

2026-2031
NEGOTIATED AGREEMENT
JOHNSON COUNTY BOARD OF SUPERVISORS
AND
LOCAL 183 AFSCME
AMBULANCE DEPARTMENT EMPLOYEES

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ARTICLE 1

Recognition

- 1.1 The employer recognizes the union as sole and exclusive bargaining representative for employees of the Johnson County Emergency Ambulance Service, excluding all other employees of Johnson County, the ambulance service director, and all employees excluded by Section 4 of the Iowa Public Employment Labor Relations Act.

The Employer, the Union and the employees further recognize and declare their mutual desire to promote harmonious and cooperative relationships among the parties covered by this agreement and to ensure the effective and efficient operation of the Johnson County Ambulance Department.

ARTICLE 2

Hours of work/Employee terminology/ Part-time benefits/ Holiday pay and sick leave for clerks and billing coders

2.1 Work week

- A. The normal work week for full-time employees will be 40 hours in the week starting Monday and ending the following Monday.
- B. This article is intended to set forth the normal work week, but shall not be construed as a guarantee of any amount of work per day or per week, or as a limitation of hours of work per day or per week.

2.2 Work schedule

- A. Work schedules are defined as an employee's assigned hours, days of the week, days off, and shift rotations. The employer shall provide 30 calendar days' notice to the union and the affected employees prior to making permanent changes in work schedules. Temporary work schedule changes shall not be made for the purpose of avoiding overtime except for work-related court appearances and depositions.
- B. Employees may move from shift to shift, pursuant to Article V, when openings occur. The employer cannot move employees to a different shift except on a temporary basis in accord with Section 4.6(C).

2.3 Work shift

The normal hours of work for each shift shall be consecutive. Employees shall be granted equal scheduled time off for equal scheduled hours worked.

2.4 Definition of full-time and part-time employees

- A. A full-time employee works the normal work week set forth in Section 2.1(A).
- B. A part-time employee works less than the normal work week set forth in Section 2.1(A).
- C. Part-time employees who work an average of 40 hours per week in a 6-month period defined below will receive holiday, sick leave and vacation benefits in the same ratio as full-time employees, but they will be paid out in a lump sum format on or about January 1 and July 1, instead of accruing the benefits for usage. (i.e. a part-time employee who averages 40 hours in their second to fourth year of employment, for 60 hours if in their fifth through ninth year of employment, and for 80 hours if employed for ten or more years; and paid for sick leave for 27 hours at their current rate of pay).

2.5 Part-time employee benefits

A. Holidays/Vacation/Sick leave

1. Eligibility

- a) On the first week in July and January in each contract year, the director/designee shall post a list of all part-time employees currently in the bargaining unit and the average number of hours each worked per week during the prior 6 months. The average number of hours will be the result of dividing the total number of hours in the 12 highest paid pay periods worked during the prior 6 months divided by 24.
- b) A part-time employee whose number of hours worked, calculated pursuant to Section 2.5(A)(1)(a), is fewer than 480 hours is not eligible for benefits.
- c) A part-time employee whose number of hours worked, calculated pursuant to Section 2.5(A)(1)(a), is 480 hours or more is eligible for holiday, vacation and sick leave benefits as set forth in 2.5(A)(2).
- d) Any hours classified as full time will not be calculated pursuant to section

2. Part-time holiday, vacation and sick leave benefits

a) Holidays

During the 6 calendar months after the part-time employee becomes eligible, the part-time employee shall receive 6 hours holiday pay for each holiday. These hours shall not count as hours worked for purposes of computing overtime. In addition to holiday pay, for any hours worked on such holiday the employee shall be paid 2 times his regular rate of pay. Holidays shall include:

Martin Luther King Jr. Day

President's Day

Memorial Day

Juneteenth

Independence Day

Labor Day

Veterans Day

Thanksgiving Day

Friday after Thanksgiving (Date observed by county)

Christmas Eve (Date observed by county)

Christmas Day

New Year's Day (Date observed by county)

Part-time employees shall not receive a personal day.

For the purposes of computing premium pay for the holidays designated, the holiday double time premium shall be paid for all hours worked starting at 0700:00 on the designated holiday and will end at 0700:00 the following day.

b) Vacations

Employees will be deemed to have immediately accrued half the vacation they would have accrued had they been full-time employees during the prior 6 months, based on their seniority status during the prior 6 months, but may accept, in lieu of paid time off as vacation, cash payment equivalent to the number of hours of accrued vacation times the employee's corresponding regular rate(s) of pay during the prior 6 months as set forth in the Appendices. In lieu of cash payment, the employee may request the earned

vacation benefit to be used as vacation time (including emergency vacation) not to exceed 100 hours.

c) Sick leave

Employees will be deemed to have immediately accrued half the sick leave they would have accrued had they been full time employees during the prior 6 months to a maximum of 54 hours), but must accept, in lieu of paid sick leave, cash payment equivalent to one fourth of those hours times the employee's current regular rate of pay as set forth in the Appendixes.

d) Insurance

1. Eligibility

a) A part-time employee whose average number of hours worked, calculated pursuant to Section 2.5(B)(1)(a), is fewer than 480 is not eligible for health, dental, life or disability insurance benefits.

b) A part-time employee whose average number of hours worked, calculated pursuant to Section 2.5(B)(1)(a), is 20 or more, is eligible for insurance as set forth in Section 2.5(B)(2).

