

MEMORANDUM OF UNDERSTANDING

Jones County, Iowa (the "County") and PPME Local 2003 (the "Union") enter into this Agreement to modify the wage increases to take effect July 1, 2022 and extend the collective bargaining agreement to June 30, 2025. The parties acknowledge and agree as follows:

1. The County and Union have negotiated a collective bargaining agreement that is effective through June 30, 2023.
2. The collective bargaining agreement shall be extended to June 30, 2025.
3. All classifications, excluding Deputy Sheriff, Jailer, Dispatcher and Secretary Matron shall receive the following wage increases:
 - a) July 1, 2022 – 5.00% ATB
 - b) July 1, 2023 – 4.75% ATB
 - c) July 1, 2024 – 4.50% ATB

4. Deputy Sheriffs

- a) July 1, 2022 – A new wage schedule shall be implemented as follows:

<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>	<u>5 Yrs.</u>	<u>6 Yrs.</u>
28.34	29.08	29.85	30.63	31.55	32.55	33.55	34.55

*Effective 7/1/22 Deputies shall be placed on the schedule commensurate with their years of experience. The Sheriff shall have the authority to start an ILEA certified officer on this schedule at a level commensurate with his/her years of law enforcement experience.

- b) July 1, 2023 – 6.00% ATB
- c) July 1, 2024 – 5.75% ATB

5. Secretary/Matron

- a) July 1, 2022 – A new wage schedule shall be implemented as follows:

<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
17.77	18.23	18.69	19.19	19.68	20.00

*Effective 7/1/22 Secretary/Matron shall be placed on the schedule commensurate with his/her years of experience. The Sheriff shall have the authority to start a Secretary/Matron on this schedule at a level commensurate with his/her years of experience.

- b) July 1, 2023 – 4.75% ATB
- c) July 1, 2024 – 4.50% ATB

6. Jailers/Dispatchers

a) July 1, 2022 – A new wage schedule shall be implemented as follows:

<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
19.19	19.68	20.00	21.00	22.00	23.00

*Effective 7/1/22 Jailers/Dispatchers shall be placed on the schedule commensurate with their years of experience. The Sheriff shall have the authority to start a Jailer/Dispatcher on this schedule at a level commensurate with his/her years of experience.

b) July 1, 2023 – 4.75% ATB

c) July 1, 2024 – 4.50% ATB

7. No other terms or conditions of the collective bargaining agreement shall be modified until the contract expires or by mutual agreement of the parties.

For the County:

By: John C. Hubbard
Chairperson, Board of Supervisors

Date: 2/22/22

For the Union:

By: Mark A. Hubbard
Mark Hubbard

Date: 2-16-22