

A G R E E M E N T

THIS AGREEMENT entered into this 1st day of July, 2019, by and between DALLAS COUNTY, IOWA, hereinafter referred to as the "Employer" and AFSCME (DALLAS COUNTY ATTORNEY'S OFFICE), Des Moines, Iowa, hereinafter called the "Union", represents the complete and final agreement on all bargainable issues between the Employer and the Union and cancels all past practices. Throughout this Agreement, wherever the word "Act" appears, this refers to the Iowa Public Employment Relations Act, which was signed into law on April 23, 1974.

ARTICLE 1 RECOGNITION

The Employer recognizes the Union as the exclusive bargaining representative for those employees of the Employer in the following bargaining unit established pursuant to Order to Certification in PERB Case No. 5095.

INCLUDED: Assistant County Attorneys, Legal Secretaries, and Paralegals.

EXCLUDED: County Attorney, First Assistant County Attorney, all other County employees, and all others excluded by the Public Employment Relations Act.

ARTICLE 2 GENERAL PROVISIONS

All employees of the Dallas County Attorneys office will receive full reimbursement for tuition, books, lost time from work and travel for Employer approved CLEs. The Employer also agrees to pay the dues for the Iowa County Attorneys' Association and the Dallas County Bar Association.

ARTICLE 3 JOB CLASSIFICATIONS AND STRAIGHT TIME HOURLY WAGE RATES

Straight time hourly wage rates are specified in Appendix A of this Agreement.

At the discretion of the Department Head, new hires may be placed on any step up to and including Step 5.

New hires whose first day of work is between July 1 and December 31 will advance on the July 1 which follows their first day of work. New hires whose first day of work is between January 1 and June 30 will advance on the second July 1 which follows their first day of work.

**ARTICLE 4
DURATION OF AGREEMENT**

THIS AGREEMENT shall become effective July 1, 2019 and shall expire on June 30, 2022, and shall be renewed year to year thereafter unless either party gives notice in writing of a desired change in this Agreement no later than September 15th of the year immediately prior to the expiration date of this Agreement.

During the term of this Agreement, neither the Employer nor the Union will be required to negotiate on any further matters affecting this Agreement, or any other subjects not specifically set forth in this Agreement.

Signed this 30th day of April, 2019.