2. The eligible part-time employee may receive health, dental and life insurance on the same terms governing provision of such insurance to full-time county employees, except that the part-time employee must pay, in addition to any premium paid by the employee, 50 percent of any premium paid by the county under terms governing provision to full-time employees.

a) The notice posted pursuant to Section 2.5(B)(1)(a) shall advise eligible employees how to initiate insurance coverage.

3. The director/designee shall not assign part-time hours to prevent any part-time employee from becoming eligible for benefits.

2.6 Holiday pay and sick leave accrual for clerks and billing coders

Holiday pay: 8 hours pay for each holiday

Sick leave accrual: Johnson County Employee Handbook

ARTICLE 3

**Grievance procedure/
Discipline and discharge**

3.1 Definition

A grievance shall be defined as a dispute an employee may have with the Employer involving the interpretation or application of a specific term or provision of this agreement.

3.2 Policy

- A. All levels of agency supervisory or staff personnel shall be directed to consider grievances and complaints as a first order of business. The maximum time limit set forth in the various steps should not be used where there is an immediate safety hazard or if circumstances will permit a more prompt processing of the grievances or complaint.
- B. Any employee may file a grievance except in cases of discipline or discharge of new employees during their 6 - month probationary status. No grievance shall jeopardize the grievant's position, opportunities for advancement or wage increase.
- C. All grievances and complaints shall be discussed with the Employer on County time. Employees are encouraged, but not required, to discuss a problem or complaint with their immediate supervisor.
- D. An extension of the time limits specified in the grievance procedure may be made when mutually agreed upon in writing.
- E. Nothing in this section shall be construed to limit the rights of bargaining unit employees under the Iowa Public Employment Relations Act.

3.3 Minimum procedural requirements

- A. The Union steward shall be allowed to process and/or discuss a grievance during regular working hours, receiving their normal pay, upon receiving the permission of their supervisor, and such permission shall not be unreasonably withheld.
- B. The grievant shall be allowed to discuss their grievance with the Union steward without loss of pay during working hours, upon receiving the permission of their immediate supervisor, and such permission shall not be unreasonably withheld.
- C. The employee or employees involved in the proceeding will cooperate with the supervisors so there will be a minimum of interference with the normal operation of the agency's work.
- D. By the mutual written agreement of the parties, separate grievances may be consolidated. If practical, such consolidation will take place by Step 4 of the procedure.

3.4 Grievance steps

A grievant has the right to be represented by the Union. However, if an employee chooses to invoke their grievance procedure without representation from the Union, the

Union steward shall have the right to be present at each step, and no grievance settlement shall conflict with the terms of this Agreement.

All grievances must be presented promptly and no later than 21 calendar days from the date the grievant first became aware of or should have become aware of with the exercise of reasonable diligence, the cause of such grievance; however, under no circumstances shall a grievance be considered timely after 6 months from the date of occurrence.

Step 1:

The grievant may, with Union representation if desired, file a grievance in writing to the supervisor containing the alleged contract violation and the requested remedy. Within 10 calendar days of the written grievance, the supervisor shall answer the grievance, in writing, to the grievant and the Union.

Step 2:

If the grievant is not satisfied with the decision of the supervisor the grievant may, with Union representation if desired, within 10 calendar days of the written notification of the Supervisor, file an appeal in writing to the Board of Supervisors' designated representative. It shall contain all the pertinent matters which were brought forth in the first step. The Board's designated representative shall meet with the grievant, and their Union representative if desired, within 10 calendar days of the receipt of the appeal to discuss all pertinent matters. The Board's designated representative's final decision on the grievance will be presented in writing to the grievant and their Union representative within 10 calendar days after the close of the meeting.

Step 3:

If the grievant is not satisfied with the decision of the Board of Supervisors, designated representative the grievant may, with Union representation if desired, within 10 calendar days of the written notification of the Board of Supervisors' designated representative, follow one, and only one of the following procedures:

- A. Send a written notice to the Board of Supervisors' designated representative and follow the procedures in Step 4(B) (Arbitration).
- B. File an appeal in writing to the Board of Supervisors which shall contain all pertinent matters which were brought forth in the first 3 steps. The Board of Supervisors shall set a hearing for its next regular meeting after receipt of written notification of appeal. The Board of Supervisors' decision shall be presented in writing to the grievant, the Union, and the supervisor within 14 calendar days of the hearing.

Step 4: Arbitration

- A. If the disposition of the grievance in Step 3(B) is not satisfactory to the grievant, the grievant may, by sending a written notice to the Board of Supervisors' designated representative within 10 calendar days after the response of the Board of Supervisors, request arbitration.

