



Story County Conservation Board - McFarland Park 56461 180th St. - Ames, Iowa 50010-9451
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www.storycountyconservation.org

Memorandum

To: Story County Conservation Board

From: Michael D. Cox, Director

Date: May 10, 2021

Re: Consider Collective Bargaining Agreement between Story County Iowa Conservation Board and Public, Professional, and Maintenance Employees Local 2003 (Conservation Unit)

The attached Collective Bargaining Agreement has been negotiated in good faith by the County and the PPME Local 2003. It includes only items required by state law. This contract would take effect on July 1, 2021 and is for a term of three years. The agreement utilizes a new pay scale based on market review of similarly sized counties. Minimum pay rates were adjusted upward to reflect this review. The bargaining unit has ratified the agreement.

I urge your consideration and approval of this agreement.

Approval

Disapproval

Date

Date



COLLECTIVE BARGAINING AGREEMENT

between

STORY COUNTY, IOWA

CONSERVATION BOARD

and

PUBLIC, PROFESSIONAL & MAINTENANCE EMPLOYEES

LOCAL 2003

(CONSERVATION UNIT)

July 1, 2021 – June 30, 2024

**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 of the Conservation Department, including Outreach Coordinator, Conservation Technician I & II, Vegetation Management Specialist, Natural Resources Specialist, Naturalist, Special Projects Ranger, Administrative Assistants II & Trails/Natural Resource Technician as set forth in the Iowa Public Employment Relations Board Order of Certification Case No. 10025, dated July 28, 2015, which excludes the Director, Park Rangers, Environmental Education Coordinator, Vegetation Management Biologist, Financial Data Manager and all other employees 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 rates of pay in the salary schedule will increase by two percent (2.0%) in the second year of the Agreement, 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, 2021, to June 30, 2024.

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 _____, 2021.

STORY COUNTY CONSERVATION

PUBLIC, PROFESSIONAL &
MAINTENANCE EMPLOYEES
LOCAL 2003, IUPAT

Chair, Conservation Board


Business Representative

Appendix A

Salary Schedule Effective July 1, 2021

| Job Classification | Start | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|------------------------------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| Outreach Coordinator | 20.41 | 20.82 | 21.24 | 21.66 | 22.09 | 22.53 | 22.98 | 23.44 | 23.91 | 24.39 | 24.88 |
| Conservation Technician I | 19.46 | 19.85 | 20.25 | 20.66 | 21.07 | 21.49 | 21.92 | 22.36 | 22.81 | 23.27 | 23.74 |
| Conservation Technician II | 21.74 | 22.17 | 22.61 | 23.06 | 23.52 | 23.99 | 24.47 | 24.96 | 25.46 | 25.97 | 26.49 |
| Vegetation Management Specialist | 21.50 | 21.93 | 22.37 | 22.82 | 23.28 | 23.75 | 24.23 | 24.71 | 25.20 | 25.70 | 26.21 |
| Natural Resource Specialist | 23.32 | 23.79 | 24.27 | 24.76 | 25.26 | 25.77 | 26.29 | 26.82 | 27.36 | 27.91 | 28.47 |
| Naturalist | 21.63 | 22.06 | 22.50 | 22.95 | 23.41 | 23.88 | 24.36 | 24.85 | 25.35 | 25.86 | 26.38 |
| Administrative Assistant II | 18.65 | 19.02 | 19.40 | 19.79 | 20.19 | 20.59 | 21.00 | 21.42 | 21.85 | 22.29 | 22.74 |
| Special Projects Ranger | 24.55 | 25.04 | 25.54 | 26.05 | 26.57 | 27.10 | 27.64 | 28.19 | 28.75 | 29.33 | 29.92 |
| Trails/Natural Resource Technician | 21.08 | 21.50 | 21.93 | 22.37 | 22.82 | 23.28 | 23.75 | 24.23 | 24.71 | 25.20 | 25.70 |

Salary Schedule Effective July 1, 2022

| Job Classification | Start | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|------------------------------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| Outreach Coordinator | 20.82 | 21.24 | 21.66 | 22.09 | 22.53 | 22.98 | 23.44 | 23.91 | 24.39 | 24.88 | 25.38 |
| Conservation Technician I | 19.85 | 20.25 | 20.66 | 21.07 | 21.49 | 21.92 | 22.36 | 22.81 | 23.27 | 23.74 | 24.21 |
| Conservation Technician II | 22.17 | 22.61 | 23.06 | 23.52 | 23.99 | 24.47 | 24.96 | 25.46 | 25.97 | 26.49 | 27.02 |
| Vegetation Management Specialist | 21.93 | 22.37 | 22.82 | 23.28 | 23.75 | 24.23 | 24.71 | 25.20 | 25.70 | 26.21 | 26.73 |
| Natural Resource Specialist | 23.79 | 24.27 | 24.76 | 25.26 | 25.77 | 26.29 | 26.82 | 27.36 | 27.91 | 28.47 | 29.04 |
| Naturalist | 22.06 | 22.50 | 22.95 | 23.41 | 23.88 | 24.36 | 24.85 | 25.35 | 25.86 | 26.38 | 26.91 |
| Administrative Assistant II | 19.02 | 19.40 | 19.79 | 20.19 | 20.59 | 21.00 | 21.42 | 21.85 | 22.29 | 22.74 | 23.19 |
| Special Projects Ranger | 25.04 | 25.54 | 26.05 | 26.57 | 27.10 | 27.64 | 28.19 | 28.75 | 29.33 | 29.92 | 30.52 |
| Trails/Natural Resource Technician | 21.50 | 21.93 | 22.37 | 22.82 | 23.28 | 23.75 | 24.23 | 24.71 | 25.20 | 25.70 | 26.21 |

Salary Schedule Effective July 1, 2023

| Job Classification | Start | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|------------------------------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| Outreach Coordinator | 21.24 | 21.66 | 22.09 | 22.53 | 22.98 | 23.44 | 23.91 | 24.39 | 24.88 | 25.38 | 25.89 |
| Conservation Technician I | 20.25 | 20.66 | 21.07 | 21.49 | 21.92 | 22.36 | 22.81 | 23.27 | 23.74 | 24.21 | 24.69 |
| Conservation Technician II | 22.61 | 23.06 | 23.52 | 23.99 | 24.47 | 24.96 | 25.46 | 25.97 | 26.49 | 27.02 | 27.56 |
| Vegetation Management Specialist | 22.37 | 22.82 | 23.28 | 23.75 | 24.23 | 24.71 | 25.20 | 25.70 | 26.21 | 26.73 | 27.26 |
| Natural Resource Specialist | 24.27 | 24.76 | 25.26 | 25.77 | 26.29 | 26.82 | 27.36 | 27.91 | 28.47 | 29.04 | 29.62 |
| Naturalist | 22.50 | 22.95 | 23.41 | 23.88 | 24.36 | 24.85 | 25.35 | 25.86 | 26.38 | 26.91 | 27.45 |
| Administrative Assistant II | 19.40 | 19.79 | 20.19 | 20.59 | 21.00 | 21.42 | 21.85 | 22.29 | 22.74 | 23.19 | 23.65 |
| Special Projects Ranger | 25.54 | 26.05 | 26.57 | 27.10 | 27.64 | 28.19 | 28.75 | 29.33 | 29.92 | 30.52 | 31.13 |
| Trails/Natural Resource Technician | 21.93 | 22.37 | 22.82 | 23.28 | 23.75 | 24.23 | 24.71 | 25.20 | 25.70 | 26.21 | 26.73 |