



COLLECTIVE BARGAINING AGREEMENT

between

**STORY COUNTY, IOWA
CONSERVATION BOARD**

and

**PUBLIC, PROFESSIONAL & MAINTENANCE EMPLOYEES
LOCAL 2003
(CONSERVATION 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 of the Conservation Department, including Outreach Coordinator, Conservation Technician I & II, Vegetation Management Specialist, Natural Resources Specialist, Naturalist, Special Projects Ranger, & Administrative Assistants I & II 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 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.

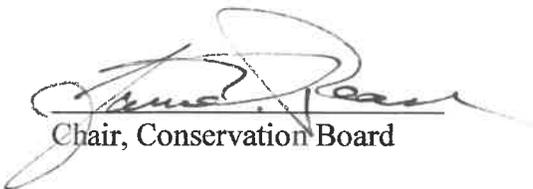
**ARTICLE 3
DURATION**

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

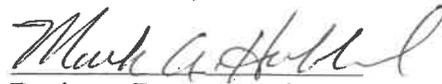
This agreement shall continue in effect from year to year thereafter unless one of the parties seeks modification thereof. The party seeking modification shall cause a written notice to be served on the other party by October 15 of the year prior to the time when modification is desired.

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

STORY COUNTY CONSERVATION


Chair, Conservation Board

PUBLIC, PROFESSIONAL &
MAINTENANCE EMPLOYEES
LOCAL 2003, IUPAT


Business Representative

Appendix A

Salary Schedule 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
Outreach Coordinator	17.00	17.34	17.69	18.04	18.40	18.78	19.15	19.53	19.92	20.32	20.73
Conservation Technician I	17.19	17.53	17.88	18.24	18.60	18.97	19.36	19.75	20.13	20.54	20.95
Conservation Technician II	19.66	20.05	20.45	20.86	21.28	21.71	22.13	22.58	23.03	23.49	23.96
Vegetation Management Specialist	17.19	17.53	17.88	18.24	18.60	18.97	19.36	19.75	20.13	20.54	20.95
Natural Resource Specialist	19.23	19.61	20.00	20.40	20.81	21.23	21.65	22.08	22.53	22.98	23.44
Naturalist	19.23	19.61	20.00	20.40	20.81	21.23	21.65	22.08	22.53	22.98	23.44
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
Special Projects Ranger	22.89	23.35	23.82	24.29	24.78	25.28	25.78	26.30	26.82	27.36	27.90

Salary Schedule 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
Outreach Coordinator	17.34	17.69	18.04	18.40	18.77	19.16	19.53	19.92	20.32	20.73	21.14
Conservation Technician I	17.53	17.88	18.24	18.60	18.97	19.35	19.75	20.15	20.53	20.95	21.37
Conservation Technician II	20.05	20.45	20.86	21.28	21.71	22.14	22.57	23.03	23.49	23.96	24.44
Vegetation Management Specialist	17.53	17.88	18.24	18.60	18.97	19.35	19.75	20.15	20.53	20.95	21.37
Natural Resource Specialist	19.61	20.00	20.40	20.81	21.23	21.65	22.08	22.52	22.98	23.44	23.91
Naturalist	19.61	20.00	20.40	20.81	21.23	21.65	22.08	22.52	22.98	23.44	23.91
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
Special Projects Ranger	23.35	23.82	24.30	24.78	25.28	25.79	26.30	26.83	27.36	27.91	28.46

Salary Schedule 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
Outreach Coordinator	17.69	18.04	18.40	18.77	19.15	19.54	19.92	20.32	20.73	21.14	21.56
Conservation Technician I	17.88	18.24	18.60	18.97	19.35	19.74	20.15	20.55	20.94	21.37	21.80
Conservation Technician II	20.45	20.86	21.28	21.71	22.14	22.58	23.02	23.49	23.96	24.44	24.93
Vegetation Management Specialist	17.88	18.24	18.60	18.97	19.35	19.74	20.15	20.55	20.94	21.37	21.80
Natural Resource Specialist	20.00	20.40	20.81	21.23	21.65	22.08	22.52	22.97	23.44	23.91	24.39
Naturalist	20.00	20.40	20.81	21.23	21.65	22.08	22.52	22.97	23.44	23.91	24.39
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
Special Projects Ranger	23.82	24.30	24.79	25.28	25.79	26.31	26.83	27.37	27.91	28.47	29.03