- .B. The parties shall within 10 calendar days after notice of request for arbitration, attempt to select an arbitrator by mutual agreement. If the parties fail to select an arbitrator, the PERB shall be requested by either or both parties to provide a panel of 5 arbitrators. Both parties shall have the right to strike names from the panel. The parties shall meet and by the flip of a coin determine which party shall strike the first name from the list; the other party shall then strike one name; the process shall be repeated, and the remaining person shall be the arbitrator. The decision of the arbitrator shall be final and binding on the parties, and the arbitrator shall be requested to issue their decision within 30 calendar days after the conclusion of the testimony and argument.

Expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Union. However, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record and makes copies available without charge to the other party and to the arbitrator. The singular employee shall also be interpreted to mean employees where such would be applicable.

3.5 Time limits

Failure by an employee to comply with any time limitation shall constitute a withdrawal of the grievance.

Failure of the Employer to comply with any time limitations shall automatically move the grievance to the next step in the grievance procedure.

3.6 Form and content of written appeal notification

- A. The appeal shall be in writing.
- B. The appeal shall contain specific information as to the section of the Agreement claimed violated, the time and place of the alleged complaint or grievance, notation of procedures followed, and corrective action desired.
- C. All germane information brought out in the hearings may be added to and shall become a part of the appeal.

3.7 The hearing

- A. All hearings shall be held in an informal manner. Witnesses may be called by either party and questioned by both parties. Documents and written statements which are material shall be considered but shall not be limited by rules of evidence.
- B. The aggrieved employee shall be notified far enough in advance of any hearing so that he/she can make arrangements to attend the hearing.

- C. The aggrieved employee and all witnesses, who are classified county employees, shall be allowed time off with pay to attend the hearings. But witnesses shall not be cumulative and shall be controlled as to numbers as not to affect the service of the agency. Statements of witnesses may be taken in lieu of appearances or stipulation made thereto.
- D. No classified employee may be coerced by their supervisor or the County into not proceeding with a grievance or appearing as a witness at a hearing. Such action by the supervisor or County shall be considered as a basis for a grievance.

3.8 Authority of arbitrator

The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. He/she shall consider and decide only the specific issue submitted to them in writing by the Employer and the Union and shall have no authority to make their decision on any other issue not so submitted to them.

The Arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the application of laws and rules and regulations having the force and effect of law. The arbitrator shall submit in writing their decision within 30 calendar days following close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The arbitrator's decision shall be based solely upon their interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. All awards of back pay shall be limited to the amount of wages the employees would have earned from their employment with the Employer, less any other compensation for personal services that they have received from any other source during said period.

No decision of an arbitrator or of the County in any grievance case shall create the basis for retroactive adjustment, except of awards of back pay as described above, or other adjustment in any other case.

No arbitrator shall decide more than one grievance on the same hearing or series of hearings, except by mutual agreement between the parties.

3.9 Discipline and discharge

The parties recognize the authority of the Employer to suspend, discharge, demote or take other appropriate disciplinary action against employees for just cause. An employee who alleges that such action was not based on just cause, may appeal a suspension, discharge, or demotion taken by the Employer beginning with the second step of the grievance procedure. Written or oral reprimands shall begin with the first step of the grievance procedure.

Any disciplinary action or measure imposed upon an employee may be processed as a grievance through the grievance procedure. The Employer shall not discipline an employee without just cause, recognizing and considering progressive discipline where applicable.

The Union shall receive written notice of any disciplinary action or measure imposed upon an employee within 3 working days of the time such action is taken.

All disciplinary actions must be imposed promptly and no later than 14 calendar days from the date the Employer first became aware of or should have become aware of with the exercise of reasonable diligence, the cause for disciplinary action; however, under no circumstances shall a disciplinary action be imposed after 6 months from the date of occurrence.

ARTICLE 4

Seniority

4.1 Definition

Seniority means an employee's length of continuous service, including any probation period, with the employer since last date of hire.

4.2 Probation

New employees shall remain on probation for 1040 worked hours after their date of hire.

4.3 Seniority lists

Not less than every 6 months, the director/designee shall post the seniority list electronically showing the continuous service of each employee. Unpaid non-FMLA leaves of absences do not count towards seniority.

4.4 Breaks in continuous service

An employee's continuous service record shall be broken by voluntary resignation, discharge for just cause, and retirement, or for failing to return to work at the end of any leave of absence or its extension. There shall be no deduction from continuous service for any time lost which does not constitute a break in continuous service.

4.5 Part-time service

Part-time service by any employee shall be included in the employee's length of continuous service on a pro-rata basis, based upon the number of hours worked by that employee.

4.6 Work force changes

A. Definitions:

- 1) A regular position is one determined by the employer to be ongoing in nature, of a duration in excess of four months.

- 2) A temporary position is one determined by the employer to end at a definite time.
- 3) Employees in both regular and temporary positions can work full-time or part-time.

