4.70	4.75
3 yrs.	8.79	8.88	6.42	6.48	6.79	6.86	4.91	4.96
4 yrs	9.17	9.26	6.70	6.77	7.09	7.16	5.12	5.17
5 yrs.	9.55	9.65	6.98	7.05	7.39	7.45	5.33	5.38
Max.	9.95	10.05	7.25	7.32	7.67	7.75	5.56	5.62

Supervisory Nurses (RN): OR/ER/CS, OB; SCU, med/ Surg and Relief House Supervisors 35¢ per hour in addition to the RN rate.

Shift Differential: Shift II - .25 per hour
 Shift III - .30 per hour
 12 hour shift from 7:00 PM - 7:00 AM - .30 per hour

On Call Pay: .63 per hour.

Call Back Pay: 1 1/2 times regular base hourly rate; minimum of 1 hour

EMPLOYER: Fayette County

EMPLOYEE ORGANIZATION: AFSCME

UNIT (SUMMARY): Secondary roads employees

DURATION: July 1, 1987 - June 30, 1990

HOURS: 5- 8 hour days, Monday thru Friday; 2- 15 minute breaks; 30 minute unpaid lunch; employer may change to 4- 10 hour days in summer

OVERTIME: 1 1/2 pay over 8 hrs/day, 40 hrs/week; employee may elect comp time at 1 1/2 time in lieu of pay

VACATION:	<u>Yrs of Work</u>	<u>Wks of Vacation</u>	If hired after July 1, 1987, receive:	1 yr 2 - 11 yr 12 - 19 yr 20+	1 wk 2 wks 3 wks 4 wks
	1 - 2	1			
	3 - 7	2			
	8 - 14	3			
	15 - 24	4			
	25+	5			

HOLIDAYS: 12 paid

New Years, Memorial, Independence, Labor, Christmas Eve, Christmas, Veterans, Washingtons, Thanksgiving, Friday After, 2 personal days

LEAVES OF ABSENCE:

- A. Unpaid - After probationary period, for death/severe illness in immediate family, up to 30 days; long term personal injury/illness, not more than 6 months; compulsory military service, other approved reasons.
- B. Military - As per statute
- C. Jury Duty - Regular pay, less jury fee
- D. Sick - 12 hrs/month up to 90 days
- E. Funeral - up to 3 days for immediate family; 8 hours for pallbearer duty; 1 day for death of aunt/uncle.

TRANSFER: Jobs posted 5 days before advertised outside; current employees are considered, but best qualified applicant prevails; If employees qualifications, ability and past performance are equal, seniority shall prevail; if employee cannot perform work to employer's satisfaction within 60 calendar days, employee may be returned to former position.

STAFF REDUCTION: Least senior laid off first, provided those remaining are qualified to carry on the work. Employees with most ability and seniority are recalled first, provided they are best qualified to perform the work.

INSURANCE:

- 1. Hsp/maj med - full single coverage provided by employer.
- 2. Life - n/a
- 3. Dental - full single coverage provided by employer.
- 4. Other - n/a

WAGES: 3 hours call in pay; longevity: 5¢/hr/5 years

<u>Classification</u>	<u>7/1/87</u>	<u>7/1/88</u>	<u>7/1/89</u>
Laborer			
Truck Driver I			
Maintenance Employee	\$8.39	\$8.57	\$8.72
Truck Driver II			
District Maint. Employee I			
Sign Employee I			
District Maint. Employee II			
Operator I			
Sign Employee II	\$8.47	\$8.65	\$8.80
Mechanic I			
Mechanic II			
Operator II			
Welder-Mechanic II	\$8.54	\$8.72	\$8.87
Parts Clerk			
Operator III	\$8.61	\$8.79	\$8.94
Asst. Quarry Foreman	\$8.81	\$8.99	\$9.14

EMPLOYER: Floyd County

EMPLOYEE ORGANIZATION: Teamsters Local 828

UNIT (SUMMARY): Secondary road crew

DURATION: July 1, 1987 - June 30, 1988

HOURS: 7:00 am to 3:30 pm Monday through Friday

OVERTIME: 1 1/2 over 8 hrs/day or 40 hrs/week, double time for Sunday

VACATION:

after 1 year - 5 days
after 2 yrs - 10 days
after 8 yrs - 15 days
after 15 yrs - 20 days

HOLIDAYS: 12 paid

New Years, Presidents, Memorial, July 4th, Labor, Veterans, Thanksgiving
and Friday after, Christmas and 3 floating

LEAVES OF ABSENCE:

- A. Injury or illness - 2 day/month to max of 90 days; hired after Jan 2, 1986 max of 60 days
- B. Death - up to 3 days for immediate family (defined); 1 day for other family (defined)

C. Military - as per law

D. Jury - return jury fees to employer

TRANSFER: Vacancies posted 3 days, by seniority if qualified for position.

STAFF REDUCTION: By seniority in job classification. Recall in reverse order.
Probationary employees have no recall rights.

INSURANCE:

1. Hosp/Maj. Med. - single & 75% dependent paid
2. Life - n/a
3. Dental - n/a
4. Other - n/a

WAGES:

Longevity: after 5 continuous years - .05/hr
after 10 continuous yrs - .10/hr
after 15 continuous yrs - .15/hr
after 20 continuous yrs - .20/hr

County pays for 1 eye exam every 2 years.

County pays for glasses when needed due to vision change.

Truck Operators	\$9.09
Equipment Operators	9.47
Laborer	9.09
Motor Grader Operator	9.19
Sign Crew Employees	9.09

Mechanics	
Diesel	9.45
General	9.35
Welder/Greaser	9.25

Partsman	9.19
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EMPLOYER: Fremont County

EMPLOYEE ORGANIZATION: PPME Local 2003

UNIT (SUMMARY): Secondary road crew

DURATION: July 1, 1987 - June 30 1990

HOURS: summer 6:30 am - 3:00 pm; winter 7:30 am - 4:00 pm

OVERTIME: 1 1/2 over 8 hrs/day, may take comp time

VACATION:

after 1 year - 5 days	after 7 yrs - 13 days
after 2 yrs - 10 days	after 9 yrs - 14 days
after 3 yrs - 11 days	after 10 yrs - 15 days
after 5 yrs - 12 days	after 20 yrs - 20 days

HOLIDAYS: 10 1/2 paid

New Years, Memorial, July 4th, Labor, Veterans, Thanksgiving and Friday after, Christmas, 2 floating and Friday afternoon of Rodeo Week

LEAVES OF ABSENCE:

- A. Sick - after 120 days of continuous service - 5 days credited; thereafter, 1 1/2 day/month to a max of 100 days
- B. Unpaid Sick - not to exceed 120 continuous calendar days
- C. Funeral - 3 days for immediate family (defined); 2 days for other family (defined); pall bearer not to exceed 1 day.
- D. Military - as per law
- E. Jury - return fees to employer

TRANSFER: Posted for 5 days, application shall be in writing; if qualifications equal, seniority governs.

STAFF REDUCTION: Seniority governs

INSURANCE:

- 1. Hosp/Maj. Med. - full single paid
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

	<u>July 1, 1987</u>	<u>July 1, 1988</u>	<u>July 1, 1989</u>
Laborer	\$7.41	\$7.61	\$7.81
Operator	8.17	8.37	8.57
Driver	8.17	8.37	8.57
Truck Trailer Driver	8.30	8.50	8.70
Patrol Operator	8.30	8.50	8.70
Mechanic	8.36	8.56	8.76
Heavy Equipment Operator	8.36	8.56	8.76
Dragline Operator	8.47	8.67	8.87
Engineering Tech I	8.97	9.17	9.37

EMPLOYER: Grundy County Secondary Roads

EMPLOYEE ORGANIZATION: Public, Professional & Maintenance Employees, Local 2003

UNIT (SUMMARY): County road maintenance crew

DURATION: July 1, 1987 - June 30, 1989 (Wage reopener, 2nd year)

HOURS: summer - 9 hrs/day, 45 hrs/week; winter (18 wks) - 8 hrs/day; 1/2 hr unpaid lunch, 2- 10 min. breaks

OVERTIME: 1 1/2 pay over 8 hrs/day

VACATION:	0 - 2 yrs.	3 hrs/Mo.
	2 - 7 yrs.	7 hrs/Mo.
	7 - 25 yrs.	11 hrs/Mo.
	25+ yrs.	15 hrs/Mo.

Can accumulate maximum of 250 hours.

HOLIDAYS: 10 paid

New Years, Presidents, Memorial, Independence, Labor, Veterans, Thanksgiving, Friday After, Christmas, either day before or after, as Engineer designates.

LEAVES OF ABSENCE:

- A. Sick - 8 hrs/month to maximum of 800 hours, can use up to 120 hours for family illness with Dr.'s certificate;
- B. Funeral - 3 paid days for death in immediate family (defined), 1 paid day for other relatives.
- C. Jury Duty - regular pay, less jury fees, same if subpoenaed as witness
- D. Maternity - after sick leave exhausted, unpaid leave without loss of seniority
- F. Military - as per law

TRANSFER: Made on basis of seniority, considering the applicable seniority, of all employees in the unit based upon each employee's qualifications, skills and abilities to perform the job.

STAFF REDUCTION: Least senior in affected job class laid off first, can bump any less senior employee in any job class if qualified. Recall rights in inverse order of layoff.

INSURANCE:

- 1. Hosp/Maj. Med. - full single and family coverage
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES: 20¢/mile of required to use own vehicle

	<u>July 1</u>	<u>Jan. 1</u>
Probationary employees (9 mos)	\$7.55	\$7.65
Labor Grade 1 operate single or tandem axle trucks, motor patrols, loaders, sign maintenance	8.30	8.40
Labor Grade 2 Partsman	8.50	8.60
Labor Grade 3 Journeyman mechanics, crane and backhoe operators	8.60	8.70

EMPLOYER: Hardin County

EMPLOYEE ORGANIZATION: Public, Professional & Maintenance Employees, Local 2003

UNIT (SUMMARY): Secondary road employees

DURATION: July 1, 1987 - June 30, 1989

HOURS: 40 hrs/week for 26 wks, 45 hrs/week for 26 wks, exclusive of unpaid lunch periods of 30 min., 2 daily 15 min. breaks

OVERTIME: 1 1/2 pay over 40 hrs/week

VACATION:	1 - 5 years	2 weeks
	5 - 10 years	3 weeks
	10+ years	4 weeks

HOLIDAYS: 10 paid
New Years, Washingtons, Memorial, Independence, Labor, Veterans, Thanksgiving, Friday After, Christmas, employee's birthday

LEAVES OF ABSENCE:

- A. Sick - 2 days/mo up to 90 days maximum; funeral leave deducted from sick leave - 3 days for some family members, 1 day for others, pallbearer leave; 3 days/year to take member to Dr., deducted from sick leave
- B. Jury Duty - regular pay less fees received

TRANSFER: Permanent vacancies posted 5 days, employees may file written request for transfer.

