

**HUMAN RESOURCES DEPARTMENT**

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Date: February 17, 2009  
To: Board of Supervisors  
From: Mary J. Thee, Human Resources Director/Asst. County Administrator  
Subject: Settlement of DSA Contract

The DSA like other units had a new bargaining representative this year, so like with other units we did spend considerable time modifying contract language. For example we modified language to comply with recent state legislation regarding the "Police Officer Bill of Rights". We were able to make some achievement in areas such as getting the Worker's Compensation waiting period language to coincide with state law (which has some savings and significant paperwork issues with the Industrial Commissioners office); shift differential will only be paid to the patrol division; and grant funded overtime (such as GTSB & FEMA) will be paid and not covered by compensatory time. Additionally we implemented language regarding the need for employees to complete self evaluations. The DSA have agreed to a side letter/pilot project where they will test out the 360° evaluation process. This would be the first group of employees, other than managers through the Leadership Summit, who will complete a 360° evaluation.

The wage increase during the one year 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, as was done with the CWA, meaning it will increase from \$.40 to \$.42. The cost to the contract is less than \$600. We agreed to pay acting supervisor pay at a percentage which increases it from \$1.00 to \$1.04 with an annual cost of \$50. We also agreed to pay an incentive which we anticipate costing approximately \$250 a year that will have a significant impact on bringing in certified inspectors on days off when needed to process an accident or crime scene.

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: Dee Bruemmer, County Administrator  
Sheriff Conard