B. Posting new regular positions or vacancies in existing regular positions:

1) Posting

No newly created regular position or permanent vacancy in an existing regular position in the bargaining unit shall be filled until notice of the new position or vacancy has been posted for 7 calendar days. The notice shall state the specific shift to which the position is currently assigned and have attached to it the job description. Notification will be sent to all JCAS employees covered under the CBA the first day the posting is posted. Notification shall be consistent with the current method utilized to inform staff of open hours. Internal and external postings may run simultaneously.

2) Bidding

Applications for a posted position must be submitted in the requested manner to the Director/designee by the end of the posting period. The Director/designee shall offer the position within 14 calendar days to the most senior qualified applicant from within the bargaining unit. If a Clerk I, Billing Coder or EMT successfully bids for a Paramedic classification the Director/designee may return the bidder to the previous classification during orientation or within 180 hours thereafter, if the Director/designee determines the employee's performance as a Paramedic is unsatisfactory. The Director's/designee's determination may be grieved. A bidder returned to a previous classification may not bid for a Paramedic classification again for six months after the return.

C. Filling temporary vacancies in regular positions, new temporary positions or vacancies in existing temporary Positions:

- 1) The director/designee may fill temporary vacancies in regular positions, new temporary positions or vacancies in existing temporary positions in the bargaining unit either by new hire, open hour distribution or posting for 7 calendar days. However, no employee may be temporarily assigned more than twice in a calendar year, unless the employee agrees; and a temporarily assigned employee shall be paid the wage rate established for the assigned position, or the employee's regular rate of pay, whichever is greater. It is the intent of the director/designee to fill job vacancies by means other than temporary assignment except in cases of emergency, and notice will be given to the assigned employee as soon as possible.

- 2) Absent employee agreement to the contrary, employees with 3 or more years seniority may be temporarily assigned to a different shift for no more than 6 months per year. Other employees may be permanently assigned to a different shift.

4.7 Definition of qualified

Whenever the word "qualified" appears within this Article, the director/designee shall determine who is in the qualified pool of applicants, to which seniority is to be applied, according to the following criteria:

- A. The applicant's documented ability to perform an assigned job function;
- B. Whether the applicant has the minimum qualifications set forth in the job description of the job sought; and
- C. The applicant's job evaluations and disciplinary record or lack thereof.

ARTICLE 5

Holidays

5.1 Holidays recognized and observed

Martin Luther King Jr. Day

President's Day

Memorial Day

Juneteenth

Independence Day

Labor Day

Veterans Day (Date observed by county)

Thanksgiving Day

Friday after Thanksgiving (Date observed by county)

Christmas Eve (Date observed by county)

Christmas Day

New Year's Day

One personal holiday

5.2 Holidays worked

If an employee works on any of the holidays listed above, they shall be paid the following premium -- double time for all hours worked on the holiday, in addition to their holiday pay.

5.3 Holiday pay

Eligible employees shall receive 12-hour pay for each of the holidays. The personal holiday shall equal 24 hours and be taken in minimum increments of 8 hours in conjunction with a shift of the same duration as the personal holiday hours taken. Holiday hours not worked shall not count as hours worked. But personal day hours shall count as hours worked.

ARTICLE 6

Wages and longevity

6.1 Wage schedule

A. Effective July 1, 2026 all employees shall be paid as indicated in Appendix A of this contract and receive automatic step increases in accord with their eligibility date.

B. Following years of contract are open for wages FY28, FY29, FY30, FY31.

6.2 New positions

If any position not listed on the wage schedule is established within the bargaining unit, the director/designee may designate a job classification and pay schedule for the new position. If the union does not agree that the classification and pay schedule are appropriate, the union shall have the right to submit the issue as a grievance in accordance with the regular grievance procedure.

Any new hire employee who has relevant experience beyond the minimum qualifications of the EMT or Paramedic position to which they are appointed may be paid at an advanced step of the wage matrix. This step will not exceed step 8 (10 years) of the Ambulance wage matrix.

Credit for previous experience beyond the minimum will be determined by the Ambulance Director, Assistant Ambulance Director and Human Resources. Criteria will be based on hours worked and comparable service metrics (call volume, 911/transfer, metro/rural, EMT/Paramedic experience). The wage assignment will not be grievable.

6.3 Pay period

The salaries of employees shall be paid on the regular pay day of the county.

6.4 Longevity

An employee hired before July 1, 2021, is eligible to receive an additional 5 cents per hour for each additional year of service starting on their 5th anniversary. Longevity pay will be incorporated into the employee's regular rate of pay.

6.5 Specialty Positions

a. Lead Worker

The Lead Worker is a designated bargaining unit employee assigned to provide basic on-shift coordination only when a supervisor or member of management is not available and/or when a Lead Medic is not assisting with operations. The Lead Worker is typically the most senior qualified employee on duty at the main base and is responsible for maintaining operational continuity and serving as point of contact during the shift. Employees assigned to this role shall receive an additional \$2.00 per hour for all hours worked as Lead Worker.

b. Field Training Officer (FTO)

The Field Training Officer (FTO) is a designated bargaining unit employee assigned to assist with the training of new or transitioning staff in accordance with department standards. FTOs shall be members of the FTO program and must complete required training as established by the Director, or designee. Employees assigned and performing FTO responsibilities shall receive an additional \$2.00 per hour for all hours worked in the FTO role.

