

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

October 13, 2022

#### APPROVING AN OVERTIME INCENTIVE FOR AFSCME AND

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

WHEREAS, the Board of Supervisors has previously approved incentives for Correction Officers (Teamster unit), Correction Sergeants, Bailiffs and Deputies;

WHEREAS, the Sheriff has requested authorization to incent current AFSCME staff in his office to volunteer for overtime and additional compensation for working the visitation desk;

WHEREAS, the previous resolution did not include the Corrections Food Service Supervisor;

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 AFSCME 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 Food Service Supervisor be permitted to receive double overtime for four (4) or more consecutive hours worked outside of her

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 this resolution shall take effect on October 14, 2022 and ends on June 30, 2023.

SIDE LETTER  
BETWEEN  
SCOTT COUNTY AND AFSCME Local 606

WHEREAS, the Sheriff's office is experiencing unusually high staffing shortages in the Jail related to hiring challenges for Corrections Officers;

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

WHEREAS, the tasks at the visitation desk in the jail may be performed by clerical staff in the Sheriff's office which are capable of performing duties in jail visitation and allow Correction Officers to work other positions in the jail;

NOW THEREFORE, the parties agree to temporarily amend the 2020-2023 Collective Bargaining Agreement between Scott County, Iowa and AFSCME, Local 606 effective October 14, 2022 as follows:

1. Employees in the Sheriff's Office covered by said contract and performing duties at the visitation desk in the Jail shall receive double time for any overtime under Section 17.2 of the contract that is for four (4) or more consecutive hours. The four (4) or more hours may be consecutive to regular work hours but shall not include any regular work hours.
2. If the employee chooses to earn compensatory time under Section 17.3 for hours worked under this side letter, they shall continue to be awarded at the rate of one and one-half (1 ½) for every overtime hour worked.
3. Any time assigned to the visitation desk during regular work hours Monday thru Friday shall be compensated at the employee's regular rate of pay.

This side letter shall be effective from October 14, 2022 until June 30, 2023.

  
FOR AFSCME

Date 10-4-22

  
FOR SCOTT COUNTY

Date 10-4-22