



**COLLECTIVE BARGAINING AGREEMENT**

**between**

**STORY COUNTY, IOWA  
CONSERVATION BOARD**

**and**

**PUBLIC, PROFESSIONAL & MAINTENANCE EMPLOYEES  
LOCAL 2003  
(CONSERVATION UNIT)**

**July 1, 2021 – June 30, 2024**

**ARTICLE 1  
RECOGNITION**

The Employer hereby recognizes the Union as the exclusive bargaining representative for wages and other terms and conditions of employment permitted by the Act for all employees of the Conservation Department, including Outreach Coordinator, Conservation Technician I & II, Vegetation Management Specialist, Natural Resources Specialist, Naturalist, Special Projects Ranger, Administrative Assistants II & Trails/Natural Resource Technician as set forth in the Iowa Public Employment Relations Board Order of Certification Case No. 10025, dated July 28, 2015, which excludes the Director, Park Rangers, Environmental Education Coordinator, Vegetation Management Biologist, Financial Data Manager and all other employees excluded by Iowa Code section 20.4.

**ARTICLE 2  
COMPENSATION**

The regular rates of pay for each classification of employees are set out in Appendix A.

Employees shall be paid every other Friday unless that Friday is a holiday, in which case the payday is the last administration business day before. The payroll cut-off day shall be the Saturday immediately preceding the payday.

The rates of pay in the salary schedule will increase by two percent (2.0%) in the second year of the Agreement, two percent (2.0%) in the third year of the Agreement.

**ARTICLE 3  
DURATION**

This agreement shall be in full force and effect from July 1, 2021, to June 30, 2024.

This agreement shall continue in effect from year to year thereafter unless one of the parties seeks modification thereof. The party seeking modification shall cause a written notice to be served on the other party by October 15 of the year prior to the time when modification is desired.

In witness whereof, the parties hereto have caused this Agreement to be executed by their duly authorized representatives this 10<sup>th</sup> day of May, 2021.

STORY COUNTY CONSERVATION

  
Chair, Conservation Board

PUBLIC, PROFESSIONAL &  
MAINTENANCE EMPLOYEES  
LOCAL 2003, IUPAT

  
Business Representative

Appendix A

Salary Schedule Effective July 1, 2021

Job Classification	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Outreach Coordinator	20.41	20.82	21.24	21.66	22.09	22.53	22.98	23.44	23.91	24.39	24.88
Conservation Technician I	19.46	19.85	20.25	20.66	21.07	21.49	21.92	22.36	22.81	23.27	23.74
Conservation Technician II	21.74	22.17	22.61	23.06	23.52	23.99	24.47	24.96	25.46	25.97	26.49
Vegetation Management Specialist	21.50	21.93	22.37	22.82	23.28	23.75	24.23	24.71	25.20	25.70	26.21
Natural Resource Specialist	23.32	23.79	24.27	24.76	25.26	25.77	26.29	26.82	27.36	27.91	28.47
Naturalist	21.63	22.06	22.50	22.95	23.41	23.88	24.36	24.85	25.35	25.86	26.38
Administrative Assistant II	18.65	19.02	19.40	19.79	20.19	20.59	21.00	21.42	21.85	22.29	22.74
Special Projects Ranger	24.55	25.04	25.54	26.05	26.57	27.10	27.64	28.19	28.75	29.33	29.92
Trails/Natural Resource Technician	21.08	21.50	21.93	22.37	22.82	23.28	23.75	24.23	24.71	25.20	25.70

Salary Schedule Effective July 1, 2022

Job Classification	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Outreach Coordinator	20.82	21.24	21.66	22.09	22.53	22.98	23.44	23.91	24.39	24.88	25.38
Conservation Technician I	19.85	20.25	20.66	21.07	21.49	21.92	22.36	22.81	23.27	23.74	24.21
Conservation Technician II	22.17	22.61	23.06	23.52	23.99	24.47	24.96	25.46	25.97	26.49	27.02
Vegetation Management Specialist	21.93	22.37	22.82	23.28	23.75	24.23	24.71	25.20	25.70	26.21	26.73
Natural Resource Specialist	23.79	24.27	24.76	25.26	25.77	26.29	26.82	27.36	27.91	28.47	29.04
Naturalist	22.06	22.50	22.95	23.41	23.88	24.36	24.85	25.35	25.86	26.38	26.91
Administrative Assistant II	19.02	19.40	19.79	20.19	20.59	21.00	21.42	21.85	22.29	22.74	23.19
Special Projects Ranger	25.04	25.54	26.05	26.57	27.10	27.64	28.19	28.75	29.33	29.92	30.52
Trails/Natural Resource Technician	21.50	21.93	22.37	22.82	23.28	23.75	24.23	24.71	25.20	25.70	26.21

Salary Schedule Effective July 1, 2023

Job Classification	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Outreach Coordinator	21.24	21.66	22.09	22.53	22.98	23.44	23.91	24.39	24.88	25.38	25.89
Conservation Technician I	20.25	20.66	21.07	21.49	21.92	22.36	22.81	23.27	23.74	24.21	24.69
Conservation Technician II	22.61	23.06	23.52	23.99	24.47	24.96	25.46	25.97	26.49	27.02	27.56
Vegetation Management Specialist	22.37	22.82	23.28	23.75	24.23	24.71	25.20	25.70	26.21	26.73	27.26
Natural Resource Specialist	24.27	24.76	25.26	25.77	26.29	26.82	27.36	27.91	28.47	29.04	29.62
Naturalist	22.50	22.95	23.41	23.88	24.36	24.85	25.35	25.86	26.38	26.91	27.45
Administrative Assistant II	19.40	19.79	20.19	20.59	21.00	21.42	21.85	22.29	22.74	23.19	23.65
Special Projects Ranger	25.54	26.05	26.57	27.10	27.64	28.19	28.75	29.33	29.92	30.52	31.13
Trails/Natural Resource Technician	21.93	22.37	22.82	23.28	23.75	24.23	24.71	25.20	25.70	26.21	26.73