

HUMAN RESOURCES DEPARTMENT

600 West Fourth Street
Davenport, Iowa 52801-1030

Ph: (563) 326-8767 Fax: (563) 328-3285
www.scottcountyiowa.com



Date: December 4, 2008
To: Board of Supervisors
From: Mary J. Thee, Human Resources Director/Asst. County Administrator
Subject: Settlement of CWA Contract

As you recall, in March, 2008 the Public Safety Dispatchers certified as a new union with the Communication Workers of America (CWA). We met with the bargaining representatives this spring to discuss the negotiation process and held formal discussions this fall. We agreed that since the contract would end when the employees consolidated into the Scott Emergency Communications Center that we'd permit the contract to begin the start of a payroll period after ratifications. The CWA have notified me that they have ratified the agreement. Assuming the Board's resolution ratifying the agreement is approved December 11th that would mean the contract for the Dispatchers will be effective on **December 21**. The contract will end June 30, 2010 and on July 1, 2010 the dispatcher will be employees of the SECC.

As this was the first contract ample time was spent discussing some routine contract language. The following are economic issues agreed to: The union agreed to remain on their current merit based wage scale. The only wage increase during the contract is effective July 1, 2009 when they will receive a 3.5% general wage increase. We agreed to modify the shift differential by tying it to a percentage of the starting salary, meaning effective December 21 it will increase from \$.40 to \$.42, and on July 1 it will increase to \$.43. The cost to the contract is less than \$500. We agreed to pay a dollar an hour for the time a dispatcher is training a new dispatcher. The amount of compensatory time an employee can have at any given time was decreased from 80 hours to 60 and restructured. All compensatory hours are paid out annually thus not compounding with the new wage increase, which will have some cost savings.

If you have additional questions about the terms of the agreement or would like a copy of the final agreement, please let me know.

Cc: Ray Wierson, County Administrator
Dee Bruemmer, County Administrator
Sheriff Conard
Mike Becker, Public Safety Dispatch Supervisor