EMPLOYER

DALLAS COUNTY, IOWA

By Mark A. Hanson
Chair, Board of Supervisors

By [Signature]
Board of Supervisors

By Kim E. Chapman
Board of Supervisors

UNION

AFSCME COUNCIL 61

By [Signature]
Business Representative

By Sean P. Weiser
Employee Representative

ACKNOWLEDGED BY

By Ann Grisek
Employer Representative

**APPENDIX A
WAGE SCHEDULE**

	7/1/19 Hourly	7/1/19 Annual	7/1/20 Hourly	7/1/20 Annual	7/1/21 Hourly	7/1/21 Annual
Legal Secretary I						
1	\$ 16.42	\$ 34,153.60	\$ 16.92	\$ 35,193.60	\$ 17.43	\$ 36,254.40
2	\$ 17.11	\$ 35,588.80	\$ 17.63	\$ 36,670.40	\$ 18.16	\$ 37,772.80
37	\$ 17.83	\$ 37,086.40	\$ 18.37	\$ 38,209.60	\$ 18.93	\$ 39,374.40
4	\$ 18.58	\$ 38,646.40	\$ 19.14	\$ 39,811.20	\$ 19.72	\$ 41,017.60
5	\$ 19.36	\$ 40,268.80	\$ 19.95	\$ 41,496.00	\$ 20.55	\$ 42,744.00
6	\$ 20.17	\$ 41,953.60	\$ 20.78	\$ 43,222.40	\$ 21.41	\$ 44,532.80
7	\$ 21.02	\$ 43,721.60	\$ 21.66	\$ 45,052.80	\$ 22.31	\$ 46,404.80
8	\$ 21.90	\$ 45,552.00	\$ 22.56	\$ 46,924.80	\$ 23.24	\$ 48,339.20
9	\$ 22.82	\$ 47,465.60	\$ 23.51	\$ 48,900.80	\$ 24.22	\$ 50,377.60
10	\$ 23.78	\$ 49,462.40	\$ 24.50	\$ 50,960.00	\$ 25.24	\$ 52,499.20
Legal Secretary II						
1	\$ 18.02	\$ 37,481.60	\$ 18.57	\$ 38,625.60	\$ 19.13	\$ 39,790.40
2	\$ 18.78	\$ 39,062.40	\$ 19.35	\$ 40,248.00	\$ 19.94	\$ 41,475.20
3	\$ 19.56	\$ 40,684.80	\$ 20.15	\$ 41,912.00	\$ 20.76	\$ 43,180.80
4	\$ 20.39	\$ 42,411.20	\$ 21.01	\$ 43,700.80	\$ 21.65	\$ 45,032.00
5	\$ 21.24	\$ 44,179.20	\$ 21.88	\$ 45,510.40	\$ 22.54	\$ 46,883.20
6	\$ 22.13	\$ 46,030.40	\$ 22.80	\$ 47,424.00	\$ 23.49	\$ 48,859.20
7	\$ 23.06	\$ 47,964.80	\$ 23.76	\$ 49,420.80	\$ 24.48	\$ 50,918.40
8	\$ 24.03	\$ 49,982.40	\$ 24.76	\$ 51,500.80	\$ 25.51	\$ 53,060.80
9	\$ 25.04	\$ 52,083.20	\$ 25.80	\$ 53,664.00	\$ 26.58	\$ 55,286.40
10	\$ 26.09	\$ 54,267.20	\$ 26.88	\$ 55,910.40	\$ 27.69	\$ 57,595.20
Paralegal/Legal Assistant (HS)*						
1	\$ 20.56	\$ 42,764.80	\$ 21.18	\$ 44,054.40	\$ 21.82	\$ 45,385.60
2	\$ 21.43	\$ 44,574.40	\$ 22.08	\$ 45,926.40	\$ 22.75	\$ 47,320.00
3	\$ 22.33	\$ 46,446.40	\$ 23.00	\$ 47,840.00	\$ 23.69	\$ 49,275.20
4	\$ 23.26	\$ 48,380.80	\$ 23.96	\$ 49,836.80	\$ 24.68	\$ 51,334.40
5	\$ 24.24	\$ 50,419.20	\$ 24.97	\$ 51,937.60	\$ 25.72	\$ 53,497.60
6	\$ 25.26	\$ 52,540.80	\$ 26.02	\$ 54,121.60	\$ 26.81	\$ 55,764.80

*Candidates hired at this level must obtain their Associate's Degree within four years following their date of hire.

