

SPECIAL SESSION

NOVEMBER 19, 2010

The Union County Board of Supervisors met in Special session on Friday, November 19, 2010. The meeting was called to order at 12:15 PM with the following members present: Tom McCann, Bob Jansen, Ron Riley, Bob Brown and Mike King.

AGENDA: Motion by Jansen and seconded by Riley to approve the agenda. All voting aye, motion carried.

CLOSED SESSION: Motion by McCann and seconded by Jansen to enter closed session at 12:17 p.m. per Iowa Code 20.17(3). Roll call vote: McCann, aye; Brown, aye; Riley, aye; Jansen, aye; and King, aye. Motion carried. Closed session ended at 12:55 p.m.

SECONDARY ROADS UNION #234 AGREEMENT PROPOSAL: Jack Lipovac, HR One Source; Steve Akes County Engineer; Morris Mitchell, Mike Rollings, Secondary Roads; and Kevin Holzhauser, Union Representative, presented the initial Secondary Roads Union Proposal to the Board. Lipovac presented the counter proposal from the Board to the Secondary Roads Union Representatives. The proposals were as follows:

Secondary Road Proposal

1. Article 9 Leave with Pay

Vacation Leave (Change to read): After five(5) full years of continuous service, three (3) weeks (fifteen (15) days.) When a holiday designated in this Agreement falls within the vacation period, the holiday shall not be included in the vacation period. Vacation leave shall be accrued on a monthly basis; however, it cannot be taken until after the employees' probationary period, and may accrue to a maximum of twice the annual earned rate, but not to exceed twice the annual entitlement. Vacation leave may be taken in a minimum of one (1) day increments.

2. Article 9 Leave with Pay

Funeral Leave (Change to read): Five (5) days per occurrence for arrangement and attending the funeral of wife, husband, child, stepchild or minor child living in the household, mother, father, brother or sister.

3. Article 9 Leave with Pay

Sick Leave (Change to read): A probationary or permanent employee shall be entitled to sick leave with full pay at the rate of twelve (12) hours for each month of employment, subject to the following conditions

4. Article 9 Leave with Pay

Sick Leave (Delete n & o) (new (n) to read: Personal leave, not to exceed five (5) working days annually, to be taken from the employee's accumulated sick leave. These days may be taken in one-half (1/2) day increments.

5. Article 16 Working Hours

Overtime: Change (d) maximum of 40 hours to 80 hours.

6. Article 17 Group Insurance

Employees shall pay co-premiums for Insurance plans as was paid on July 1, 2010 .

7. Article 17 Group Insurance

New paragraph. The employer shall provide at not cost to the employee a Long Term disability plan that pays at least 66 2/3 replacement of an employee's base regular pay, following a ninety (90) elimination period.

8. Appendix A Pay Schedule

July 1, 2011 the base wage of each step of each classification shall be raised by twenty-five (25) cents.

July 1, 2012 the base wage of each step of each classification shall be raised by twenty-five (25) cents.

July 1, 2013 the base wage of each step of each classification shall be raised by twenty-five (25) cents.

9. Appendix 2

The Weed Commissioner will receive an additional \$1.50 per hour from May 1st to September 30th of each year.

The above proposal is a package proposal and as such must be accepted in its entirety. The Union reserves the right during the course of bargaining to add to, delete from or make alternate proposals.

County Counter Proposal

The Employer proposes the current agreement remain unchanged except for the following changes and or deletions.

Article 17 Group Insurance

The employer will provide a health, dental, drug, vision, and life insurance program of the Employer’s choice for the Employee and his/her dependents as follows.

The Employer will provide three options to each regular full-time employee:

Option B (See attached Exhibit A)

Option C (See attached Exhibit A)

Option D (See attached Exhibit A)

Employees who select Plan B will pay \$157.34 per pay period for dependent coverage for the 2011/12 year and \$52.45 for the single coverage. The employee’s share will increase up to a maximum of 10% for the 2012-13 year (\$173.08 and \$57.69)

Employees selecting Plan C will pay \$94.40 per pay period for dependent coverage for the 2011/12 year and \$31.47 for the single coverage. The employee’s share will increase up to a maximum of 10% for the 2012-13 year (\$103.94 and \$34.62).

Employees selecting Plan D, the County will pay the entire premium each month.

The insurance programs, including eligibility, referred to in this contract shall be subject to all terms and conditions of the contract with the insurance carrier(s) selected by the Employer.

During the terms of this agreement, the parties agree to meet quarterly to discuss the insurance program along with the claims and financial aspect of the plan.

Article 25 Discharge

Delete

Appendix 1 Pay Schedule

No Changes

COUNTY HANDBOOK: Jack Lipovac also discussed the new draft of the County Handbook with the board which includes changes to FMLA. The Board requested that Lipovac send the new draft to the County Auditor and that the County Auditor will distribute to all elected officials and department heads. Any changes or recommendations that any of the elected officials and department heads have, should be directed to the County Auditor, which will then be presented to the Board for discussion.

MINUTES: Motion by Jansen and seconded by Riley to approve the November 15, 2010 minutes. All voting aye, motion carried.

ADJOURNMENT: There being no further business the meeting adjourned at 3:15 pm.

ATTEST: _____ **BY:** _____
THERESA PUDENZ, DPTY AUDITOR MICHAEL KING, CHAIR BOARD OF SUPERVISORS