STAFF REDUCTION: When operational efficiency, skill, training, qualifications, ability, attendance and reliability are equal, seniority will govern; recalled in inverse order of layoff

INSURANCE:

- 1. Hosp/Maj. Med. - full single coverage
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES:	<u>7/1/87</u>	<u>1/1/88</u>	<u>7/1/88</u>	<u>1/1/89</u>
Shop Foreman	\$8.75	\$8.80	\$8.90	\$8.95
Maintenance Operator I	8.70	8.75	8.85	8.90
Maintenance Operator II	8.55	8.60	8.70	8.75
Maintenance Operator III	8.50	8.55	8.65	8.70
Mechanic I	8.66	8.71	8.81	8.86
Mechanic II	8.55	8.60	8.70	8.75
Laborer	6.38	6.43	6.53	6.58

LONGEVITY PAY:

5 years of cont. service receive .05 per hour
10 years of cont. service receive .10 per hour
15 years of cont. service receive .15 per hour
20 years of cont. service receive .20 per hour
25 years of cont. service receive .25 per hour

EMPLOYER: Harrison County

EMPLOYEE ORGANIZATION: AFSCME, Local 2770

UNIT (SUMMARY): Secondary road employees

DURATION: July 1, 1987 - June 30, 1988

HOURS: 8 hrs/day, Monday thru Friday, 8 AM - Noon, 12:30 - 4:30 PM, 2 15-min.
breaks daily, min. 2 hours call back pay.

OVERTIME: 1 1/2 pay over 8 hrs/day

VACATION:	After 1 year service	1 week
	After 2 years service	2 weeks
	After 8 years service	3 weeks
	After 18 years service	4 weeks

Can carry over 1 week to next year

HOLIDAYS: 9 paid

New Years, Washingtons, Memorial, Independence, Labor, Vnterans,
Thanksgiving, Day After, Christmas

LEAVES OF ABSENCE:

- A. Funeral - 3 days for immediate family; 1 day for other relatives
- B. Sick - 1 1/2 days/month up to 120 days; unused sick leave over 12 days/yr may convert to 1/2 day or 1/2 comp time
- C. Jury Duty - regular pay less fees
- D. Military - as per law

TRANSFER: Vacancies posted 5 days, employees apply in writing; if physical skills and training, experience and education are equal, seniority prevails

STAFF REDUCTION: Probationary, seasonal laid off first, then by classification, in inverse order of seniority

INSURANCE:

1. Hosp/Maj. Med. - full single, up to 131.51/mo toward family
2. Life - \$18,500 coverage provided
3. Dental - n/a
4. Other - n/a

WAGES: Necessary protective clothing and safety classes provided by employer

	<u>Start</u>	<u>Base After Probation</u>	<u>1-4 Yrs</u>	<u>4-9 Yrs</u>	<u>9-14 Yrs</u>	<u>14-19 Yrs</u>	<u>19+ Yrs</u>
Laborers	\$6.39	\$6.89	\$7.21	\$7.25	\$7.29	\$7.32	\$7.34
Truck & Oil Distributors	6.83	7.33	7.70	7.72	7.76	7.81	7.85
Tractor, Patrol & Dragline Op.	7.09	7.59	7.96	7.98	8.02	8.07	8.10
Welders	7.11	7.61	7.98	8.00	8.06	8.09	8.12
Mechanics	7.35	7.85	8.21	8.25	8.29	8.33	8.37

EMPLOYER: Humboldt County

EMPLOYEE ORGANIZATION: AFSCME, Local 1796

UNIT (SUMMARY): County road department employees

DURATION: July 1, 1987 - June 30, 1989 (wage reopener 2nd year)

HOURS: 40 hrs/week, 8 hrs/day, 5 days/week; 2 15 min. breaks

OVERTIME: 1 1/2 pay over 40 hrs/week

VACATION: After 1 yeao 1 week
 After 2 years 2 weeks
 After 10 years 3 weeks
 After 20 years 4 weeks

HOLIDAYS: 9 paid

New Years, Good Friday, Memorial, Independence, Labor, Veterans, Thanksgiving, Day After, Christmas

LEAVES OF ABSENCE:

- A. Sick - 1 1/2 days/mo., up to 120 days; if more than 5 yrs service, employee who retire or die receive 20% of unused sick leave in cash, up to 24 days.
- B. Jury Duty - regular salary less fees received.
- C. Military - regular salary less military pay.

TRANSFER: Vacancies posted 5 days, employees notify Engineer within that period if they wish to apply. If qualifications, ability and physical fitness are equal, seniority governs.

STAFF REDUCTION: If qualifications, ability and physical fitness are equal, seniority governs.

INSURANCE:

1. Hosp/Maj. Med. - 100% single and family
2. Life - n/a
3. Dental - n/a
4. Other - n/a

WAGES: County pays for hard hats and initial cost for safety glasses, including exam.

<u>Classification</u>	<u>Hourly Rate</u>	<u>Annual Rate</u>	<u>Overtime</u>
Apprentice (Probation period - 6 months)	7.88	16,390.40	11.82
Maintenance	8.31	17,284.80	12.465
Area Foreman	8.76	18,220.80	13.14

EMPLOYER: Ida County

EMPLOYEE ORGANIZATION: PPME, Local 2003

UNIT (SUMMARY): Secondary road department employees

DURATION: July 1, 1987 - June 30, 1988

HOURS: 7:30 AM - 4:30 PM, Monday thru Friday; 1/2 hr unpaid lunch and 15 min. breaks.

OVERTIME: 1 1/2 times regular rate over 40 hrs/week

VACATION:	<u>Yrs Service</u>	<u>Wks Vacation</u>
	1	1
	2	2
	8	3

HOLIDAYS: 9 paid

New Years, Washingtons, Memorial, Independence, Labor, Veterans,
Thanksgiving, Day After, Christmas

LEAVES OF ABSENCE:

- A. Sick - 1 day/month to a maximum of 96 days

- B. Funeral - 3 days for immediate family; 1 day for aunt or uncle.
- C. Jury Duty - Salary minus fees
- D. Military - up to 30 days as required by law.

TRANSFER: Employee permanently transferred to different classification will be paid the applicable hourly rate of new classification.

STAFF REDUCTION: Employer determines which employees are to be laid off. The laid off employee may replace a less senior employee in lower classification of employee is qualified to perform job.

INSURANCE:

- 1. Hosp/Maj. Med. - employer pays full single and dependant or \$500/yr
- 2. Life - Employer pays \$5,000
- 3. Dental - n/a
- 4. Other - n/a

WAGES:	<u>Classification</u>	<u>Hourly Rate</u>
	Mechanic	\$9.45
	Machine Operator	8.15
	Asst. Machine Operator	7.80
	Asst. Surveyor & Draftsman	8.15
	Shop Bookkeeper	7.80
	Patrolman	8.15
	Assistant Patrol	7.80
	Bridge Foreman	8.40
	Working Foreman	8.45
	Dragline	8.15
	Truck Driver	7.65
	Bridge Labor	6.80
	Other Labor	6.60

LONGEVITY: 7¢/hour for each 5 yrs continuous service throuth 20 yrs will be in addition to base pay.

EMPLOYER: Iowa County

EMPLOYEE ORGANIZATION: Teamsters, Local 238

UNIT (SUMMARY): All regular full time & part time deputy sheriffs and dispatchers

DURATION: July 1, 1986 - June 30, 1987

HOURS: 8 hr work shift of which 8 hrs are work time.

OVERTIME: 1 1/2 for all hours worked in excess of 8 hrs/day or 40 hrs/week

VACATION:	<u>Yrs Service</u>	<u>Days Vacation</u>
	1	5
	2	10
	6	15
	15	20

HOLIDAYS: 13 1/2 paid holidays

LEAVES OF ABSENCE:

- A. Sick - accrue 1 day/month to maximum of 120 days.
- B. Funeral - 5 days for funeral for death of spouse, children, step-children, mother, or stepmother, father or stepfather.
- C. Military - as per law.
- D. Jury Duty - when released from duty the employee must report to work within 1 hour when possible.

TRANSFER: n/a

STAFF REDUCTION: Part-time employees laid off first. The employee with the least qualifications and ability will be laid off next; when qualif. and ability are equal, the employee with least seniority laid off.

INSURANCE:

- 1. Hosp/Maj. Med. - Employer pays single and 75% dependant
- 2. Life - n/a
- 3. Dental - Employer pays single and 75% dependant
- 4. Other - Liability insurance

WAGES: Deputy Sheriffs

Starting	65% of Sheriffs Salary
After 3 mos.	68% of Sheriffs Salary
After 6 mos.	70% of Sheriffs Salary
After Probationary period	75% of Sheriffs Salary
After 2 yrs	80% of Sheriffs Salary
After 3 yrs	82% of Sheriffs Salary

Fulltime radio dispatcher hourly rates range from \$5.00/hr to \$6.61.

EMPLOYER: Iowa County

EMPLOYEE ORGANIZATION: Teamsters Local 238

UNIT (SUMMARY): Secondary road department

DURATION: January 1, 1987 - June 30, 1989

HOURS: 5 8-hr days/week, Monday thru Friday

OVERTIME: Comp time at 1 1/2 for over 40 hrs/week, max. accumulation of 100 hrs, cannot accumulate for over 1 yr; may elect 1 1/2 pay or comp time

VACATION:	<u>Yrs Service</u>	<u>Wks Vacation</u>
	After 1 yr	1
	2-5 yrs	2
	5-15 yrs	3
	15+	4

HOLIDAYS: 11 paid

New Years, Washingtons, Memorial, Independence, Good Friday, Labor, Veterans, Thanksgiving, Day After, Christmas, 1 floating holiday.

LEAVES OF ABSENCE:

- A. Sick - 1 day/mo. up to 120 days; paid for all unused sick leave on termination of employment
- B. Military - as per law
- C. Funeral - 5 days for some relatives; 3 days for others; 1 day for fellow worker
- D. Unpaid - severe illness in family (max. 30 days);

TRANSFER: Employer considers the employees' seniority and qualifications.

STAFF REDUCTION: Least senior laid off first, provided employees retained are qualified to perform the work. recall rights for 18 mos.

INSURANCE:

- 1. Hosp/Maj. Med. - full single, 75% dependant
- 2. Life - \$15,000 coverage
- 3. Dental - full single, employee pays dependant
- 4. AD&D - \$15,000

WAGES:

<u>Classification</u>	<u>7/1/87</u>	<u>1/1/88</u>	<u>7/1/88</u>
Engineer Tech. III	\$10.05	\$10.15	\$10.25
Drag Line Op.	9.30	9.40	9.50
Working Foreman	9.20	9.30	9.40
Mechanic	9.20	9.30	9.40
Engineer Tech. II	9.20	8.30	9.40
Machine Op.	8.95	9.05	9.15
Truck Driver	8.80	8.90	9.00
Sign Maint. Person	8.80	8.90	9.00
Parts Person	8.80	8.90	9.00
Tire Repairer	8.55	8.65	8.75
Laborer & Eng. Tech. I	8.35	8.45	8.55
Part-time & seasonal	6.55	6.65	6.75

EMPLOYER: Jasper County Care Facility

EMPLOYEE ORGANIZATION: AFSCME Local 2840

UNIT (SUMMARY): Blue and White Collar Unit

DURATION: July 1, 1987 - June 30, 1988

HOURS: 8 hrs/day

OVERTIME: 1 1/2 regular rate of pay for work in excess of 8 hrs/day

VACATION:	<u>Yrs of Service</u>	<u>Hrs Vacation</u>
for employees		
hired prior to	1	80
3/15/85	5	120
	15	160
	1	40
	3	80
	7	120
	15	160

HOLIDAYS: 7 paid and up to 3 floating holidays.

LEAVES OF ABSENCE:

- A. Jury Duty - when released from duty during work hours, the employee shall report to work within 2 hours
- B. Funeral - not to exceed 3 days for employee's parent, spouse, child, grandparents, grandchildren, brothers, sisters.
- C. Military - as per law

TRANSFER: If the employee is qualified and has the required experience and ability to satisfactorily perform the work required, the most senior applicant shall be selected.

STAFF REDUCTION: Employer will determine the shift and job classification and shall layoff the least senior employee.