6.6 Meetings

Employees will be paid, at the appropriate rate of pay, a minimum of one hour when required to attend mandatory meeting and mandatory training including BLS, ACLS, and PALS.

6.7 Training and conferences

Effective each July 1st, the County shall provide at least the following minimum amounts for individual employee training budgets:

Full-time paramedic and EMT employees - \$400 budget for each employee
Part-time paramedic and EMT employees - \$200 budget for each employee

ARTICLE 7

Sick leave

7.1 Eligibility

Full-time employees unable to work due to illness or injury shall receive sick leave with pay. The employee may charge doctor's appointments or other health maintenance needs on a partial day basis to accumulated sick leave or may use trading time. The director/designee shall be notified in writing as soon as reasonably possible after the appointment is made, except in emergency or where trading time is available.

Employees shall be eligible for sick leave after 30 days full-time service but shall begin to accrue sick leave from their date of hire. Sick leave shall not accrue while an employee is on unpaid leave of absence or is receiving worker's compensation. Full-time employees with 20 or more years of service choosing to reduce hours to part-time status will have their sick leave accruals cashed out 4:1 or be placed in a frozen bank which will become available if the employee returns to full-time status. Full-time employees with less than 20 years of service choosing to reduce hours to part-time status will have their sick leave accruals placed in a frozen bank which will become available if the employee returns to full-time status. Part-time employees injured on the job will be able to utilize their individual frozen bank of sick leave to compensate for hours previously scheduled until worker's compensation begins.

7.2 Accrual/Family sick leave

- A. Sick leave accrues for full-time employees at the rate of 18 hours per month, to a maximum of 1,320 hours.
- B. Sick leave may be used for illness of a spouse, domestic partner, child, parent, or other permanent member of the immediate household.
- C. Sick leave used under Section 7.2(B) shall be limited to a maximum of 96 hours per year unless the director/designee approves more.
- D. All sick leave in an employee's account at the time of this agreement will remain in this account and will not be affected by Section 7.2(A).

7.3 Medical statement

An employee who receives sick leave on two consecutive dates/shifts must supply a doctor's note at their own expense.

A perception or pattern of sick leave abuse will be investigated and will be subject to disciplinary action up to termination.

Sick leave will not count as hours worked.

7.4 Notification

An employee shall verbally notify the supervisor/designee in accordance to department policy when the employee will miss due to illness or injury. Unless such notification is given, the absence will not be charged to sick leave but will be considered a leave of absence without pay. Unusual circumstances will be evaluated and may result in charging the absence to sick leave. An employee who becomes sick at work will notify the supervisor on duty and the employee must have permission of that supervisor to leave; such permission shall not be unreasonably withheld.

7.5 Sick leave conversion procedure

- A. Employees who have accumulated 720 hours of sick leave may convert additionally accrued sick leave to vacation at the rate of one hour vacation for every four hours of sick leave accrued. This conversion right exists only so long as 720

hours sick leave is maintained, but employees who have converted sick leave to vacation pursuant to this section will retain that vacation even though their accumulated sick leave falls below 720 hours. Use of vacation converted from sick leave will be governed by the rules governing use of regular vacation.

7.6 Co-Worker Aid Fund

See Vacation Donation policy in Johnson County Employee Handbook.

ARTICLE 8

Leaves of Absence

8.1 Application for leave

Any request for a leave of absence shall be submitted in writing by the employee to the Director/designee, except where otherwise stated. The request shall state the reason the leave of absence is being requested and approximate length of time of the leave.

Authorization for a leave of absence, if granted, shall be furnished to the employee by the Director/designee, and it shall be in writing, except where otherwise stated.

In the case of paid leaves, the request shall be made as soon as the request becomes known to the employee and shall be answered within 48 hours, except where otherwise stated.

In addition to accruing seniority while on any leave of absence granted under the provisions of this Agreement, employees shall be returned to the position they held at the time the leave of absence was requested; however, if an employee is returning from an educational leave during which the employee has acquired the qualifications for a higher rated classification the employee shall be returned to the higher rated classification under the following conditions:

- A. The position became or remained open during the employee's leave, and it is still open at the time the employee returns from leave; and
- B. The employee requests assignment to the higher rated position within 10 days after returning from an educational leave, and the Director/designee shall fill the position according to the provisions of the Article 4, Seniority.

8.2 Paid leaves

A. Family death

In case of death in the immediate family of a full-time employee, the employee shall be granted 5 calendar days up to a maximum of 2 scheduled work shifts leave of absence to make household adjustments, or arrange, or attend funeral services. "Immediate family" is defined as spouse, domestic partner, children, parents, siblings, stepparents, stepchildren, step-siblings, grandparents,

grandchildren, parents-in-law, sisters or brothers-in-law, sons or daughters-in-law, guardian or other permanent members of the immediate household. A request for such leave shall be given to the director/designee and shall be answered verbally upon request, and in writing within 24 hours.

