

**Greene County (Sheriff's Office) and AFSCME Iowa Council 61  
Tentative Agreement for 2017-2019 bargaining agreement**

Article 7, Hours of Work and Overtime

Article to stay the same as current contract except for the following:

Dispatchers: Will work an eight (8) hour shift. ~~The three regular shifts shall remain 8 am to 4 pm; 4 pm to 12 am; and 12am to 8am.~~

Jailers: Will work an eight (8) hour shift schedule or a 12 hour shift schedule. If a 12 hour shift schedule is adopted for jail personnel, overtime will be paid in excess of 84 hours in a 14 days period.

Paid leaves, vacation and holidays shall not be counted as working time for the purpose of determining overtime. Only hours worked will be counted as working time for the purpose of determining overtime.

Article 8, Leaves of Absence

Section 9, Funeral Leave to read: All permanent employees will be allowed time off with pay in accordance with the following schedule: up to five (5) days per occurrence for arrangement and attending the funeral of a spouse, parent, child; up to three (3) days per occurrence for arrangement and attending the funeral of a brother, sister, and step-child of the employee. Up to one (1) day per occurrence for arrangement and attending the funeral of a son-in-law, daughter-in-law, father-in-law, mother-in-law, grandparents, grandchildren, brother-in-law, sister-in-law, aunt or uncle of the employee. Up to one (1) day per occurrence for funeral leave as a pallbearer and up to one (1) day for present employees of the Employer. Any additional time needed for travel to and from funeral locations or other circumstances that may require additional time may be extended with prior approval of the County Engineer.

Article 9, Holidays

No change except delete "When a holiday falls on a Saturday the preceding Friday shall be granted. When a holiday falls on a Sunday, the following Monday will be granted.

Delete "If a holiday falls on a regularly scheduled day of work for a full-time employee, the employee may choose to work the holiday or not.

Article 12, Union Rights

Delete 1<sup>st</sup> paragraph

Article 13, Grievance Procedure

No change except: The grievant and the Union Steward will be in pay status if a grievance meeting with the Employer is held during the Grievant and Union Steward's working hours.

Article 14, Insurance

1<sup>st</sup> paragraph to read: The County's present group health and major medical insurance policy shall remain in effect for the life of this Agreement. However, the County may change insurance carriers without the consent of the Union so long as equivalent coverage is maintained. The County shall pay 97.5% per month of the policy premium for single person coverage and 85% of the policy premium for family coverage. Effective July 1, 2018, the County shall pay 95% per month of the policy premium for single person coverage and 85% of the policy premium for family coverage. Employee out-of-pocket deductibles are set at \$1000/single and \$2000/family and office visit co-pays will not apply to the deductible. The employee cost per prescription will be \$8.00 for generic and \$15.00 for all other prescriptions.

Article 17, Discipline and Discharge

Delete all but first paragraph

Article 20, Duration

Effective Date: July 1, 2017

Expiration Date: June 30, 2019

Schedule A, Base Salaries

Effective July 1, 2017 Increase wage rates by 2.5%

Effective July 1, 2018 Increase wage rates by 2.5%

Delete Hire Rates and add: The Sheriff will determine hire rates based on experience and qualifications. The rate will not exceed plus or minus 3% of the lowest certified employee.