

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

August 18, 2022

APPROVING AN OVERTIME INCENTIVE FOR TEAMSTERS AND CORRECTION  
SERGEANTS, DEPUTIES AND BAILIFFS

WHEREAS, the Sheriff's office continues to experience turnover and recruiting challenges;

WHEREAS, the Sheriff's office has made some modifications to the recruitment and training process but require additional time for see impacts;

WHEREAS, the Sheriff has requested authorization to incent current staff to volunteer for overtime and additional compensation for training;

WHEREAS, the funds needed for this incentive can come from the Sheriff's current salary budget authority and does not require additional funding.

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

Section 1. That the attached side letter to the Teamster contract be approved and executed by the Human Resource Director as Chief Negotiator, thereby allowing for double overtime and extension of light duty if applicable.

Section 2. That the Correction Sergeants be permitted to receive double overtime for four (4) or more consecutive hours worked outside of their normal work schedule, along with other terms of the Teamster side letter, as long as the side letter with the Teamsters is effective.

Section 3. That if Corrections Officers and Sergeants are not available or do not volunteer for available overtime in the Jail, Management may offer the overtime to Deputies or Bailiffs. Deputies or Bailiff's are permitted to receive double overtime for four (4) or more consecutive hours worked in the Jail that would typically qualify for 1 ½ overtime. Work scheduled due to a reassignment shall be paid at the employee's hourly rate.

Section 4. That the Field Training Officer (FTO) rate established in Policy I shall be increased to \$5.00 an hour for each hour such duties are actually performed through June 30, 2023 by Correction Officers.

Section 5. That the vacation accrual cap in Policy L shall not be reduced to two times the annual accrual for Teamsters, Jail management or Deputies assigned to work in the Jail until the employee anniversary date following July 1, 2023.

Section 6. That this resolution shall take effect July 31, 2022 and ends on June 30, 2023.

SIDE LETTER  
BETWEEN  
SCOTT COUNTY AND TEAMSTER LOCAL 238

WHEREAS, the Sheriff's office is experiencing unusually high staffing shortages related to hiring challenges;

WHEREAS, current staff are being asked to work additional overtime hours to accommodate the shortages;

WHEREAS, the parties agree that there is mutual benefit in incenting staff to volunteer for additional shifts; especially an occasional twelve (12) hour shift;

WHEREAS, the parties recognize some Corrections Officers on approved FML may be willing to return to work beyond the allowable light duty leave; and

NOW THEREFORE, the parties agree to temporarily amend the 2020-2023 Collective Bargaining Agreement between Scott County, Iowa and the Scott County Correctional Association, Chauffeurs, Teamsters and Helpers Local Union No. 238 effective July 31, 2022 as follows:

1. Employees covered by said contract shall receive double time for any overtime under Section 9.3 of the contract that is for four (4) or more consecutive hours. Training hours that result in overtime will not be paid at double time.
2. Any compensatory time earned under Section 9.4 shall continue to be awarded at the rate of one and one-half (1 ½) for every overtime hour worked.
3. Employees choosing to volunteer to work "middle fours" are eligible for either double pay or count the shift toward the PTO incentive, but not both. When listing hours in Novatime employees should select the proper project code when seeking the PTO incentive.
4. Employees eligible to return to work for light duty pursuant to County Policy Z may be permitted to extend the light duty assignment beyond 6 weeks if the Sheriff and Human Resources Director concur the injury remains temporary and there is work to be performed under the current restrictions.

This side letter shall be effective from July 31, 2022 until June 30, 2023.

  
\_\_\_\_\_  
FOR TEAMSTERS

\_\_\_\_\_  
FOR SCOTT COUNTY

Date 8-10-22

Date \_\_\_\_\_