Only days absent which would have been compensable workdays will be paid. No payment will be made during holidays, layoffs, or leaves of absence other than what would have been paid absent the funeral leave.

B. Jury duty

Employees shall be granted a leave of absence with pay any time they are required to report for jury duty or jury service. Employees shall return to the Employer pay received as juror, excluding mileage. Any employee summoned for jury duty, but not selected to serve on the jury, who is discharged by noon shall return to work.

C. Witness duty

Employees subpoenaed to appear before a court or other public body on any matter not related to their work in which they are not a party shall be granted a paid leave of absence for the period required to respond to the subpoena.

Employees shall be paid the full amount of their regular rate of pay and reimburse any witness fee to the Employer, excluding mileage.

Any time spent by an employee subpoenaed to appear before a court or other public body as a result of their work shall be considered hours worked and be paid at the appropriate rate.

D. Parental Leave

Parental leave shall be available to full-time, benefit eligible employees for the birth of a child, adoption of a child, placement of a child in the employee's home, or court-appointed guardianship.

Parental leave must be taken within twelve (12) weeks of the child's birth, adoption, placement, or court-appointed guardianship.

Employees shall be granted up to 12 weeks of paid leave to be taken first from available sick leave accruals. Accrued compensatory time and vacation must be used after sick leave is exhausted and before requesting unpaid leave.

8.3 Unpaid leaves

A. Eligibility requirements

Employees shall be eligible for unpaid leaves of absence, after their probationary period.

In the event an employee fails to return to work at the end of any such leave, or its extension, the employee shall be deemed to have voluntarily resigned or, if applicable, voluntarily retired on the last day of work prior to such leave. During a leave of absence without pay for more than one month, the employee:

1. Must pay any insurance premiums falling due during any month the employee is not on the payroll if coverage is desired.
2. Shall not receive any other accruals or job benefits during the period of absence.
3. Shall not earn sick, vacation, or other forms of leave with pay.

B. Reasonable purpose

Leave of absence for a limited period shall be granted for any reasonable purpose which, in the judgment of the Director/designee, fulfills one or more of the following criteria:

1. Required by law.
2. Increases the ability of employee to fill their job functions.
3. Is likely to benefit residents of the county by increasing knowledge, skill, techniques, efficiency, or ability within the department.
4. Increases the likelihood of harmonious relations.
5. Enhances the employee's health, welfare, or career advancement.

Leaves shall be extended or renewed by the same criteria. Applications for leaves or extensions or renewals of leaves shall not be unreasonably refused by the Director/designee and are subject to the Grievance Procedure. Under no circumstances may a leave of absence exceed one year.

C. Union business

Employees elected to any Union office or selected by the Union to do work which takes them from their employment with the Employer, shall be granted a leave under Section 8.3(3). A leave of absence shall not exceed one year but may be renewed under the same section.

Request for leaves of absence for Union business must be submitted in writing to the Director/designee not less than one month before the time of the leave. The Director/designee shall respond to the request in writing not less than two weeks before the time of the leave.

D. Education

After completing one year of service, any employee shall be granted a leave of absence for educational purposes. The period of the leave of absence shall not

exceed 1 year. The period of time for the leave may be extended or renewed. One year's leave of absence (with any requested extension) for educational purposes shall not be provided more than once every 5 years.

All requests for educational leaves must be submitted in writing to the Director/designee not less than one month before the time of the leave, if notified far enough in advance to allow one month's notice. Otherwise, notification will be as soon as possible. The Director/designee shall answer the request in writing not more than 2 weeks after he/she receives the notice.

E. Military service

The Employer shall follow the requirements of federal and state law concerning leaves of absence for military purposes, including reserve training as well as active service.

8.4 Limitations

No more than one full-time employee from each shift shall be granted an unpaid leave of absence at any one time, except for military, maternity/paternity and leaves lasting less than one month, for which there shall be no limitation.

ARTICLE 9

Vacation

9.1 Eligibility

Every full-time employee in the unit shall accrue vacation as follows:

During the first year of employment through fourth years. 120 hours

During the fifth through ninth years 160 hours

During the tenth through nineteenth years. 200 hours

During the twentieth or later years 240 hours

Earned vacation will be pro-rated according to actual time worked. All paid leaves count as time worked.

Vacations must be taken or forfeited and cannot be accumulated past 2 years.

9.2 Vacation pay

The rate of vacation pay shall be the employee's regular rate of pay.

9.3 Choice of vacation period

Vacation requests shall be submitted between January 1st and January 15th of every calendar year for the period of time of January 15th of the current year through January 14th of the following year. Vacation requests received in the approved time period will be approved the following week based on seniority.

