

## Memorandum of Understanding

This Memorandum of Understanding (hereinafter the "MOU") is entered into by and between Black Hawk County, Iowa (hereinafter the "County") and Teamsters Local 238 (Unit 4, Secondary Roads) (hereinafter the "Union") regarding wages and benefits for the property maintenance assistant and building maintenance mechanic employees.

WHEREAS, the property maintenance assistant and building maintenance mechanic positions are being amended into the Unit 4 (Secondary Roads) bargaining unit which is represented by the Union; and

WHEREAS, the County and the Union currently have a collective bargaining agreement and will be entering into a successor collective bargaining agreement effective July 1, 2019 through June 30, 2022; and

WHEREAS, the parties agree that the property maintenance assistant and building maintenance mechanic employees will be covered by the parties' collective bargaining agreement as outlined in this agreement;

The parties agree as follows:

1. Starting on July 1, 2019, all provisions of the parties' collective bargaining agreement will apply to the property maintenance assistant and building maintenance mechanic employees except as provided in this agreement.
2. Building maintenance mechanic employees required to be on-call or to carry a pager for the purpose of overtime call-in shall receive the following compensation per week (Monday through Sunday):

Starting July 1, 2019: \$100 per week

Starting July 1, 2020: \$175 per week

Starting July 1, 2021: \$225 per week

An employee who receives a call to report to work who is not at the workplace shall have up to two hours from the time of the call to report to the workplace.

3. Seniority dates for the property maintenance assistant and building maintenance mechanic employees shall remain the same and their seniority shall be grandfathered into the agreement for longevity pay and other seniority purposes.

4. The pay scale for the property maintenance assistant and building maintenance mechanic employees shall be as follows:

**Secondary Roads Unit IV  
MAINTENANCE EMPLOYEES SALARY SCHEDULE**

**July 1, 2019 - June 30, 2020  
FY20**

ATB Increase Amount 2.50%

Pay Grade	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5
107/W-7	Property Maintenance Assistant	15.94	16.56	17.29	18.05	18.82
114/W-14	Building Maintenance Mechanic	21.41	22.37	23.36	24.41	25.53

**July 1, 2020 - June 30, 2021  
FY21**

ATB Increase Amount 2.75%

Pay Grade	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5
107/W-7	Property Maintenance Assistant	16.38	17.02	17.77	18.55	19.3
114/W-14	Building Maintenance Mechanic	22.00	22.98	24.00	25.08	26.2

**July 1, 2021 - June 30, 2022  
FY22**

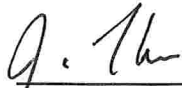
ATB Increase Amount 3.00%

Pay Grade	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5
107/W-7	Property Maintenance Assistant	16.87	17.53	18.30	19.10	19.92
114/W-14	Building Maintenance Mechanic	22.66	23.67	24.72	25.83	27.02

\*Wage scale effective at the beginning of the pay period closest to July 1

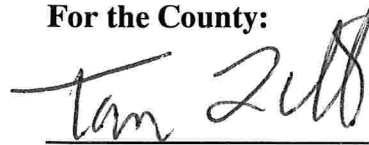
This Agreement is executed this 25 day of June, 2019.

**For the Union:**



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Jon Thomas  
Teamsters Local 238

**For the County:**



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Tom Little  
Chair, Board of Supervisors