INSURANCE:

- 1. Hosp/Maj. Med. - employer paid full single premium.
- 2. Life - Employer paid \$6,500 term life and \$13,000 term AD&D
- 3. Dental - employer paid full single premium.
- 4. Other - n/a

WAGES:

<u>Classification</u>	<u>Hire In</u>	<u>End of Prob.</u>	<u>End of 1 Yr</u>	<u>End of 2 Yr</u>	<u>End of 3 Yr</u>	<u>End of 4 Yr</u>	<u>End of 5 Yr</u>	<u>End of 6 Yr</u>	<u>"Cap 7-</u>
Cert. Nurse Asst	3.75	3.85	4.30	4.60	4.95	5.30	5.50	5.65	5.9
Dietary Asst	3.60	3.70	4.10	4.25	4.50	4.75	5.00	5.15	5.4
Laundry Asst	3.55	3.65	4.05	4.20	4.45	4.65	4.90	5.05	5.3
Hsekeeping Asst	3.55	3.65	4.05	4.20	4.45	4.65	4.90	5.05	5.3
Cook	4.00	4.20	4.60	4.85	5.10	5.45	5.65	5.80	6.0
Maint. I	3.55	3.65	4.05	4.20	4.45	4.65	4.90	5.05	5.3
Maint. II	5.00	5.10	5.45	5.60	5.85	6.00	6.25	6.40	6.6
Maint. III	6.00	7.00	7.45	7.60	7.85	8.00	NO CAP		
Rec. Asst	3.75	3.85	4.30	4.60	4.95	5.30	5.50	5.65	5.9
Soc Serv Asst	3.75	3.85	4.30	4.60	4.95	5.30	5.50	5.65	5.9
OT/PT Asst	4.00	4.10	4.55	4.85	5.20	5.55	5.75	5.90	6.1
LPN	6.25	6.50	6.75	7.00					
GPN	5.25								
RN	7.00	7.25	7.75	8.00					
GN	6.00								

EMPLOYER: Johnson County

EMPLOYEE ORGANIZATION: PPME, Local 2003

UNIT (SUMMARY): Courthouse, Physical Plant

DURATION: July 1, 1987 - June 30, 1989

HOURS: 37 1/2 hrs/week or 5 days of at least 7 1/2 hours

OVERTIME: 1 1/2 pay or comp time for all hours in excess of 9/day

<u>VACATION:</u>	<u>Yrs Service</u>	<u>Wks Vacation</u>
	1	1
	2 - 4	2
	5 - 9	3
	10+	4

HOLIDAYS: 11 paid

New Years, Presidents, Memorial, Independence, Labor, Veterans, Thanksgiving, Friday After, Christmas, Floating Christmas day, personal day

LEAVES OF ABSENCE:

- A. Funeral - up to 5 days for spouse or child; 3 days for parents
- B. Jury Duty - Used as needed
- C. Military - as per law
- D. Sick Leave - Accrue 18 days/year to maximum of 120 days

TRANSFER: An employee requesting a transfer within a job classification shall be granted unless the dept. head can provide just cause for denying the request.

STAFF REDUCTION: Employees will be laid off in inverse order of their seniority.

INSURANCE:

1. Hosp/Maj. Med. - Single coverage
2. Life - Single coverage
3. Dental - Single coverage
4. Other - Disability insurance

WAGES:	<u>Classification</u>	<u>Start</u>	<u>6 mos.</u>	<u>1 yr.</u>	<u>2 yrs.</u>	<u>3 yrs.</u>
	Custodian	5.05	5.40	5.75	6.10	6.45
	Clerk I	5.25	5.60	5.95	6.30	6.65
	Secretary I	6.10	6.45	6.80	7.15	7.50
	Elections Tech. I	6.25	6.60	6.95	7.30	7.65
	Clerk II	6.35	6.70	7.05	7.40	7.75
	Account Clerk I, Maint. Worker I	6.40	6.75	7.10	7.45	7.80
	Map Delineator	6.50	6.85	7.20	7.55	7.90
	Elections Tech. II	6.60	6.95	7.30	7.65	8.00
	Account Clerk II, Child Support Recovery Aide	6.85	7.15	7.45	7.75	8.05
	Secretary II	6.90	7.20	7.50	7.80	8.10
	Victim Witness Coordinator, Clerk III, Maint. Worker II, Elections Tech. III	7.15	7.45	7.75	8.05	8.35
	Computer Operator	8.60	8.80	9.00	9.20	9.40
	Operations Supervisor/PC Support	11.00	11.25	11.50	11.75	12.00
	Programmer/Analyst	12.20	12.50	12.80	13.10	13.40

EMPLOYER: Kossuth County

EMPLOYEE ORGANIZATION: Kossuth County Secondary Road Assn.

UNIT (SUMMARY): Secondary Road Department

DURATION: July 1, 1987 - June 30, 1989 (Wage reopener second year)

HOURS: 5- 8 hr/day

OVERTIME: 1 1/2 times regular rate

VACATION:	<u>Yrs Service</u>	<u>Hrs Vacation</u>
	1	80
	10	120
	20	144

HOLIDAYS: 10 paid

New Years, Washingtons, Memorial, Independence, Labor, Veterans,
Thanksgiving, Friday After, Christmas, 1 Floating Day

LEAVES OF ABSENCE:

- A. Sick Leave - 1 day/month to maximum of 80 days
- B. Jury Duty - Paid leave of absence for time lost when called to serve
- C. Funeral - 3 days for spouse, child or parent, 1 day for others

TRANSFER: n/a

STAFF REDUCTION: Seniority shall be a factor in staff reduction and recall

INSURANCE:

- 1. Hosp/Mej. Med. - Employer pays single and dependant coverage
- 2. Life - \$5,000
- 3. Dental - N/A
- 4. Other - \$25,000 AD&D

WAGES:	<u>Classification</u>	<u>Hourly Rate</u>
	Mechanic I	\$8.15
	Mechanic II	8.30
	Mechanic III	8.45
	Equip. Operator I	7.85
	Equip. Operator II	7.97
	Equip. Operator III	8.15
	Maint. Employee I	7.48
	Maint. Employee II	7.66
	Maint. Employee III	7.85
	Probationary Employee	7.13

EMPLOYER: Lee County

EMPLOYEE ORGANIZATION: PPME Local 2003

UNIT (SUMMARY): Sheriff Unit

DURATION: July 1, 1987 - June 30, 1988

HOURS: Dispatcher and Correctional Officer - 5 days on and 2 days off; Deputy Sheriff - 6 days on and 2 days off

OVERTIME: 1 1/2 times regular salary

VACATION: Deputy Sheriffs

Dispatchers & Correctional Officers

<u>Yrs Service</u>	<u>Rate/Mo.</u>
1	1/2
1 - 7	1
7 - 14	1 1/2
14 - 21	2
21+	2 1/2

<u>Yrs Service</u>	<u>Rate/Mo.</u>
1	5/12
1 - 7	12/12
7 - 14	15/12
14 - 21	20/12
21+	25/12

HOLIDAYS: 11 paid

New Years, Martin Luther King, Presidents, Friday Before Easter, Memorial, Independence, Labor, Veterans, Thanksgiving, Friday After, Christmas

LEAVES OF ABSENCE:

- A. Sick - Deputy Sheriff - 10 hrs/month to max. of 960 hrs; Dispatchers & Correctional Officer - 8 hrs/month to max of 960 hours
- B. Funeral - 3 days for family (defined).
- C. Jury - for time spent on duty
- D. Military - as per law

TRANSFER: Employer shall consider qualifications and seniority and if qualifications are equal between employees, seniority shall govern

STAFF REDUCTION: Employer shall consider qualifications and seniority and if qualifications are equal between employees, seniority shall govern.

INSURANCE:

- 1. Hosp/Maj. Med. - Employee liable for first \$300 single and \$600 for family. Employer liable for 80/20 coinsurance. Employee pays \$27.00 towards family premium
- 2. Life - \$5,000 employer paid premium
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

Deputy	\$6.83
Dispatcher	4.49
Correctional Officer/ Dispatcher	5.53

EMPLOYER: Lee County

EMPLOYEE ORGANIZATION: PPME Local 2003

UNIT (SUMMARY): Secondary road crew

DURATION: July 1, 1987 - June 30, 1988

HOURS: 8 hr/day - 40 hr/week - 7:00 am to 3:30 pm

OVERTIME: 1 1/2 time over 8 hr/day

VACATION:

after 1 yr - 40 hours
after 2 yrs - 80 hours
after 7 yrs - 120 hours
after 10 yrs - 160 hours
after 20 yrs - 200 hours

HOLIDAYS: 11 paid

New Year's Day, Martin Luther King Birthday, President's, Friday before Easter, Memorial, Independence, Labor, Veteran's, Thanksgiving and Friday after and Christmas

LEAVES OF ABSENCE:

- A. Sick - 10 hrs/month to max of 1000 hours, convert to paid as defined
- B. Funeral - up to 3 days for spouse or child/step-child, 1 - 3 days for others (defined)
- C. Absence w/o pay - after sick leave used, vacation and comp time used
- D. Voting - time off to vote
- E. Military - as per law
- F. Personal - 2 per year

TRANSFER: Seniority if qualifications equal

STAFF REDUCTION: Seniority governs if qualification equal

INSURANCE:

- 1. Hosp/Maj. Med. - employee pays 1st \$300 single and \$600 family. County pays 80/20 single, employee pays \$27 family
- 2. Life - \$5,00 provided
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

longevity - after 5 yrs - \$5/month; progressive yearly to 25 yrs - \$25/month

	Beginning	After 1 year	After 2 yrs
Engineering Aides			
Class IIIIE	\$7.36	\$7.83	\$8.30
Class IIE	7.58	8.30	8.53
Class IE	7.80	8.53	8.74
Mechanic			
Class IIIM	7.31	7.78	8.25

Class IIM	7.52	8.25	8.48
Class IM	7.75	8.48	8.69
Maintenance			
Class IV	7.08	7.56	8.03
Class III	7.31	8.03	8.25
Class IIIA	7.41	8.25	8.36
Class II	7.53	8.38	8.48
Class I	7.75	8.48	8.69

EMPLOYER: Lee County

EMPLOYEE ORGANIZATION: PPME Local 2003

UNIT (SUMMARY): Ward attendants, medical aides, cooks, dishwasher, asst. activity directors, receptionist, maintenance, and laundry

DURATION: July 1, 1987 - June 30, 1988

HOURS: 83 1/3 hr/2 weeks; 8 1/3 hr/day, paid 30 min lunch. Shift hours set by employer, posted 15 days ahead; no hours guaranteed.