Any vacation requests submitted after January 15th will be filled on a first-come, first-serve basis. No more than three full-time employees from one shift may take vacation at the same time. If the unavailability of part-time or full-time employees or the nature of the work makes it necessary to limit the number of employees on vacation at any one time, limits and procedures will be used:

1. Vacations shall not be granted more than a year in advance.
2. After the January 15 deadline, vacations shall be requested at least 21 calendar days in advance and will be approved on a first come, first serve basis.
4. The Director or their designee may waive requirements of advance notice and shall not unreasonably refuse to do so.
5. Vacation requests will be answered as soon as practicable within the constraints of section 9.3.
6. Vacation requests must be in a minimum of four (4) hours. Requests for less than four (4) hours may be approved if filling the shift does not result in payment of overtime.

9.4 Work during vacation period

It is not required that an employee work during an approved time off.

9.5 Vacation rights in case of layoff or separation

Any employee who is laid off, discharged, retired, or separated from the service of the Employer for any reason, prior to taking their vacation, shall be compensated in cash for the unused vacation they accumulated at the time of separation (not to exceed 10 weeks). However, if the employee fails to give at least 2 weeks' notice to the Director/designee in writing before resigning, this compensation for unused accumulated vacation time shall be forfeited.

ARTICLE 10

Call time

10.1 Call time

Any eligible employee called to work outside of their regularly scheduled shift shall be paid for a minimum of two hours at the rate of time and one-half.

If the call time work assignment and the employee's regular shift overlap, the employee shall be paid the call time rate of time and one-half until they complete two hours work. The employee shall then be paid for the balance of their regular work shift at the appropriate rate. If the call time work assignment is entirely outside of their regular work shift, the employee shall be paid the call time rate of time and one-half until they complete two hours work. The eligible employee shall then be paid for the balance of the time worked at the appropriate rate.

ARTICLE 11

Overtime and compensatory time

11.1 Rate of pay

Overtime work shall be paid at the rate of time and a half the employee's regular hourly rate of pay.

In lieu of cash payment, employees may choose to take one and one half hours of compensatory time for each hour of overtime worked, to a maximum amount of 280 hours. In addition, employees will have the option of cashing out one-half of their accrued compensatory time once per contract year in December.

Use of compensatory time shall be granted in accordance with Article 9 - Vacations.

11.2 Overtime base

Employees shall be paid overtime for any hours worked in excess of 40 hours in a work week.

11.3 Distribution

The opportunity for overtime work shall be distributed equally. There shall be no discrimination against any employee who declines overtime, which is not regularly scheduled.

11.4 Voluntary overtime

After the final pay period of each calendar year there will be two overtime lists established. The first list will begin with the full-time employees, starting with the most senior to the least senior. The second list will be comprised of all the part-time paramedics starting with the most senior to the least senior.

The full-time list will run on a revolving basis rather than a rotating basis. Employees may take shifts of less than eight hours and remain first up for the next available hours.

If the overtime is not accepted by a full-time employee, the hours will be offered by seniority to employees on the part-time list. The part-time overtime shall be maintained in the same manner as the full-time list.

This procedure shall be followed until the required employees have been selected for overtime work; otherwise, mandatory overtime procedure shall apply. Operational efficiency will be considered in the distribution of hours.

When an automated process is implemented, the previous paragraphs will be obsolete or changed.

11.5 Mandatory overtime

Employees shall receive ten (10) percent of their regular hourly wage (wage paid if working) for all hours in stand-by status. Time spent in stand-by status shall not count as hours worked. An employee ordered to report to work from stand-by status shall be paid two (2) hours at one and one-half times the employee's hourly wage, regardless of actual time worked.

All stand-by will be voluntary. Employees will be allowed thirty minutes to respond.

Overtime work shall be voluntary, which shall be controlled by the Article 2 - Hours of Work. However, only when it is necessary to maintain the regular numbers of employees on each shift and only when all other alternatives have been exhausted (i.e., use of voluntary overtime; use of part-time employees), the following shall apply: The full-time employees will equally share the obligation to work mandatory overtime starting with the least senior employee and proceeding up the seniority list. After the full-time seniority list has been exhausted the obligation will start over with the least senior full-time employee. Additionally, every January 1, the procedure will start over.

Once overtime goes to the mandatory list, the overtime resulted will not count as regular overtime worked for the purposes of equalization. Therefore, mandatory overtime worked will not change who will be offered the next overtime opportunity.

A record of the overtime hours worked by each employee shall be posted online.

11.6 Computation

Unless specified to the contrary elsewhere in this agreement, for the purpose of computing overtime, all hours in paid status except sick leave and workers' compensation shall be counted in determining overtime.

11.7 Anti-Pyramiding of Premium Pay and Compensatory Time

Comp time cannot be accrued or earned in the same work week that comp time was utilized for paid time off.

ARTICLE 12

Personnel transactions

12.1 Information to outside parties

Any request for information by an outside person or organization concerning any material contained in the employee personnel files shall not be released without the written approval of the employee.

12.2 Personnel file review

The contents of the employees' personnel files are open for viewing only by the employee, their supervisor, department head; and legally authorized agencies unless the employee puts their file at issue in the grievance procedure, in which case all relevant items shall be available as necessary to properly process the grievance.

