

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 17, 2023

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

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

WHEREAS, the Sheriff has requested authorization to incent current staff to volunteer for overtime;

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 overtime at a rate of 1.75x.

Section 2. That the Correction Sergeants be permitted to receive 1.75x overtime for four (4) or more consecutive hours worked outside of their normal work schedule, 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 1.75x 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 this resolution shall take effect August 18, 2023 and ends on December 31, 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;

NOW THEREFORE, the parties agree to temporarily amend the 2024-2026 Collective Bargaining Agreement between Scott County, Iowa and the Scott County Correctional Association, Chauffeurs, Teamsters and Helpers Local Union No. 238 effective August 18, 2023 as follows:

1. Employees covered by said contract shall receive overtime at 1.75x 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 1.75x.
2. Any compensatory time earned under Section 9.4 shall continue to be awarded at the rate of 1.5x 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.

This side letter shall be effective from August 18, 2023 until December 31, 2023.

FOR TEAMSTERS

FOR SCOTT COUNTY

Date _____

Date _____