OVERTIME: 1 1/2 over 8 hr/day, 80 hrs/2 weeks; employer can offer overtime to part-time help before regular employees. Holidays double time or regular time + 1 day off

VACATION:

after 1 year - 5 days
 after 2 years - 10 days
 after 7 years - 15 days
 after 10 years - 20 days
 after 20 years - 25 days

HOLIDAYS: 11 paid

New Years, Martin Luther Kings birthday, Washington's birthday, Friday before Easter, Memorial, Independence, Labor, Veterans, Thanksgiving & Friday after, Christmas

LEAVES OF ABSENCE:

- A. Sick - 1 1/4 days/month to max of 123 days
- B. Funeral - 5 days for spouse or child, 3 days for other family members (defined), 1 day for others (defined)
- C. Without pay - for approved reasons, after exhausting other leaves
- D. Jury - regular pay minus fees
- E. Voting - time off to vote if polls aren't open during non-work time
- F. Military - as per law
- G. Personal - 2 days year

TRANSFER: openings posted 5 days, employees given primary consideration; if qualifications and ability equal, seniority governs

STAFF REDUCTION: if qualifications and ability to perform equal, seniority governs; recalled in inverse order of layoff

INSURANCE:

1. Hosp/Maj. Med. - single paid, employee pays \$27/mo toward family
2. Life - \$5,000
3. Dental - up to \$50 paid for 1 exam year
4. Other - n/a

WAGES:

Longevity: after 5 years of service - \$5/month, an additional \$1/month for each year of service up to 25 years

	Beginning	After 6 months	After 1 year
Ward Attendants	\$3.99	\$4.68	\$5.36
Asst. Activity Directors	3.99	4.68	5.36
Laundry Worker	3.99	4.68	5.36
Dietary Worker	3.99	4.68	5.36
Receptionist	3.99	4.68	5.36
Medical Aide	4.57	5.18	5.78
Maintenance Personnel	4.57	5.18	5.78
Utility Work - hourly rate depends on rate paid for job in which employee is actually working			

EMPLOYER: Linn County

EMPLOYEE ORGANIZATION: PPME Local 2003

UNIT (SUMMARY): Deputy Sheriff's, sergeants, communication operators, and detention officers

DURATION: July 1, 1987 - June 30, 1988

HOURS: Employer set and posts schedule for division

OVERTIME: 1 1/2 time over 40 hrs/week, assigned by divisional seniority; 2 hrs min pay for court appearance or required meetings outside regular work time. Holiday pay 1 1/2 + 1 day vacation or paid day.

VACATION:

after 1 year - 10 days
after 7 years - 15 days
after 12 years - 20 days
18+ years - 25 days

HOLIDAYS: 12 1/2 paid

New Years, Lincoln's Birthday, Washington's Birthday, Memorial, Independence, Labor, Veterans, Thanksgiving & Friday after, Christmas and 1/2 day before, 2 personal days

LEAVES OF ABSENCE:

- A. Sick - 1 1/2 days/month, unlimited accumulation; 1/2 day for medical appointments that can't be scheduled outside work day; 2 days in any week for serious family illness/injury
- B. Maternity - unpaid after sick leave and vacation exhausted
- C. Special - up to 3 mos/year; with or w/o pay with approval, for education, urgent personal business, other reasons
- D. Military - as per law
- E. Jury - regular salary less fees
- F. Bereavement - 3 days for immediate family (defined); employer may approve unpaid leave for others, or extended leave either unpaid or charged to vacation; 1/2 day for fellow employees

TRANSFER: Class II deputy sheriff vacancies posted 5 days, employees bid, if employee has academy certification and acceptable work record, position classification seniority governs. Communications operator vacancies posted 5 days and C.O.'s may bid for shift preference during posting period - position classification seniority governs.

STAFF REDUCTION: n/a

INSURANCE:

1. Hosp/Maj. Med. - single and family coverage paid, 80/20 plan, employer will reimburse up to \$150 of deductible
2. Life - \$15,00
3. Dental - full single
4. Other - n/a

WAGES:

\$150/year cleaning allowance for deputies
 \$500/year clothing allowance for plain clothes deputies
 Communications operators shift differential - .10/hr - 2nd shift
 .15/hr - 3rd shift

Longevity:	after 5 years	\$400
	after 10 years	\$500
	after 15 years	\$600
	after 20 years	\$800

Communications Operators

Beginning	\$7.23/hr
6 months	7.52/hr
18 months	7.83/hr
30 months	8.13/hr

Deputy Sheriffs

Beginning	\$8.62
Step 1 - 1 year	9.10
Step 2 - 2 yrs	9.58
Step 3 - 3 yrs	10.06
Step 4 - 4 yrs	10.54

Sergeants/Detectives

Step 2 - entry	\$11.16
Step 3 - 1 yr	11.56

EMPLOYER: Louisa County Care Facility

EMPLOYEE ORGANIZATION: Staff Employees Collective Organization

UNIT (SUMMARY): Ward attendants, medical aides, activity coordinators,
cooks, laundry, RN's

DURATION: July 1, 1987 - June 30, 1988

HOURS: n/a

OVERTIME: 1 1/2 over 40 hrs/week; double time on holidays

VACATION:

after 1 year - 5 days
after 2 yrs - 10 days
after 5 yrs - 15 days

HOLIDAYS: 13 paid

New Years, Washington's Birthday, Memorial, Independence, Labor, Veterans,
Thanksgiving and Friday after, Christmas, Good Friday and 3 personal

LEAVES OF ABSENCE:

- A. Sick - 12 hrs/month to max of 120 days
- B. Funeral - 3 days for immediate family (defined), 1 day for other relatives (defined); up to 2 additional days w/approval, charged to vacation or w/o pay
- C. Military - paid leave up to 30 days
- D. Jury - regular pay less fees
- E. Personal - unpaid leave up to 10 days year with approval

TRANSFER: Vacancies posted 5 days, present employees given primary consideration if have necessary qualification, ability and physical fitness. If equal, seniority governs.

STAFF REDUCTION: Recall rights for 7 months, employees who are qualified to do required work are recalled in inverse order of layoff.

INSURANCE:

1. Hosp/Maj. Med. - same coverage presently in effect
2. Life - same coverage presently in effect
3. Dental - same coverage presently in effect
4. Other - n/a

WAGES:

	Beginning	6 months	18 months
Ward Attendant	\$4.02	\$4.38	\$4.70
Medical Aide	4.20	4.56	5.00
Activity Coordinator	4.20	4.56	5.00
Cooks	4.20	4.56	4.90
Laundry Worker	4.00	4.31	4.60
Nurse			7.00

Administrator may start new employee at 6 month wages if qualified.

Longevity: after 5 years service, .05/hr additional
after 10 years service. another .05/hr increase

Employer pays up to \$20 toward required physicals, for required uniforms and state-required education classes

EMPLOYER: Madison County

EMPLOYEE ORGANIZATION: Teamsters Local 147

UNIT (SUMMARY): Deputies, clerks, dispatchers, jailers and ambulance employees

DURATION: July 1, 1987 - June 30, 1989

HOURS: 5 consecutive 8 hr days for Sheriff's Dept. 2 - 24 hr days and 1 - 12 hours shift for ambulance dept.

OVERTIME: 1 1/2 time over 40 hours

VACATION:

Sheriff's Dept.	Ambulance Dept.
after 1 yr - 5 days	after 1 yr - 90 hrs
after 2 yrs - 10 days	after 2 yrs - 180 hrs
after 5 yrs - 15 days	after 5 yrs - 270 hrs
after 10 yrs - 20 days	after 10 yrs - 360 hrs
after 17 yrs - 25 days	after 17 yrs - 450 hrs

LEAVES OF ABSENCE:

- A. Personal - 1/2 day month to max of 30 days (Sheriff)
6 hrs month to max of 108 hrs (ambulance)

- B. Jury - difference between pay
- C. Funeral - 5 days for immediate family (defined); 3 days for other family (defined); 1/2 day for service as pall bearer
- D. Sick - 1 day month to max of 75 days. Payout to a max of 60 days
- E. Military - as per law

HOLIDAYS: 10 paid

New Years, Presidents, Memorial, Independence, Labor, Veterans, Thanksgiving and Friday after, Christmas and day before/after

TRANSFER: n/a

STAFF REDUCTION: Seniority basis if remaining employees can do the work

INSURANCE:

- 1. Hosp/Maj. Med. - single and dependent coverage paid by County
- 2. Life - n/a
- 3. Dental - single and dependent coverage paid by county
- 4. Other - n/a

WAGES:

<u>Sheriff's Dept.</u>	Training	Probation	After 1 yr	After 2 yrs	After 3 yrs	After 4 yrs
Clerk/Dispatcher - \$o.84						
Full-time Dispatcher/Jailer or Jailer/Dispatcher	minimum wage	\$4.70	5.59	6.34	6.59	6.84
Permanent Part-time Dispatcher/Jailer or Jailer/Dispatcher	minimum wage	4.70	5.44	5.95	6.44	6.64
Full-Time Deputy Sheriff						
Start (no ILEA)		\$14,994				
Start (with ILEA)		15,421				
After completion of probation		16,493				
After 1 year service		17,136				
After 2 yrs service		17,565				
After 4 yrs service		18,208				
Ambulance Service						
New hire		\$17,400.80				
After 6 months		17,650.80				
After 12 months		17,900.80				
After 18 months		18,150.80				
After 24 months		18,400.80				

EMPLOYER: Mahaska County

EMPLOYEE ORGANIZATION: SEIU Local 726

UNIT (SUMMARY): Truck drivers, machine operators, maintenance, technicians and janitors

DURATION: July 1, 1987 - June 30, 1988

HOURS: 7:00 am - 4:30 pm with 1/2 hour unpaid lunch

OVERTIME: 1 1/2 over 40 hours

VACATION:

After 1 yr - 5 days	After 7 yrs - 12 days
After 2 yrs - 10 days	After 8 yrs - 13 days
After 6 yrs - 11 days	After 9 yrs - 14 days
	After 10 yrs - 15 days

HOLIDAYS: 9 paid

New Years, Memorial, Independence, Labor, Veteran's, Thanksgiving and Friday after, Christmas and 1 personal

LEAVES OF ABSENCE:

- A. Sick - 1 day month to max of 92 days, 1/2 of any over 30 paid to employee if they complete full year
- B. Funeral - 3 days for family (defined)
- C. Injury - difference between pay and workers comp for a max of 30 days

TRANSFER: n/a

STAFF REDUCTION: based on classification seniority

INSURANCE:

- 1. Hosp/Maj. Med. - single paid and up to \$72 for dependent coverage
- 2. Life - yes
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

	per hour	
I Janitor	\$5.18	(new hires .25/hr less;
II Truck Drivers & Laborers	7.84	after 3 mon .25 raise;
III Maintenance & Equipment Operators	8.06	after 6 mon .25 raise)
IV Gas Mechanic	8.16	
V Diesel Mechanic	8.36	
VI Surveyors	8.36	
VII Technician I	6.68	
Technician II	7.28	
Technician III	8.56	

EMPLOYER: Mills County

EMPLOYEE ORGANIZATION: AFSCME Local 3094

UNIT (SUMMARY): Truck driver, tech, equipment operator, mechanic

DURATION: July 1, 1987 - June 30, 1989

HOURS: 8 hr day with 1/2 hr unpaid lunch

OVERTIME: 1 1/2 time over 40 hours

VACATION:

After 1 yr - 1 week
After 2 yrs - 2 weeks
After 5 yrs - 3 weeks
After 20 yrs - 4 weeks

HOLIDAYS: 10 paid

New Years, Washington's Birthday, Memorial, 4th of July, Labor,
Veteran's, Thanksgiving and day after, Christmas and 1 floating

LEAVES OF ABSENCE:

- A. Sick - after 120 days credit of 5 days then 1 1/4 day/mo to max of 100
- B. Funeral - 3 days for family (defined)
- C. Military - as per law
- D. Jury - actual time and difference in pay

TRANSFER: Seniority, job performance, ability and qualifications
30 to 60 days trial period

STAFF REDUCTION: By classification seniority

INSURANCE:

- 1. Hosp/Maj. Med. - single paid and \$30/mo for dependent - 1st year of contract; \$35/mo for dependent 2nd year of contract
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

		87-88				
	<u>Start</u>	<u>4 mo</u>	<u>1 yr</u>	<u>2 yrs</u>	<u>3 yrs</u>	<u>5 yrs</u>
Labor/Truck Driver	6.49	6.63	6.67	6.92	7.09	7.22
Engineer Aide I	6.92	7.09	7.22	7.38	7.54	7.71
Truck Driver I	7.27	7.42	7.57	7.74	7.91	8.09