	7/1/19 Hourly	7/1/19 Annual	7/1/20 Hourly	7/1/20 Annual	7/1/21 Hourly	7/1/21 Annual
Paralegal/Legal Assistant (AA)						
1	\$ 21.81	\$ 45,364.80	\$ 22.47	\$ 46,737.60	\$ 23.15	\$ 48,152.00
2	\$ 22.73	\$ 47,278.40	\$ 23.42	\$ 48,713.60	\$ 24.13	\$ 50,190.40
3	\$ 23.68	\$ 49,254.40	\$ 24.40	\$ 50,752.00	\$ 25.14	\$ 52,291.20
4	\$ 24.67	\$ 51,313.60	\$ 25.42	\$ 52,873.60	\$ 26.19	\$ 54,475.20
5	\$ 25.71	\$ 53,476.80	\$ 26.49	\$ 55,099.20	\$ 27.29	\$ 56,763.20
6	\$ 26.79	\$ 55,723.20	\$ 27.60	\$ 57,408.00	\$ 28.43	\$ 59,134.40
7	\$ 27.92	\$ 58,073.60	\$ 28.76	\$ 59,820.80	\$ 29.63	\$ 61,630.40
8	\$ 29.09	\$ 60,507.20	\$ 29.97	\$ 62,337.60	\$ 30.87	\$ 64,209.60
9	\$ 30.31	\$ 63,044.80	\$ 31.22	\$ 64,937.60	\$ 32.16	\$ 66,892.80
10	\$ 31.58	\$ 65,686.40	\$ 32.53	\$ 67,662.40	\$ 33.51	\$ 69,700.80
Paralegal/Legal Assistant (BS)						
1	\$ 24.30	\$ 50,544.00	\$ 25.03	\$ 52,062.40	\$ 25.79	\$ 53,643.20
2	\$ 25.32	\$ 52,665.60	\$ 26.08	\$ 54,246.40	\$ 26.87	\$ 55,889.60
3	\$ 26.39	\$ 54,891.20	\$ 27.19	\$ 56,555.20	\$ 28.01	\$ 58,260.80
4	\$ 27.49	\$ 57,179.20	\$ 28.32	\$ 58,905.60	\$ 29.17	\$ 60,673.60
5	\$ 28.65	\$ 59,592.00	\$ 29.51	\$ 61,380.80	\$ 30.40	\$ 63,232.00
6	\$ 29.85	\$ 62,088.00	\$ 30.75	\$ 63,960.00	\$ 31.68	\$ 65,894.40
7	\$ 31.11	\$ 64,708.80	\$ 32.05	\$ 66,664.00	\$ 33.02	\$ 68,681.60
8	\$ 32.41	\$ 67,412.80	\$ 33.39	\$ 69,451.20	\$ 34.40	\$ 71,552.00
9	\$ 33.77	\$ 70,241.60	\$ 34.79	\$ 72,363.20	\$ 35.84	\$ 74,547.20
10	\$ 35.19	\$ 73,195.20	\$ 36.25	\$ 75,400.00	\$ 37.34	\$ 77,667.20
Asst County Attorney						
1	\$ 28.86	\$ 60,028.80	\$ 29.73	\$ 61,838.40	\$ 30.63	\$ 63,710.40
2	\$ 30.07	\$ 62,545.60	\$ 30.98	\$ 64,438.40	\$ 31.91	\$ 66,372.80
3	\$ 31.33	\$ 65,166.40	\$ 32.27	\$ 67,121.60	\$ 33.24	\$ 69,139.20
4	\$ 32.65	\$ 67,912.00	\$ 33.63	\$ 69,950.40	\$ 34.64	\$ 72,051.20
5	\$ 34.02	\$ 70,761.60	\$ 35.05	\$ 72,904.00	\$ 36.11	\$ 75,108.80
6	\$ 35.44	\$ 73,715.20	\$ 36.51	\$ 75,940.80	\$ 37.61	\$ 78,228.80
7	\$ 36.93	\$ 76,814.40	\$ 38.04	\$ 79,123.20	\$ 39.18	\$ 81,515.20
8	\$ 38.48	\$ 80,038.40	\$ 39.64	\$ 82,451.20	\$ 40.83	\$ 84,926.40
9	\$ 40.10	\$ 83,408.00	\$ 41.31	\$ 85,924.80	\$ 42.55	\$ 88,504.00
10	\$ 41.78	\$ 86,902.40	\$ 43.04	\$ 89,523.20	\$ 44.34	\$ 92,227.20

Longevity Employees hired on or before December 31, 2004 will be eligible for longevity pay based upon their years of consecutive service in the county Attorney's Office in accordance with the following schedule:

<u>Years</u>	<u>Cents per hour</u>
After 5	.10
After 10	.20
After 15	.30
After 20	.40
After 25	.50
After 30	.60

Employees hired on or after January 1, 2005 will be eligible for longevity pay after they have reached the maximum step of their applicable wage schedule in the county Attorney's Office in accordance with the following schedule:

<u>Years After Reaching Max</u>	<u>Cents per hour</u>
First 5 years	.10
6 - 10 years	.20
11-15 years	.30
16-20 years	.40
21-25 years	.50
26-30 years	.60

Longevity pay increases will be effective on January 1st for employees with an anniversary date from July 1st to December 31st, and July 1st for employees with an anniversary date from January 1st to June 30th.