

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

May 11, 2023

#### APPROVING A RECRUITMENT INCENTIVE FOR DEPUTIES

WHEREAS, the Sheriff's Office needs 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 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. That this resolution shall take effect immediately and expire on June 30, 2024.

SIDE LETTER BETWEEN

SCOTT COUNTY IOWA AND DEPUTY SHERIFF'S ASSOCIATION

1. The Sheriff is authorized to hire deputies who are currently certified through the Iowa Law Enforcement Academy or who are certified in a state other than Iowa, up to step 5 of Section 1.1 of the current wage scale.
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 may be permitted to accrue vacation pursuant to Section 5.1 up to the equivalent of 5 years of service with the County. A newly hired deputy who is currently certified through the Iowa Law Enforcement Academy or who is certified in a state other than Iowa, at minimum shall accrue vacation at the equivalent of 1 year of service with the County.
4. A new employee hired based upon this section shall not advance past a current employee with equitable experience. If this were to occur, the current employee will be brought to the wage step of the newly hired employee as well as the vacation accrual of the new employee.

This side letter shall be for any hires between July 1, 2023 and June 30, 2024 unless the parties mutually agree otherwise.

\_\_\_\_\_  
FOR DSA

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

Date \_\_\_\_\_

Date \_\_\_\_\_