COLLECTIVE BARGAINING AGREEMENT

between

STORY COUNTY, IOWA

BOARD OF SUPERVISORS

and

PUBLIC, PROFESSIONAL & MAINTENANCE EMPLOYEES
LOCAL 2003
(ADMINISTRATIVE UNIT)

July 1, 2018 – June 30, 2021

ARTICLE 1
RECOGNITION

The Employer hereby recognizes the Union as the exclusive bargaining representative for wages and other terms and conditions of employment permitted by the Act for all employees in the following Departments, Facilities Management, Recorder, Treasurer, Auditor, Information Technology, and Planning and Development: as well as Administrative Assistants I's & II's, Engineering Technicians and Lead Engineering Technicians in the Secondary Roads Department and all other employees as set forth in the Iowa Public Employment Relations Board Order of Certification Case No. 10026, dated July 28, 2015, which excludes Administrative Assistant II's in the Facilities Management Department, Administrative Assistant/Budget Supervisor in the Sheriff's Department, Road Maintenance Supervisor, Financial Data Manager, Assistant Auditor/Budget Manager, Network Administrator, Facilities Management Director and Assistant Director, Planning and Development Director, Information Technology Director, County Engineer, Assistant County Engineer, Elected Officials and Board of Supervisors, all employees in Animal Control, County Attorney's Office, Veteran's Affairs Office, Conservation, Community Life Program, Community Services, Emergency Management, Environmental Health employees and all others excluded by Iowa Code section 20.4.

ARTICLE 2
COMPENSATION

The regular rates of pay for each classification of employees are set out in Appendix A.

Employees shall be paid every other Friday unless that Friday is a holiday, in which case the payday is the last administration business day before. The payroll cut-off day shall be the Saturday immediately preceding the payday.

The base rate of pay for the Mapping Technician will be as follows:
July 1, 2018 - $25.00 per hour.
July 1, 2019 - $25.50 per hour.
July 1, 2020 - $26.01 per hour.

The rates of pay in the salary schedule will be increase by two percent (2.0%) in the first year of the Agreement, two percent (2.0%) in the second year of the Agreement and two percent (2.0%) in the third year of the Agreement.

ARTICLE 3
DURATION

This agreement shall be in full force and effect from July 1, 2018, to June 30, 2021.

This agreement shall continue in effect from year to year thereafter unless one of the parties seeks modification thereof. The party seeking modification shall cause a written notice to be served on the other party by October 15 of the year prior to the time when modification is desired.

In witness whereof, the parties hereto have caused this Agreement to be executed by their duly authorized representatives this ___ day of _April_ , 2018.

STORY COUNTY

Chair, Board of Supervisors

PUBLIC, PROFESSIONAL &
MAINTENANCE EMPLOYEES
LOCAL 2003, IUPAT

Business Representative

APPENDIX A
Wage increases take effect the first full pay period following an employee's anniversary date.

Effective July 1, 2018

Job Classification	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Custodial/Maintenance Assistant	15.61	15.92	16.24	16.56	16.89	17.23	17.57	17.92	18.29	18.65	19.02
Administrative Assistant I	15.46	15.77	16.09	16.41	16.74	17.07	17.41	17.76	18.12	18.48	18.85
Administrative Assistant II	16.51	16.84	17.18	17.52	17.87	18.24	18.59	18.97	19.35	19.74	20.13
Universal Clerk - Recorder	15.75	16.07	16.38	16.72	17.04	17.39	17.74	18.09	18.45	18.82	19.20
Universal Clerk - Treasurer	15.75	16.07	16.38	16.72	17.04	17.39	17.74	18.09	18.45	18.82	19.20
Real Estate Technician	16.42	16.75	17.09	17.43	17.78	18.14	18.49	18.86	19.24	19.62	20.02
Payroll/Accounts Specialist	18.21	18.57	18.94	19.32	19.71	20.10	20.50	20.91	21.33	21.76	22.20
Maintenance Technician	20.03	20.43	20.84	21.26	21.69	22.11	22.56	23.01	23.47	23.94	24.42
Computer Support Analyst	20.50	20.91	21.33	21.76	22.20	22.63	23.09	23.55	24.02	24.50	24.99
Property Tax Supervisor	19.66	20.05	20.45	20.86	21.28	21.71	22.13	22.58	23.03	23.49	23.96
Motor Vehicle Supervisor	19.66	20.05	20.45	20.86	21.28	21.71	22.13	22.58	23.03	23.49	23.96
Engineering Technician	24.97	25.47	25.98	26.50	27.03	27.57	28.12	28.68	29.25	29.85	30.44
Lead Engineering Technician	27.05	27.59	28.14	28.70	29.28	29.87	30.47	31.07	31.69	32.32	32.98
System Support Technician	24.36	24.85	25.34	25.85	26.37	26.90	27.43	27.98	28.54	29.11	29.69
Planner	23.72	24.19	24.67	25.16	25.67	26.18	26.70	27.24	27.78	28.35	28.91
Systems Administrator	25.38	25.89	26.41	26.93	27.47	28.02	28.58	29.15	29.73	30.32	30.94