Grader Operator I, Truck Driver II Equip. Operator I, Mechanic I, Partsman, Sign Control, Welder	7.39	7.55	7.72	7.89	8.06	8.24
Grader Operator II, Equip. Operator II, Engineer Aide II	7.56	7.73	7.90	8.09	8.25	8.43
Mobile Dragline Operator	7.66	7.83	8.00	8.17	8.35	8.53
Mechanic II	7.72	7.89	8.06	8.24	8.42	8.61

Effective July 1, 1988

Labor/Truck Driver	6.67	6.81	6.95	7.10	7.25	7.40
Engineer Aide I	7.10	7.25	7.40	7.56	7.72	7.89
Truck Driver II	7.50	7.65	7.80	7.97	8.14	8.32
Grader Operator I, Truck Driver II Equip. Operator I, Mechanic I, Partsman, Sign Control, Welder	7.57	7.73	7.90	8.07	8.24	8.42
Grader Operator II, Equip. Operator II, Engineer Aide II	7.54	7.92	8.08	8.25	8.43	8.61
Mobile Dragline Operator	7.84	8.01	8.18	8.35	8.53	8.71
Mechanic II	7.90	8.07	8.42	8.60	8.60	8.79

EMPLOYER: Mitchell County Memorial Hospital

EMPLOYEE ORGANIZATION: Osage Hospital Nurses Association

UNIT (SUMMARY): Nurses

DURATION: July 1, 1987 - June 30, 1989

HOURS: Day shift 7:45 am - 4:15 p.m; evening shift 3:45 pm - 12:15 am;
night shift 11:45 - 8:15 pm

OVERTIME: 1 1/2 time over 80 hours

VACATION:

- After 1 yr - 10 days
- After 5 yrs - 15 days
- After 10 yrs - 20 days
- After 25 yrs - 22 days

HOLIDAYS: 9 paid

New Years, Memorial, July 4th, Labor, Thanksgiving, Dec. 25th & 3 personal

LEAVES OF ABSENCE:

- A. Maternity - paid & unpaid to max of 6 months
- B. Funeral - 3 days for immediate family (defined)
- C. Jury - actual time and difference in pay
- D. Association - up to 4 day max
- E. Sick - 1 day/month to max of 60 days

TRANSFER: Relatively equal abilities and qualification then seniority governs

STAFF REDUCTION: By seniority

INSURANCE:

- 1. Hosp/Maj. Med. - single provided, employee pays for dependent coverage
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - Short and long term disability

WAGES:

effective July 1, 1987

	<u>Base</u>	<u>1 yr</u>	<u>2 yrs</u>	<u>3 yrs</u>	<u>4 yrs</u>	<u>5 yrs</u>	<u>10 yrs</u>	<u>15 yrs</u>
ADN	7.61	7.89	8.15	8.42	8.72	9.01	9.27	9.56
Diploma	7.76	8.05	8.32	8.62	8.86	9.15	9.44	9.73
BSN	7.94	8.23	8.50	8.77	9.04	9.31	9.58	9.88

effective July 1, 1988

	<u>Base</u>	<u>1 yr</u>	<u>2 yrs</u>	<u>3 yrs</u>	<u>4 yrs</u>	<u>5 yrs</u>	<u>10 yrs</u>	<u>15 yrs</u>
ADN	7.76	8.05	8.31	8.59	8.89	9.19	9.46	9.75
Diploma	7.92	8.21	8.49	8.79	9.04	9.33	9.63	9.92
BSN	8.10	8.39	8.67	8.95	9.22	9.50	9.77	10.08

EMPLOYER: Monona County

EMPLOYEE ORGANIZATION: CWA/Monona County Deputy Sheriff's Association

UNIT (SUMMARY): Deputy, Sergeant, Dispatcher, Clerk, Matron

DURATION: July 1, 1987 - June 30, 1988

HOURS: 40 hrs/wk

OVERTIME: 1 1/2 over 8 hrs/day or 40 hr/wk (except 12 hr shift employees); overtime pay plus regular pay can't exceed Sheriff's annual salary less \$350 - any time worked over this amount paid at comp time

HOLIDAYS: 8 paid
New Years, Washington's Birthday, Memorial, Independence, Labor, Veterans, Thanksgiving and Christmas (Holiday pay = regular + 1 1/2 time)

VACATION:	<u>Time worked</u>	<u>Vacation</u>	Can accrue twice annual entitlement; may be used in 1/2 day increments.
	1 to 5 yrs	2 weeks	
	6+ yrs	3 weeks	

LEAVES OF ABSENCE:

- A. Military - as per law
- B. Jury - regular pay less fees received
- C. Funeral - 5 days per occurrence for some relatives (defined); 4 days for other relatives (defined); 1 day for pallbearer of fellow employeen; additional time may be granted in case of emergengy
- D. Personal - 2 days/year, can be used in 4 hr increments
- E. Sick - 1 day/month cumulative to 120 days; for illness, medical/dental appointments
- F. Unpaid - up to 30 days may be granted upon written request

TRANSFER: Vacancies posted, employer has sole discretion when more than one employee applies, seniority rules if qualifications equal

STAFF REDUCTION: 1) probationary 2) part-time 3) permanent employees, recall in inverse order of lay off

INSURANCE:

- 1. Hosp/Maj. Med. - full single and 85% family
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

Deputies - \$300 year uniform allowance

	per hour
Dispatcher	\$5.68
Clerk	6.54
Dispatcher/Clerk	5.90
Sergeant	8.39
Deputy I	8.34
Deputy II	8.11
Deputy III	7.61
Clerk/Matron	6.63
Custodian/Cook/Matron	\$12,982.56/year + apartment & reimbursement for prisoner's meals

EMPLOYER: Monroe County

EMPLOYEE ORGANIZATION: AFSCME Local 1396

UNIT (SUMMARY): Secondary road crew

DURATION: July 1, 1987 - June 30, 1989

HOURS: 8 hr day, Mon - Fri, 7 am - 3:30 pm

OVERTIME: 1 1/2 time over 40 hr/week or 10 hr/day

VACATION: After

1 yr	1 week
2 - 9 yrs	2 weeks
10 - 20 yrs	3 weeks
21 +	4 weeks

HOLIDAYS: 10 paid

New Years, Washington's Birthday, Memorial, Independence, Labor, Veterans, Thanksgiving and day after, Christmas, 1 floating day with 1 day notice to engineer

LEAVES OF ABSENCE:

- A. Sick - 12 hr/mo up to 720 hrs
- B. Funeral - 3 days for immediate family (defined); 1 day for other relatives (defined); more may be granted with written request and approval
- C. Jury - regular pay less fees
- D. Civic - 1 hr at end of day to vote; paid time off if required to appear in court if employee not party

F. Maternity - up to 6 months

G. Education - up to one year once every 3 years; up to 1 month year for conferences, etc.

H. Military - as per law

TRANSFER: vacancies posted 5 days; seniority rules if qualified for position

STAFF REDUCTION: by reverse seniority within classification

INSURANCE:

1. Hosp/Maj. Med. - full single and family
2. Life - \$10,000
3. Dental - n/a
4. Other - n/a

WAGES:

Minimum 2 hrs call-back pay at 1 1/2, min 2 hrs show up pay or inclement weather if told to stay home; employer pays difference between regular shoes and safety shoes once year; employer pays for required physicals.

Longevity: 6 - 10 yrs .05 hr
11 - 15 yrs .05 hr
16 - 20 yrs .05 hr
21 + .05 hr

	July 1, 1987		July 1, 1988	
	minimum	maximum	minimum	maximum
Laborer	6.74	7.09	6.84	7.19
Sign Man	6.96	7.32	7.06	7.42
Engineering Aide I	6.74	7.09	6.84	7.19
Engineering Aide II	6.93	7.29	7.03	7.39
Operator I	6.86	7.21	6.96	7.31
Operator II	7.07	7.43	7.17	7.53
Operator III	7.17	7.54	7.27	7.64
Mechanic	7.55	7.94	7.65	8.04
Party Chief	7.22	7.59	7.32	7.59
Bridge Foreman	7.55	7.94	7.65	8.04
Culvert Foreman	7.55	7.94	7.65	8.04

EMPLOYER: Page County

EMPLOYEE ORGANIZATION: PPME Local 2003

UNIT (SUMMARY): Secondary road crew

DURATION: July 1, 1987 - June 30, 1989 (reopener on wages and insurance)

HOURS: 3 hours day, Mon - Fri, starting 7:30 am (summer 7 am - 3:30 pm)

OVERTIME: employee elects 1 1/2 pay or comp time over 3 hrs/day or 40 hrs/wk
comp time can accumulate up to 40 hrs/yr, must be used by Dec. 31

VACATION:

After 1 yr - 5 days
2 yrs - 10 days
10 yrs - 15 days
20 + - 20 days

HOLIDAYS: 10 paid

New Years, Martin L. King Day, Washington's Birthday, Memorial,
Independence, Labor, Veterans, Thanksgiving and day after, Christmas

LEAVES OF ABSENCE:

- A. Court - for jury duty or gov't witness, regular pay less fees
- B. Sick - 2 days month up to 24 days year, max accumulation 80 days;
paid for up to 20 unused days on retirement
- C. Maternity - unpaid leave after sick and vacation time used
- D. Funeral - 3 days for immediate family (defined), 2 days for other
relatives (defined); pallbearer - up to 6 hrs if in town, 1 day
if out of town
- E. Military - as per law
- F. Unpaid - may be granted for personal reasons

TRANSFER: vacancies posted 5 days, present employees considered first,
qualifications primary consideration; if equal, seniority governs

STAFF REDUCTION: 1) temporary 2) part-time 3) probationary 4) permanent;
recall in reverse order except probationary

INSURANCE:

- 1. Hosp/Maj. Med. - full single or 50% family
- 2. Life - \$10,000
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

Employer pays for required physicals; minimum 1 hr show-up pay or
1 day vacation time.

	<u>Start</u>	<u>3 mo</u>	<u>6 mo</u>	<u>1 yr</u>	<u>18 mo</u>	<u>2 yrs</u>
Laborer & Driver (new hire)	5.36	5.62	6.14	6.66	7.18	7.62
Equipment Operator	7.16	7.33	7.63	7.93	8.26	8.66
Patrol Operator	7.27	7.50	7.86	8.03	8.31	
Truck Driver		7.17	7.45	7.68	7.94	
Mechanic I	7.63	7.93	8.13	8.38	8.66	
II	7.63	7.93	8.13			
Grease Shed	7.27	7.50	7.75	7.93	8.10	

	<u>Start</u>	<u>3 mo</u>	<u>6 mo</u>	<u>9 mo</u>	<u>1 yr</u>
Laborer & Driver	7.16	7.33	7.50	7.68	7.86
Crew Maint Man I	7.98		8.02		8.15
II	7.98		8.10		8.23

Longevity: after 5 years - .05/hr
10 years - .08/hr
15 years - .12/hr
20 years - .15/hr

EMPLOYER: Palo Alto County Hospital

EMPLOYEE ORGANIZATION: Association of Palo Alto County Hospital Employees

UNIT (SUMMARY): all regular full and part time employees of the hospital

DURATION: July 1, 1986 - June 30, 1988

HOURS: Hospital schedules

OVERTIME: 1 1/2 pay over 3 hr/day (except 12 hr shifts)

VACATION: 1 - 6 years - 10 days must be used within year and
7 - 16 years - 15 days must be taken in 1 week increments
17 + - 20 days

HOLIDAYS: 7 paid

New Years, Memorial, Independence, Labor, Thanksgiving, Christmas
and employee's birthday.

