



Labor Agreement

Between

**Story County
Secondary Roads Department**

And

**Public, Professional and
Maintenance Employees Local 2003**

July 1, 2024 – June 30, 2026

AGREEMENT

THIS AGREEMENT entered into this 1ST day of JULY, 2024, by and between STORY COUNTY, hereafter referred to as the Employer, and PUBLIC, PROFESSIONAL & MAINTENANCE EMPLOYEES LOCAL 2003, hereafter called the Union. Throughout this Agreement, wherever the Act appears, this refers to the Iowa Public Employment Relations Act, identified as Senate File 531, which was signed into law on April 23, 1974.

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 Secondary Roads Department, including Lead Mechanic, Equipment Operator I, II, III, Mechanic, Support Service Assistant, Road Crew Leader, Sign Crew Leader, and Inventory Coordinator as set forth in the Iowa Public Employment Relations Board Order of Certification Case No. 5496, dated July 30, 1996, which excludes the County Engineer, Assistant County Engineer, Road Maintenance Superintendent, Lead Engineering Technician, Engineering Technician, Executive Assistant, Office Assistant, Civil Engineering Coop Student, temporary employees and all others excluded by the Act.

ARTICLE 2 COMPENSATION

The regular rates of pay for each classification of employees is 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.

ARTICLE 3 EFFECTIVE PERIOD

This agreement shall be effective July 1, 2024 and shall continue through June 30, 2026.

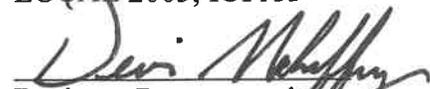
This agreement shall continue in effect from year to year thereafter unless one of the parties seeks modification thereof. The party seeking modification shall cause a written notice to be served on the other party by October 15 of the year prior to the time when modification is desired.

In witness whereof, the parties hereto have caused this Agreement to be executed by their duly authorized representatives this 23rd day of April, 2024.

STORY COUNTY


Chair, Board of Supervisors

PUBLIC, PROFESSIONAL &
MAINTENANCE EMPLOYEES
LOCAL 2003, IUPAT


Business Representative

APPENDIX A

PAY GRADES

GRADE 10

**Lead Mechanic
Inventory Coordinator
Road Crew Leader
Sign Crew Leader**

GRADE 9

**Heavy Equipment Operator (Equipment Operator III)
Mechanic**

GRADE 8

Light Equipment Operator (Equipment Operator I/II)

Secondary Roads - New Scale (Market Adjustments - Steps Frozen)

Salary Schedule - Effective July 1, 2024

	Start	After 1st	After 2nd	After 3rd	After 4th	After 5th	After 6th	After 7th	After 8th	After 9th	After 10th
GRADE 8											
Hourly	25.25	26.26	27.31	28.40	29.54	30.72	31.33	31.96	32.60	33.25	33.92
GRADE 9											
Hourly	27.00	28.08	29.20	30.37	31.58	32.84	33.50	34.17	34.85	35.55	36.26
GRADE 10											
Hourly	28.75	29.90	31.10	32.34	33.63	34.98	35.68	36.39	37.12	37.86	38.62

Salary Schedule - Effective July 1, 2025 (3.0% ATB)

	Start	After 1st	After 2nd	After 3rd	After 4th	After 5th	After 6th	After 7th	After 8th	After 9th	After 10th
GRADE 8											
Hourly	26.00	27.05	28.13	29.25	30.43	31.64	32.27	32.92	33.58	34.25	34.94
GRADE 9											
Hourly	27.81	28.92	30.08	31.28	32.53	33.83	34.51	35.20	35.90	36.62	37.35
GRADE 10											
Hourly	29.61	30.80	32.03	33.31	34.64	36.03	36.75	37.48	38.23	39.00	39.78