

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

DATE

SCOTT COUNTY AUDITOR

RESOLUTION

SCOTT COUNTY BOARD OF SUPERVISORS

August 18, 2022

APPROVING A RECRUITMENT INCENTIVE FOR DEPUTIES AND RANGERS

WHEREAS, the Sheriff's office and Conservation need to remain competitive with other law enforcement agencies in recruiting and hiring;

WHEREAS, most law enforcement agencies are offering incentives to hire experienced law enforcement, the County is proposing comparable measures;

WHEREAS, the funds needed for this incentive can come from the Sheriff's or Conservation'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 Deputy Sheriff Association contract be approved and executed by the Human Resource Director as Chief Negotiator, thereby allowing for recruitment incentives of increased pay rate and vacation accruals.

Section 2. As an additional incentive for recruitment deputies hired pursuant to the terms of the side letter shall receive a hiring bonus of \$5,000 paid out as follows: \$2,500 after 90 days, \$1,500 after one year and \$1,000 after two years. This provision increases and supersedes any past bonuses recommended by the CSC. Rangers may receive the same hiring bonus with same hiring parameters.

Section 3. That this resolution shall take effect immediately and expire on June 30, 2023.

SIDE LETTER BETWEEN
SCOTT COUNTY IOWA AND DEPUTY SHERIFF'S ASSOCIATION

WHEREAS, the Sheriff's office, along with most law enforcement agencies, is experiencing unusual challenges in recruiting; and

WHEREAS, it is important for the recruitment of deputies to remain competitive with other law enforcement agencies;

NOW THEREFORE, the parties agree to temporarily amend the 2020-2023 Collective Bargaining Agreement between Scott County, Iowa and the Deputy Sheriff Association effective immediately as follows:

1. The Sheriff is authorized to hire deputies who are currently certified through the Iowa Law Enforcement Academy up to step 5 of Section 1.1 of the FY23 wage scale. New hires certified in a state other than Iowa and eligible to take the Iowa certification through examination may be hired in at step 2 of Section 1.1 and moved to the appropriate step upon certification.
2. The Sheriff is not required to seek prior Board approval pursuant to County Policy D.
3. Any deputy hired pursuant to Section 1 of this side letter will be permitted to accrue vacation pursuant to Section 5.1 as if they've been employed with the County for 5 years.

This side letter shall be for any hires between August 18, 2022 and June 30, 2023.



FOR DSA

FOR SCOTT COUNTY

Date 8/10/2022

Date _____