INSURANCE:

1. Hosp/Maj. Med. - full single or 59% family
2. Life - last yrs salary or \$2,500 whichever is greater
3. Dental - n/a
4. Other - long term disability

WAGES:

	<u>Start</u>	<u>90 days</u>	<u>maximum</u>
Cook	\$4.41	\$4.50	\$5.60
Dietary Aide	4.20	4.28	3.35
Part-time High School	3.50		
Lab/X-Ray Techs	5.81	5.93	7.40
Custodial	3.50	3.57	4.00
Maintenance II	4.50	4.59	5.65
Maintenance III	5.50	5.61	7.20
Transcriptionist	4.95	5.05	6.30
Clerk	4.72	4.81	6.00
RN	7.53	7.68	9.45
GN	6.95		
LPN	5.66	5.77	7.25
O.R. Tech	4.83	4.93	6.20
Wark Clerk	4.31	4.40	5.50
Switchboard	3.50	3.57	4.00
Office II	4.67	4.76	5.00
Office III	4.83	4.93	5.20
Stock Clerk	4.51	4.60	5.80
Housekeeper	4.20	4.28	5.40
Laundry Worker	4.20	4.28	5.40
Physical Therapy Aides	4.57	4.66	5.85
Respiratory Therapy Aides	4.57	4.66	5.85
Res. Ther. Cert. Tech	5.19	5.29	6.65
LPN	5.50	5.61	6.50
Nurse Aide	3.75	3.83	4.50
Housekeeper/Aide	3.50	3.57	4.35
Activities Coordinator	4.50	4.59	5.50
Differentials: Shift 2	- .20/hr		
Shift 3	- .35/hr		
Head Nurse	- .35/hr		
S.C.U., E.R.	- .25/hr		

EMPLOYER: Palo Alto County

EMPLOYEE ORGANIZATION: PPME Local 2003

UNIT (SUMMARY): Secondary road crew

DURATION: July 1, 1987 - June 30, 1988

HOURS: 8 hr/day, 40 hr/week

OVERTIME: 1 1/2 pay or comp time (up to 40 hrs) over 8 hrs/day or 40 hrs/wk (summer-10 hrs/day)

VACATION: After 1 yr - 1 week
2 yrs - 2 weeks
9 yrs - 3 weeks
19+ - 4 weeks

HOLIDAYS: 9 1/2 paid

New Years, Good Friday afternoon, Memorial, Independence, Christmas, Labor, Veterans, Thanksgiving and day after, 1 floating

LEAVES OF ABSENCE:

- A. Military - as per law
- B. Jury - regular pay less fees received
- C. Funeral - 4 days per occurrence for certain relatives (defined), 3 days for others (defined), 1 day for others (defined), 1 day for pallbearer, honor guard, or funeral of fellow employee
- D. Sick - 1 1/2 days/mo, includes medical appointments; can use up to 3 days for illness/injury of spouse/child
- E. Without pay - may be granted for period of disability after sick and vacation leave exhausted

TRANSFER: vacancies posted 5 days, present employees considered first, if qualifications equal, seniority governs

STAFF REDUCTION: probationary first, then permanent employees; if qualifications, ability & physical fitness equal, seniority governs; recall rights (except probationary) in inverse order of layoff

INSURANCE:

- 1. Hosp/Maj. Med. - full single and family; employees not requesting family receive up to \$95.75/mo
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - full single for disability

WAGES:

	<u>per hour</u>
Engineer Aide III	\$9.23
Engineer Aide II	8.47
Engineer Aide I	7.68
Mechanic	10.25
Mechanic I	8.29
Foreman	8.55
Operator II	8.29
Operator I	8.28
Probationary employee	7.66

EMPLOYER: Plymouth County

EMPLOYEE ORGANIZATION: Plymouth County Secondary Road Employees' Association

UNIT (SUMMARY): Secondary road crew

DURATION: July 1, 1987 - June 30, 1988

HOURS: 8 am - 4:30 pm, Mon - Fri

OVERTIME: 1 1/2 over 8 hrs/day or 40 hrs/week, or Sat, Sun, or holiday

VACATION: After: 1 yr - 1 week
2 yrs - 2 weeks up to 2 week carry over to next year
8 yrs - 3 weeks
15+ - 4 weeks

HOLIDAYS: 10 paid
New Years, April 1 1988, Memorial, Independence, Labor, Veterans,
Thanksgiving and day after, Christmas Eve and day

INSURANCE:

1. Hosp/Maj. Med. - full single, 50% family
2. Life - n/a
3. Dental - n/a
4. Other - n/a

WAGES:

Longevity: after 5 yrs - \$10/mo
10 yrs - \$20/mo
15+ - \$30/mo

	hourly
Engineer Technician #1	\$10.90
Engineer Technician #2	9.58
Instrument Man	9.38
Inspector #1	8.78
Inspector #2	8.21
Inspector #3	8.01
Rodman	7.01
Chief Mechanic	10.15
Second Mechanic	9.22
Bridge Crew	8.65
Miscellaneous Crew	8.65
Grading Crew	8.65
Foreman	9.22
Maintainer Operators	8.65
Gas & Sign Dept employees	9.22
End Load Operator	8.65
Back Hoe Operator	8.65

EMPLOYER: Pocahontas County

EMPLOYEE ORGANIZATION: Communication Workers of America

UNIT (SUMMARY): Secondary road crew

DURATION: July 1, 1986 - June 30, 1990

(all provisions as per 1986 contract except wage amendment)

HOURS:

OVERTIME:

VACATION:

HOLIDAYS:

LEAVES OF ABSENCE:

TRANSFER:

STAFF REDUCTION:

INSURANCE:

WAGES:

	hourly
Tile Crew	\$8.60
Equipment Operator	8.45
Patrol Operator/Truck Driver	8.37
Inventory Clerk	8.37
Mechanic	8.65
Inspector I	8.95
Inspector II	8.70

EMPLOYER: Pocahontas County

EMPLOYEE ORGANIZATION: CWA

UNIT (SUMMARY): Sheriff's Department employees

DURATION: July 1, 1987 - June 30, 1988

HOURS: 40 hours except Road Deputies 42 1/2 hrs

OVERTIME: 1 1/2 time after 40 hrs; Road Deputies 42 1/2 hrs

VACATION:

after 1 year - 1 week
after 2 years - 2 weeks
after 8 years - 3 weeks
after 19 years - 4 weeks

HOLIDAYS: 10 paid (includes 1 floating)

LEAVES OF ABSENCE:

- A. Sick - 1 1/2 days/month to 108 max, accumulated leave transfers in County, but expires upon separation from employment
- B. Funeral - 4 days immediate family; 2 days distant family; 1 day active funeral participant
- C. Jury - paid leave (turn in jury fees except mileage & meals)

TRANSFER: n/a

STAFF REDUCTION: first qualification, ability to perform, physical fitness and seniority - if all equal, seniority governs

INSURANCE:

- 1. Hosp/Maj. Med. - single and dependent coverage paid
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

Dispatcher - \$6.35 hr
Communications Supervisor - \$6.65 hr
Office Deputy - 68 1/2% of Sheriff's annual wage
Road Deputy - 85% less \$250 of Sheriff's annual wage
(non certified received \$2/hr less)

EMPLOYER: Pottawattamie County

EMPLOYEE ORGANIZATION: AFSCME Local 2364

UNIT (SUMMARY): Assistant foreman, operators I, II and III, and partsman

DURATION: July 1, 1987 - June 30, 1989

HOURS: 40 hr week

OVERTIME: 1 1/2 time in excess of 8 hr day

VACATION:

after 1 year - 1 week
after 2 years - 2 weeks
after 8 years - 3 weeks
after 19 years - 4 weeks

HOLIDAYS: 9 paid

LEAVES OF ABSENCE:

- A. Sick - 1 1/2 days/mon to max of 115 (87-88) and 120 (88-89)
no pay out for unused sick leave
- B. Funeral - 3 days family, 1/2 day fellow employee or non relative
- C. Jury - paid, turn in regular jury service fees

TRANSFER: Working higher rated job exceeding 10 days - higher rate.
Adequate training is employer's responsibility

STAFF REDUCTION: First qualifications, ability to perform and seniority -
if all equal seniority governs

INSURANCE:

- 1. Hosp/Maj. Med. - single paid; \$65 toward dependent (87-88),
\$70 toward dependant (88-89)
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

		effective July 1, 1987					
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Grade 6	Operator I & Engineering Aid I	\$6.90	\$7.14	\$7.51	\$7.83	\$8.16	\$8.54
Grade 7	Operator II & Engineering Aid II	7.14	7.51	7.83	8.16	8.54	8.93
Grade 8	Mechanic I	7.51	7.83	8.16	8.54	8.93	9.29
Grade 9	Operator III & Mechanic II	7.83	8.16	8.54	8.93	9.29	9.71
Grade 10	Engineering Aid III & Assistant Foremen	8.16	8.54	8.93	9.29	9.71	10.15
		effective July 1, 1988					
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Grade 6	Operator I & Engineering Aid I	\$7.07	\$7.32	\$7.70	\$8.03	\$8.36	\$8.75
Grade 7	Operator II & Engineering Aid II	7.32	7.70	8.03	8.36	8.75	9.15
Grade 8	Mechanic I	7.70	8.03	8.36	8.75	9.15	9.52
Grade 9	Operator III & Mechanic II	8.03	8.36	8.75	9.15	9.52	9.95
Grade 10	Engineering Aid III & Assistant Foremen	8.36	8.75	9.15	9.52	9.95	10.40

EMPLOYER: Pottawattamie County Public Safety Commission

EMPLOYEE ORGANIZATION: Communication Workers of America

UNIT (SUMMARY): all employees of the Public Safety Commission

DURATION: July 1, 1987 - June 30, 1990

HOURS: 40 hrs/week

OVERTIME: 1 1/2 over 40 hrs/week of Director may grant comp time at employees request, up to 80 hours

VACATION:

2 mos - 1 year	- 1 day month	may carry over up to 4 weeks,
1 yr - 6 yrs	- 10 days year	not more than 1 year, with
7 yrs - 13 yrs	- 15 days year	approval
13 yrs - 19 yrs	- 20 days year	
19 yrs +	- 25 days year	

HOLIDAYS: 10 paid

New Years, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas, 3 days designated by Director

INSURANCE:

1. Hosp/Maj. Med. - full single; family - up to \$100/mo (87-88), \$110/mo (88-89), \$120/mo (89-90)
2. Life - n/a
3. Dental - n/a
4. Other - n/a

WAGES:

Lead operators receive additional .20/hr
Longevity pay - after 5 yrs, 1% of base wage
Acting pay - after 20 days/yr as acting supervisor, receive additional \$1/hr
Shift differential - .15/hr between 7 pm & 3 am
Uniforms - 3 shirts, 3 pairs pants provided annually, 1 sweater as needed
Minimum 1 1/2 at overtime for call-back pay for court appearance

Step	1	2	3	4
Time in Step	6 mo	6 mo	6 mo	
<u>1987-88</u>	6.41	6.67	6.93	7.21
<u>1988-89</u>	6.60	6.87	7.14	7.43
<u>1989-90</u>	6.80	7.07	7.36	7.65

EMPLOYER: Sac County

EMPLOYEE ORGANIZATION: CWA

UNIT (SUMMARY): Secondary road crew

DURATION: July 1, 1987- July 1, 1989

HOURS: 40/week

OVERTIME: 1 1/2 times over 8 hr/day

VACATION:

- after 1 year - 1 week
- after 2 years - 2 weeks
- after 9 years - 3 weeks

HOLIDAYS: 10 paid (includes 1 floating) and last 3 hours of shift day before Christmas, Good Friday and New Years Day

LEAVES OF ABSENCE:

- A. Sick - 1 1/2 day/month to total of 15 days/year, 90 days max
- B. Funeral - 3 days immediate family; 1 day distant relatives
- C. Jury - turn in jury service fees except mileage

TRANSFER: employee working in higher classification more than 8 consecutive hours paid higher rate

STAFF REDUCTION: Seniority rules, call back in reverse order

INSURANCE:

- 1. Hosp/Maj. Med. - single and dependant coverage paid
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES:	<u>87-88</u>	<u>88-89</u>
Mechanic I	\$9.00	\$9.16
Mechanic II	8.47	8.63
Equipment Operator I (includes patrol)	8.37	8.53
Equipment Operator II (includes truck drivers)	8.18	8.34
Surveyor I	8.43	8.59
Surveyor II	8.18	8.34

(.50/hr less for new hires for 1st 90 days)

EMPLOYER: Scott County

EMPLOYEE ORGANIZATION: AFSCME Local 606

UNIT (SUMMARY): Secretaries, Clerks, Aides, Maintenance & Custodians etc.