Effective July 1, 2019

Job Classification	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Custodial/Maintenance Assistant	15.92	16.24	16.56	16.89	17.23	17.57	17.92	18.28	18.66	19.02	19.40
Administrative Assistant I	15.77	16.09	16.41	16.74	17.07	17.41	17.76	18.12	18.48	18.85	19.23
Administrative Assistant II	16.84	17.18	17.52	17.87	18.23	18.60	18.96	19.35	19.74	20.13	20.53
Universal Clerk - Recorder	16.07	16.39	16.71	17.05	17.38	17.74	18.09	18.45	18.82	19.20	19.58
Universal Clerk - Treasurer	16.07	16.39	16.71	17.05	17.38	17.74	18.09	18.45	18.82	19.20	19.58
Real Estate Technician	16.75	17.09	17.43	17.78	18.14	18.50	18.86	19.24	19.62	20.01	20.42
Payroll/Accounts Specialist	18.57	18.94	19.32	19.71	20.10	20.50	20.91	21.33	21.76	22.20	22.64
Maintenance Technician	20.43	20.84	21.26	21.69	22.12	22.55	23.01	23.47	23.94	24.42	24.91
Computer Support Analyst	20.91	21.33	21.76	22.20	22.64	23.08	23.55	24.02	24.50	24.99	25.49
Property Tax Supervisor	20.05	20.45	20.86	21.28	21.71	22.14	22.57	23.03	23.49	23.96	24.44
Motor Vehicle Supervisor	20.05	20.45	20.86	21.28	21.71	22.14	22.57	23.03	23.49	23.96	24.44
Engineering Technician	25.47	25.98	26.50	27.03	27.57	28.12	28.68	29.25	29.84	30.45	31.05
Lead Engineering Technician	27.59	28.14	28.70	29.27	29.87	30.47	31.08	31.69	32.32	32.97	33.64
System Support Technician	24.85	25.35	25.85	26.37	26.90	27.44	27.98	28.54	29.11	29.69	30.28
Planner	24.19	24.67	25.16	25.66	26.18	26.70	27.23	27.78	28.34	28.92	29.49
Systems Administrator	25.89	26.41	26.94	27.47	28.02	28.58	29.15	29.73	30.32	30.93	31.56

Effective July 1, 2020

Job Classification	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Custodial/Maintenance Assistant	16.24	16.56	16.89	17.23	17.57	17.92	18.28	18.65	19.03	19.40	19.79
Administrative Assistant I	16.09	16.41	16.74	17.07	17.41	17.76	18.12	18.48	18.85	19.23	19.61
Administrative Assistant II	17.18	17.52	17.87	18.23	18.59	18.97	19.34	19.74	20.13	20.53	20.94
Universal Clerk - Recorder	16.39	16.72	17.04	17.39	17.73	18.09	18.45	18.82	19.20	19.58	19.97
Universal Clerk - Treasurer	16.39	16.72	17.04	17.39	17.73	18.09	18.45	18.82	19.20	19.58	19.97
Real Estate Technician	17.09	17.43	17.78	18.14	18.50	18.87	19.24	19.62	20.01	20.41	20.83
Payroll/Accounts Specialist	18.94	19.32	19.71	20.10	20.50	20.91	21.33	21.76	22.20	22.64	23.09
Maintenance Technician	20.84	21.26	21.69	22.12	22.56	23.00	23.47	23.94	24.42	24.91	25.41
Computer Support Analyst	21.33	21.76	22.20	22.64	23.09	23.54	24.01	24.50	24.99	25.49	26.00
Property Tax Supervisor	20.45	20.86	21.28	21.71	22.14	22.58	23.02	23.49	23.96	24.44	24.93
Motor Vehicle Supervisor	20.45	20.86	21.28	21.71	22.14	22.58	23.02	23.49	23.96	24.44	24.93
Engineering Technician	25.98	26.50	27.03	27.57	28.12	28.68	29.25	29.84	30.44	31.06	31.67
Lead Engineering Technician	28.14	28.70	29.27	29.86	30.47	31.08	31.70	32.32	32.97	33.63	34.31
System Support Technician	25.35	25.85	26.37	26.90	27.44	27.99	28.54	29.11	29.69	30.28	30.89
Planner	24.67	25.16	25.66	26.17	26.70	27.23	27.77	28.34	28.91	29.50	30.08
Systems Administrator	26.41	26.94	27.48	28.02	28.58	29.15	29.73	30.32	30.93	31.55	32.19