

RINGGOLD COUNTY SECONDARY ROADS

ARTICLE 1 RECOGNITION CLAUSE

THIS AGREEMENT made and entered into by and between the RINGGOLD COUNTY BOARD OF SUPERVISORS (hereinafter referred to as the "County"), and PUBLIC, PROFESSIONAL & MAINTENANCE EMPLOYEES LOCAL UNION 2003, INTERNATIONAL UNION OF PAINTERS & ALLIED TRADES, AFL-CIO representing Ringgold County Secondary Road Department Employees (hereinafter collectively referred to as the "Employee Organization") as the exclusive bargaining agent for the employees in the bargaining unit set forth in this Article below as stipulated in Case No. 100052.

INCLUDING: All employees of Secondary Road employees in the job classifications of Engineer Aide, Mechanic, Yardman, Maintenance Operator, Working Foreman I, Working Foreman II, and all other employees working under the County Engineer not excluded by Iowa Code Section 20.4.

EXCLUDING: County Engineer, Assistant to the Engineer, Road Superintendent, Office Manager, temporary employees, and all other employees excluded by Iowa Code Section 20.4.

ARTICLE 2 PAY PERIOD

The pay period for all Secondary Road employees shall begin at 12:01 AM Sunday and end fourteen (14) calendar days later on Saturday, 12:00 Midnight. The checks shall be delivered or mailed the first Friday following the end of the pay period.

ARTICLE 3 SALARY

The rate of pay shall be as set forth in the Pay Schedule attached hereto.

Short Term Absences. Employees who work in a higher classification because of a short term absence shall be compensated at the higher hourly rate for each hour worked. At no time shall the employees be paid less than the employee's regular job classification rate of pay.

**ARTICLE 4
EFFECTIVE PERIOD AND SIGNATURES**

Except where otherwise provided herein, this Agreement shall become effective the 1st day of July, 2018.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives this 19th day of March, 2018.

RINGGOLD COUNTY, IOWA
BOARD OF SUPERVISORS:

PUBLIC, PROFESSIONAL &
MAINTENANCE EMPLOYEES
LOCAL 2003, INTERNATIONAL
UNION OF PAINTERS & ALLIED
TRADES, AFL-CIO:

By: [Signature]
Chairman

By: [Signature]
Union Representative

By: Paul Ryksta

By: [Signature]

By: [Signature]

By: [Signature]

Attest: [Signature]
County Auditor

[Signature]
Michael Galloway, Employer Representative

SECONDARY ROADS WAGE SCHEDULE

EXHIBIT A

EFFECTIVE JULY 1, 2018

Job Classifications

Mechanic	\$22.63
Maintenance Operator	\$22.39

All new employees:

Start – 6 months:	75% of hourly rate
7 – 12 months:	80% of hourly rate
12 – 24 months:	85% of hourly rate
24 – 36 months:	90% of hourly rate

Asphalt Distributor Operator: \$1.00 per hour above their assigned classification wage rate for each hour worked as an Asphalt Distributor Operator

Certified Crane Operator: \$1.00 per hour above their assigned classification wage rate for each hour worked with a Certified Operator operates the Dragline

Certified Welder & Herbicide Applicator: \$1.00 per hour above their assigned classification wage rate for each hour worked in these positions