DURATION: July 1, 1987 - June 30, 1988

HOURS: 40/week

OVERTIME: 1 1/2 time over 8/hr day or 40/hr week

VACATION:

- 1st year - 48 hours
- < 5 yrs - 80 hours
- < 12 yrs - 120 hours
- < 20 yrs - 160 hours
- > 20 yrs - 200 hours

HOLIDAYS: 11 (including 2 floating)

LEAVES OF ABSENCE:

- A. Sick - 4 hours each bi-weekly pay period, unlimited accumulation
- B. Funeral - 3 days for immediate family
- C. Jury - return jury fees to employer

TRANSFER: If qualifications & potential equal, seniority governs

STAFF REDUCTION: Seniority governs

INSURANCE:

- 1. Hosp/Maj. Med. - \$200 single \$400 family paid includes \$2 deductible on prescription drugs
- 2. Life - \$10,000
- 3. Dental - \$12.50 on monthly premium
- 4. Vision - \$5 on monthly premium

WAGES:

	start	after 6 mos	after 12 mos	after 18 mos	after 24 mos
Bldg. Inspector	8.80	9.17	9.54	9.91	10.19
Elect. Supervisor	8.45	8.81	9.16	9.51	9.77
Bldg. Inspector (trainee)	8.35	8.72	9.09	9.45	9.73
Acct Pay/Rec	7.85	8.17	8.51	8.83	9.08
Maintenance III	7.56	7.87	8.18	8.50	8.73
Zoning Technician	7.03	7.31	7.60	7.88	8.10
Platroom Draftsperson	6.97	.25	7.53	7.82	8.03
Conservation Spec.					
Real Estate Spec.	6.83	7.14	7.45	7.75	7.98
Secretary					
Senior Clerk	6.71	6.98	7.25	7.52	7.73
Print Shop Spec.	6.65	6.92	7.19	7.45	7.64

Platroom Specialist						
Maintenance II						
Clerk III	6.48	6.74	7.00	7.26	7.46	
Clerk II	6.16	6.41	6.65	6.90	7.07	
Clerk I	5.91	6.15	6.38	6.62	6.79	
General Clerk	5.57	5.79	5.99	6.21	6.38	
Custodial Worker	5.52	5.73	5.95	6.16	6.33	
Courthouse Security						
Parking Lot Attendant	5.39	5.61	5.82	6.02	6.10	

EMPLOYER: Scott County

EMPLOYEE ORGANIZATION: Teamsters Local 238

UNIT (SUMMARY): Correctional officer, food service, custodial

DURATION: July 1, 1987 - June 30, 1989

HOURS: 40/week

OVERTIME: 1 1/2 over 8 hr/day or 80/bi-week

VACATION:

- 1st year - 48 hours
- < 5 yrs - 80 hours
- < 13 yrs - 120 hours
- < 23 yrs - 160 hours
- > 23 yrs - 200 hours

HOLIDAYS: 11 paid (one floating)

LEAVES OF ABSENCE:

- A. Sick - 4 hrs/bi-weekly, no limit on accumulation
- B. Funeral - 3 days immediate family
- C. Jury - Paid leave (assignment of fees to employer)

TRANSFER: Based on best qualifications and greatest potential. If all equal, seniority considered.

STAFF REDUCTION: Layoff according to seniority. Temporary, part time and probationary employees laid off first.

INSURANCE:

- 1. Hsp/maj med - \$200 individual and \$400 family deductibles
- 2. Life - N/A
- 3. Dental - single coverage and \$12.50 toward dependants
- 4. Other - Vision - single coverage and \$5.00 toward dependants

WAGES:

Effective 7-1-87

<u>Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Correction Officer	\$7.48	\$7.79	\$8.09	\$8.38	\$8.61
Correction Officer/ Activity Coordinatoo	7.48	7.79	8.09	8.38	8.61
Food Service Manager	7.48	7.79	8.09	8.38	8.61
Correction Officer (Trainee)	6.68	6.95			
Tele/Comm Operator	7.02	7.31	7.60	7.88	8.16
Detention Center Custodian	5.90	6.14	6.37	6.61	6.78
Transportation Officer	7.52	7.52	7.52	7.52	7.52
Tele/Comm Operator (Trainee)	5.76	6.01			
Cook	5.88	6.11	6.34	6.57	6.74
Custodial Worker	5.51	5.72	5.94	6.15	6.32

Effective 7-1-88

Correction Officer	7.70	8.02	8.33	8.63	8.87
Correction Officer/ Activity Coordinator	7.70	8.02	8.33	8.63	8.87
Food Service Manager	7.70	8.02	8.33	8.63	8.87
Correction Officer (Trainee)	6.88	7.16			
Tele/Comm Operator	7.23	7.53	7.83	8.12	8.40
Detention Center Custodian	6.08	6.32	6.56	6.81	6.98
Transportation Officer	7.75	7.75	7.75	7.75	7.75
Tele/Comm Operator (Trainee)	5.93	6.19			
Cook	6.06	6.29	6.53	6.77	6.94
Custodial Worker	5.68	5.89	6.12	6.33	6.51

EMPLOYER: Shelby County

EMPLOYEE ORGANIZATION: Shelby County Secondary Road Employees Organization

UNIT (SUMMARY): secondary road employees

DURATION: 7/1/87 - 6-30-88

HOURS: 8 hrs/day; 36 hrs/week

OVERTIME: 1 1/2 times regular pay

VACATION:	<u>Yrs Service</u>	<u>Amt. of Vacation</u>
	1	1 wk
	3	2 wks
	6	11 days
	7	12 days
	8	13 days
	9	14 days
	10	15 days

HOLIDAYS: 10 paid

LEAVES OF ABSENCE:

- A. Sick - 1 1/2 days/month; maximum accumulation of 105 days
- B. Funeral - 5 days immediate family, 1 day distant family
- C. Jury - normal pay less jury fees

TRANSFER: N/A

STAFF REDUCTION: Seniority (except for "essential" employees)

INSURANCE:

- 1. Hosp/maj med - employee and full family coverage
- 2. Life - N/A
- 3. Dental - N/A
- 4. Other - N/A

WAGES:

EMPLOYER: Sioux County

EMPLOYEE ORGANIZATION: AFSCME Local 1774

UNIT (SUMMARY): Secondary Road Employees

DURATION: July 1, 1986 - June 30, 1988

HOURS: 40 hours/week

OVERTIME: 1 1/2 times regular pay

VACATION:	<u>Yrs Service</u>	<u>Days Vacation</u>
	1	5
	2	7
	3	10
	8	12
	10	15
	20	20

HOLIDAYS: 9 Paid

LEAVES OF ABSENCE:

- A. Sick - 1 day/month; 90 days maximum
- B. Funeral - 3 days for immediate family;
- C. Jury - paid leave

TRANSFER: According to seniority and ability as determined by the employer

STAFF REDUCTION: Inverse order of seniority and ability as determined by the employer - except for technicians.

INSURANCE:

- 1. Hosp/Maj Med - Employee coverage; 75% of dependants
- 2. Life - N/A
- 3. Dental - N/A
- 4. Other - N/A

WAGES: Highway Dept. employees and technicians will not be increased for 1986-87 year. Negotiations could be reopened in 2nd year on wages or health and accident insurance.

EMPLOYER: Taylor County

EMPLOYEE ORGANIZATION: Secondary Road Workers of Taylor County

UNIT (SUMMARY): Secondary Road Workers

DURATION: July 1, 1987 - June 30, 1988

HOURS: 40 hours/week

OVERTIME: 1 1/2 times regular rate of pay

VACATION: 1 week during first year
2 weeks 2nd through 9th years
3 weeks after 9th year

HOLIDAYS: 11 paid

LEAVES OF ABSENCE:

- A. Sick - 2 days/month; Maximum of 90 days
- B. Funeral - time off from time of death through day of funeral
- C. Jury - Paid leave

TRANSFER: n/a

STAFF REDUCTION: lowest employee evaluation laid off first

INSURANCE:

- 1. Hosp/Maj. Med. - for all employees; family premiums paid by employee
- 2. Life - N/A
- 3. Dental - N/A
- 4. Other - Contains disability and life insurance features

WAGES:

<u>Title</u>	<u>Hired Prior to 7-1-87</u>	<u>Hired After 7-1-87</u>
Engineering Tech III	\$8.63	\$8.63
Engineering Tech II	8.30	8.30
Engineering Tech I	7.99	7.99
Engineering Aid	7.50	7.50
Asst. Olc. Mgr.	7.70	7.70
General Supt.	8.91	8.91
Shop Supt.	8.65	8.65
Mechanic	8.36	8.56
Maint. Supt.	8.24	8.24
Maint. Operator III	7.99	7.99
Maint. Operator II	7.87	6.27
Maint. Operator I	7.74	6.14
Maint. Laborer II	7.67	6.07
Maint. Laborer I	7.50	5.90

EMPLOYER: Union County

EMPLOYEE ORGANIZATION: Teamsters Local 147

UNIT (SUMMARY): Deputy Sheriffs, Civil Clerk, Chief Jailer, Jailer/Matron

DURATION: July 1, 1987 - June 30, 1988

HOURS: 40 hrs/week; 15 minute break

OVERTIME: 1 1/2 over 40

VACATION: 1 - 7 yrs = 2 weeks
 8 yrs + = 3 weeks

HOLIDAYS: 13 paid

New Years, Washingtons, Good Friday, Memorial, June 30 (Noon), July 4, Labor, Armistice, Thanksgiving, Day After, Christmas, December 24 or 26 (employer designation), December 31 (Noon)

LEAVES OF ABSENCE:

- A. Military - as per law
- B. Jury - paid, forward jury pay to the employer
- C. Funeral - 3 days for immediate family
- D. Sick - 1 1/2 day/month; maximum of 90 days. Annual payment in November or December for non-use over 90 days

TRANSFER: By seniority if qualifications equal.

