

## **A G R E E M E N T**

THIS AGREEMENT entered on this 1<sup>st</sup> day of July, 2019, by and between DALLAS COUNTY, IOWA hereinafter referred to as the “Employer”, and Dallas County EMS Professionals, hereinafter called the “Union”, represents the complete and final agreement on all bargainable issues between the Employer and the Union. 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 of Certification in PERB Case No. 6358

INCLUDED: All full-time paramedics

EXCLUDED: All elected officials, crew chief, assistant directors, supervisors, part-time and confidential employees, and all others excluded by the Act.

### **ARTICLE 2 JOB CLASSIFICATIONS AND STRAIGHT TIME HOURLY WAGE RATES**

Straight time hourly wage rates are specified in the table below.

	<u>7/1/19</u>	<u>7/1/20</u>	<u>7/1/21</u>
Step 1	\$13.86	\$14.92	\$15.98
Step 2	\$14.42	\$15.52	\$16.62
Step 3	\$14.99	\$16.14	\$17.29
Step 4	\$15.59	\$16.79	\$17.98
Step 5	\$16.22	\$17.46	\$18.70
Step 6	\$16.87	\$18.16	\$19.45

Tim Morlan will be placed in step 6 of the wage schedule effective July 1, 2019. Full-time EMT’s will earn 75% of the step 1 rate.

Advancement on steps for all employees hired before July 1, 2015 will be on July 1 of each year. New employees hired on or after July 1, 2015 will advance on July 1<sup>st</sup> of the calendar year following the full-time date of hire.

The EMS Director has exclusive right to hire at any step of the salary schedule up to Step 3.

**ARTICLE 3  
DURATION OF AGREEMENT**

This Agreement shall become effective July 1, 2019 and shall expire on June 30, 2022.

This constitutes the entire Agreement between the parties. During the life 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. This Agreement may be amended, in writing, upon mutual agreement of the parties.

Signed this 30<sup>th</sup> day of April, 2019.

EMPLOYER  
DALLAS COUNTY

UNION  
DALLAS COUNTY EMS  
PROFESSIONALS

By Mark A. Hines  
Chair, Board of Supervisors

By Paul Steinhilber  
Employee Representative

By [Signature]  
Board of Supervisors

By Kim E. Chapman  
Board of Supervisors

ACKNOWLEDGED BY

By Ana Gmisch  
Employer Representative