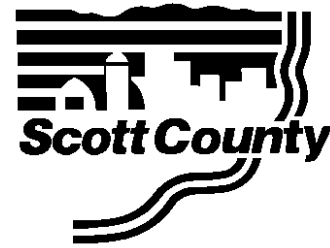


HUMAN RESOURCES DEPARTMENT
600 West Fourth Street
Davenport, Iowa 52801-1030

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



Date: January 14, 2020
To: Board of Supervisors
From: Mary J. Thee, Human Resources Director/Asst. County Administrator
Subject: Settlement of DSA Contract

The parties were able to agree to a three year contract with a 2.5% general wage increase each year. Other economic issues included increasing the on-call compensatory time by .25 hour and increasing the uniform allowance over the first two years of the contract by a total of \$450.00. Additionally we made adjustments to the contract to align it to modifications in the countywide administrative policies, such as moving the five week vacation accrual step from 23 years to 20 years and adding \$500.00 to the deferred compensation match. We aligned their mandatory overtime on holidays with language in the Teamster (Jail) contract and FTO (field training officers) pay with what SECC provided to its trainers.

The parties were able to agree on modifications to the insurance plan design to be effective January 1, 2021. Analysis from Holmes Murphy and Silverstone do not anticipate immediate cost savings, but the changes are meant to address future shifts in group health coverage. Per Policy P they will be able to participate in all wellness programs including Y@work. We agreed to set a minimum of \$25.00 a month for any premium reductions associated with the wellness program. We will obtain input on the final design of the wellness program from the Health Benefit Team, which includes a deputy representative.

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: Mahesh Sharma, County Administrator

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES
THAT THIS RESOLUTION HAS BEEN FORMALLY
APPROVED BY THE BOARD OF SUPERVISORS ON

DATE

SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

January 23, 2020

APPROVAL OF COLLECTIVE BARGAINING AGREEMENT BETWEEN SCOTT COUNTY AND DEPUTY SHERIFF'S ASSOCIATION

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. That the terms of the agreement reached between representatives of Scott County and the Deputy Sheriff's Association is hereby approved. That the agreement shall be in effect July 1, 2020 through June 30, 2023

Section 2. This resolution shall take effect July 1, 2020.