STAFF REDUCTION: 1. Probationary; 2. Permanent part-time; 3. Permanent

INSURANCE:

- 1. Hosp/Maj. Med. - single and family coverage provided
- 2. Life - paid by employer
- 3. Dental - paid by employer
- 4. Other - Prescription Drug - paid by employer
Vision - paid by employer

WAGES:

Chief Deputy	16,327.65
Deputy Sheriff	15,847.43
(Probationary)	15,367.20
Civil Clerk	\$6.75
Chief Jailer	6.25
Jailer/Matron	5.85
Clerk/Matron	5.60 Matron
	5.80 Clerk

EMPLOYER: Van Buren County

EMPLOYEE ORGANIZATION: PPME Local 2003

UNIT (SUMMARY): Secondary Road Department

DURATION: July 1, 1987 - June 30, 1988

HOURS: 7:00 - 3:30 Monday - Friday

OVERTIME: 1 1/2 over 8 hr/day or 40/hr week

VACATION:

1 year	-	1 week
3 yrs	-	2 weeks
7 yrs	-	3 weeks
15 yrs	-	4 weeks

HOLIDAYS: 10 paid

New Year's, Washington's Birthday, memorial, Labor, July 4th, Labor, Thanksgiving and Friday after, Christmas and two others designated by the employer

LEAVES OF ABSENCE:

- A. Sick - 1 day/month cumulative to 120
- B. Personal - 3 days year non cumulative
- C. Jury - regular pay minus jury fee
- D. Funeral - 4 days - spouse or child; 3 days - parent, brother, sister; 1 day - inlaws; 1/2 day - pallbearer
- E. Military - as per law.

TRANSFER: By seniority if qualifications equal

STAFF REDUCTION: Probationary employees; least qualified (if equal, seniority governs)

INSURANCE:

- 1. Hosp/Maj. Med. - single provided and \$33.36 paid toward family. Employer pays all deductibles & co-insurance on non-major medical claims.
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

Equipment Operator I	\$7.80	Longevity:
Equipment Operator II	7.88	5 yrs - .03 hr
Equipment Operator III	7.95	10 yrs - .06 hr
Mechanic I	7.98	15 yrs - .09 hr
Mechanic II	8.05	20 yrs - .12 hr

EMPLOYER: Wapello County

EMPLOYEE ORGANIZATION: Teamsters Local 147

UNIT (SUMMARY): Employees in Sheriff's office

DURATION: July 1, 1987 - June 30, 1989

HOURS: Jail unit - 5 days on, 2 days off. Patrol Unit - 6 days on, 3 days off. Office Unit - 8 hrs, Mon - Fri.

OVERTIME: 1 1/2 in wages or comp time over 40 hrs, except deputy sheriff's.
Deputies receive 1 1/2 after 48 hours.

VACATION:

1 yr - 1 week	Resignation without two weeks notice results in forfeit of vacation pay.
2 yrs - 2 weeks	
5 yrs - 3 weeks	
10 yrs - 4 weeks	
20 yrs - 5 weeks	

HOLIDAYS: 9 paid

New Year's, Washington's Birthday, Memorial, Independence, Labor,
Veterans, Thanksgiving, Christmas Eve and Christmas

LEAVES OF ABSENCE:

- A. Sick - 6 hours per pay period to max of 864 hours. May be used for Dr or dentist appointments or maternity leave. Employees terminating due to permanent disability receive 1 day paid for 3 accumulated sick leave.
- B. Jury - regular wages minus jury fee
- C. Funeral - 3 days for immediate family (defined)
- D. Personal - 6 per year. No more than 1 employee per department per day. Employer may deny for operational efficiency.

TRANSFER: Seniority considered if qualifications equal

STAFF REDUCTION: By seniority in job class.

INSURANCE: Employer contributes \$50/week per employee to Union under Central States SE and SW Area's Health & Welfare Fund, Plan A.

WAGES:

Call back - 4 hours minimum
Subpoena - 2 hours minimum for criminal subpoena
Loss to personal property - \$200 per occurrence
Uniform allowance - up to \$300 per year

	1987-88	1988-89
Deputy	\$8.39	\$8.558
Office Clerk I	4.818	4.914
Clerk II	5.501	5.611
Clerk III	6.027	6.148
Turnkeys	6.709	6.843

New Hires:

Deputy - 75% of Sheriffs pay for 1 year
Turnkey/Clerk - \$600 less than regular rate first 60 days
\$300 less than regular rate for next 60 days
full rate after 120 days

EMPLOYER: Wapello County

EMPLOYEE ORGANIZATION: Teamsters Local 147

UNIT (SUMMARY): Courthouse employees

DURATION: July 1, 1986 - June 30, 1989

HOURS: 8:00 - 4:00 unless staggered by department head to permit opening until 5:00; Mon - Fri.

OVERTIME: 1 1/2 after 8 hr/day or in excess of 40/hr week

VACATION:

1 year - 1 week	No accrual. Resignation without two weeks notice results in loss of vacation pay.
2 yrs - 2 weeks	
5 yrs - 3 weeks	
10 yrs - 4 weeks	
20 yrs - 5 weeks	

HOLIDAYS: 9 paid

New Year's, Washington Birthday, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas Eve and Christmas

LEAVES OF ABSENCE:

- A. Sick - 6 hrs per pay period to 864 hours max. May be used for Dr or dentist appointment or maternity leave. Employee terminating due to permanent disability receives 1 day paid for 3 accumulated sick days.
- B. Jury - regular wages minus jury fees
- C. Funeral - 3 days for immediate family (defined)
- D. Personal - 6 per year. No more than 1 employee per department per day. Employer may deny for operational efficiency

TRANSFER: Qualifications by department

STAFF REDUCTION: By seniority, by department. If qualified may displace less senior employee in another job classification. Recall in reverse order of layoff.

INSURANCE: Employer contributes \$50 per week per employee to Union under Central States SE and SW Areas Health and Welfare Fund, Plan A.

WAGES:

Shift differential - .15 per hour

Call back - 4 hours minimum

Subpoena - 2 hours minimum for criminal cases only

	<u>1987-88</u>	<u>1988-89</u>
Clerk I	\$4.797	\$4.893
Clerk II	5.322	5.428
Clerk III	5.847	5.964
Janitor	5.112	5.214
Starting Salary	4.166	4.249
After 90 days	4.429	4.518
After 9 months	4.797 or full rate	4.893
Red circled Employees	5.802	5.918

EMPLOYER: Washington County

EMPLOYEE ORGANIZATION: Staff Employees Collective Organization

UNIT (SUMMARY): County care facility employees

DURATION: July 1, 1987 - June 30, 1988

HOURS: n/a

OVERTIME: n/a

VACATION: n/a

HOLIDAYS: n/a

LEAVES OF ABSENCE: n/a

TRANSFER: n/a

STAFF REDUCTION: n/a

INSURANCE: n/a

WAGES:

	<u>Probationary Rate</u>	<u>Regular Rate</u>
LPN	\$6.60	\$6.93
Activity Director	5.28	5.57
Medical Aide	5.17	5.46
Aide	4.83	5.08
Attendant	4.54	4.82
Cook I	5.17	5.46
Cook II	5.01	5.29
Maintenance	7.66	7.92
Resident Program Asst. I	6.56	6.87
Resident Program Asst. II	5.46	5.74
Utility	rate tied to job worked	
Laundry Operator	4.38	4.66

EMPLOYER: Webster County

EMPLOYEE ORGANIZATION: Webster County Sheriff's Deputies' Association

UNIT (SUMMARY): Deputies, sergeants, lieutenants and captains

DURATION: July 1, 1987 - June 1989

HOURS: 40 hour week

OVERTIME: 1 1/2 over 40 pay or comp time off

VACATION:

1 year - 1 week
2 yrs - 2 weeks
5 yrs - 3 weeks
10 yrs - 4 weeks
maximum 2 week carryover

HOLIDAYS: 9.5 paid

LEAVES OF ABSENCE:

- A. Sick - 10 hours month to 720 hour max
- B. Funeral - up to 5 days per occurrence - deducted from sick leave for immediate family (defined); 1 day may be granted for persons not covered

TRANSFER: n/a

STAFF REDUCTION: n/a

INSURANCE:

- 1. Hosp/Maj. Med. - 100% single, 90% family paid
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - Prescription Drug - 100% single, 90% family paid

WAGES:

New Hire - not less than 60% of Sheriff's salary

New Hire (2 yr degree) - not less than 65% of Sheriff's salary

Lieutenant - not to exceed 80% of Sheriff's salary

Sergeant - not to exceed 75% of Sheriff's salary

Deputy - not to exceed 70% of Sheriff's salary

Deputy paid additional 1% of Sheriff's salary for 2 yr law enforcement degree or 4 year (BA) degree

Longevity - Deputy \$10/month for every 5 years of service not to exceed
7 increments
Uniform allowance - \$225 per year
Personal Property - glasses replaced, watches \$40 maximum

EMPLOYER: Worth County

EMPLOYEE ORGANIZATION: Worth County Secondary Roads Employees

UNIT (SUMMARY): Secondary road crew

DURATION: July 1, 1987 - June 30, 1988

HOURS: 40 hours guaranteed, 7:30 - 4:00

OVERTIME: 1 1/2 over 40, may take time off in lieu of pay. Double time
on holidays

VACATION:

- 1 year - 1 week
- 2 - 5 yrs - 2 weeks
- 6 yrs - 2 weeks + 1 day for each year over five to a max
of 4 weeks

HOLIDAYS: 10 paid

New Year's, Presidents, Good Friday, Memorial, Independence, Labor,
Veterans, Thanksgiving, Christmas and 1 floating

LEAVES OF ABSENCE:

- A. Sick - 18 days/year up to 90 days
- B. Funeral - 1 to 5 days for immediate family (defined)

TRANSFER: n/a

STAFF REDUCTION: n/a

INSURANCE:

- 1. Hosp/Maj. Med. - 80/20 single and family paid
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

Base rate \$8.78

Longevity - .05/hr for every 5 years continuous service
Safety equipment - \$50 per year
Uniform allowance - mechanic \$100 per year

EMPLOYER: Wright County

EMPLOYEE ORGANIZATION: Wright County Maintenance Employees

UNIT (SUMMARY): Road maintenance employees

DURATION:

HOURS: 7:00 - 4:30

OVERTIME: 1 1/2 over 8 hr day or in excess of 40 hr week

VACATION:

1 year - 1 1/2 day/month up to 6 days
2 yrs - 10 days
3 - 7 yrs - 12 days
8 - 10 yrs - 15 days
11 yrs+ - 20 days
may carry up to 30 days

HOLIDAYS: 10 paid

New Year's, President's, Memorial, Independence, Christmas, Labor, Veterans, Thanksgiving and Friday after, 1 floating which must be used prior to Aug. 1

LEAVES OF ABSENCE:

- A. Military - as per law
- B. Jury - with pay
- C. Funeral - 5 days per occurrence for family (defined); 3 days per occurrence for others (defined); 1 day for pallbearer; up to 2 days for others deducted from sick leave at employers discretion
- D. Sick - 1 1/2 days month. At 62 or above upon retirement employee may receive \$1/hr of accumulated sick leave max payment \$2,000. Payment occurs upon death regardless of age.
- E. Family Illness - may use up to three sick leave days

TRANSFER: Seniority if qualifications are equal

STAFF REDUCTION: Probationary first, permanent employees by qualifications. If qualifications equal seniority governs. Recall in reverse order.

INSURANCE:

- 1. Hosp/Maj. Med. - single and family paid
- 2. Life - n/a
- 3. Dental - n/a
- 4. Other - n/a

WAGES:

Call back - 2 hours minimum

Supplemental - Employees taking single coverage receive difference in premiums every 6 months, minus FICA & IPERS payments

Safety Boots - up to \$75 every 2 years

Safety Glasses - 1st pair furnished and 50% of replacement cost paid

Longevity: 1 year - .02/hr; 2 yrs - .03/hr; 3 yrs - .05/hr up to 25 years

Leadman	\$8.59
Heavy Equipment Operator	8.59
Patrol Operator	8.59
Truck Driver	8.34
Bridge Crew	8.34

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