Employees must be advised of the materials in their personnel file on or about the effective date of this Agreement. Employees shall initial or sign any documents placed in the file to verify their knowledge of these documents.

12.3 Copies to employees

Employees will receive a copy of all personnel transactions affecting their status from the Employer from the effective date of this Agreement forward. These changes will usually be for promotions, merit pay increases, change from probationary to permanent status, demotions, pay adjustments due to pay range increase or evaluations. Questions relative to personnel transactions should be directed to the employee's supervisor or to the Employer.

12.4 Just and proper cause

The Employer will not submit to the employee's personnel file any subject matter without just and proper cause.

ARTICLE 13

General provisions

13.1 Pledge against discrimination and coercion

The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, sex, marital status, race, color, creed, national origin, or political affiliation. The Union shall share equally with the Employer the responsibility for applying this provision of the Agreement.

All references to employees in this Agreement designate both sexes, and wherever the male gender is used it shall be construed to include male and female employees.

The Employer agrees not to interfere with the rights of employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Employer or any Employer representative against any employee because of Union membership or because of any employee activity in an official capacity on behalf of the Union, or for any other cause.

The Union agrees not to interfere with the rights of employees to refuse to become members of the Union, and there shall be no discrimination, interference, restraint or coercion, by the Union, or any Union representative against any employee because of lack of Union membership, or because of any employee's refusal to join the Union, or for any other cause.

The Union recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint, or coercion.

13.2 Union bulletin boards

The Union agrees to furnish and maintain a suitable bulletin board in a convenient and appropriate place in the work area to be used by the Union. The Union shall limit its posting of notices and bulletins to the bulletin board.

13.3 Union activity on employer's time and premises

The Director/designee agrees that during working hours, on the premises of the Department, and without loss of pay, the Union steward shall be allowed to consult with the Director/designee concerning the enforcement of any provision of this Agreement, so long as the Director/designee receives reasonable notice before such consultation takes place, and so long as such consultation does not interfere with the regular work of the unit.

The steward will be allowed to post Union notices on the Union bulletin board.

13.4 Work rules

The Employer agrees to make available a copy of the work rules in an accessible electronic format within a reasonable time of there being effective. The Director/ designee shall provide 21 calendar days' written notice of any change in the work rules, except in cases of emergency. Notification shall be consistent with the current method utilized to inform staff of open hours.

The final decision on the nature and content of the work rules shall be reserved to the Director/designee.

Work rules shall be uniformly applied and enforced.

13.5 Uniforms and protective clothing

A. General provisions

Each employee shall receive clothing, which shall be satisfactory in condition and properly fitted, and equipment as required by them to carry out their assigned duties:

Full-time employees and part-time paramedic employees:

- 2 long-sleeve shirts
- 2 short-sleeve shirts
- 3 pair of pants
- 1 spring/fall coat
- 1 raincoat with hood
- 1 winter coat
- 1 pair of shoes/boots

EMT:

- 1 long-sleeve shirt
- 1 short-sleeve shirt
- 1 pair of pants
- spring/fall coat
- shared raincoat with hood
- shared winter coat
- 1 pair of shoes/boots

Backup uniforms will be available for any employee whose uniform is soiled on duty.

B. Replacement

The employer will inspect all furnished clothing and replace items deemed by the employer to be unsatisfactory. Furnished clothing damaged or worn out through the performance of duty will be replaced at employer's expense, in exchange for the damaged or worn-out item.

Furnished clothing damaged not in the line of duty and deemed by the employer to thus be unsatisfactory will be replaced at employee expense.

Employees will receive an allowance once per year on July 1st to purchase or replace personal items used in performance of their work.

Full-time paramedic/EMT \$100

Part-time paramedic/EMT \$ 50

C. Maintenance

Each employee shall be responsible for the maintenance and cleaning of all clothing and equipment furnished to them. If an employee's clothing becomes dirty in the

line of work, the employee can use the Employer's machine at county expense.

13.6 Labor-Management committee

A labor-management committee is hereby established to afford employees and management a forum at which to discuss items that may be of interest to both parties. The committee shall consist of 4 members of the bargaining unit and 4 representatives of management. The union shall select the unit's members, and the Board of Supervisors shall select management's members. Each party shall notify the other at least 1 week in advance of each meeting of selected members, unless the members have not changed, and shall, at least 1 week in advance, exchange agenda items.

Committee meetings shall be held quarterly during July, October, January and April, at a time and place agreed upon at least two weeks in advance by five of the six members. Special meetings may be agreed to by two committee members, one each from the bargaining unit and management, who must notify their co-members of the time, place, and agenda for such meeting at least 1 week in advance. Meetings shall not exceed two hours. Employee members of the committee will be paid for any formal meeting time falling within their normal working hours.

Decisions of the committee must be by consensus of a quorum.

ARTICLE 14

Savings

- 14.1** Should any article, section, or portion thereof, of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific article, section, or portion thereof directly specified in the decision. Upon the issuance of such a decision, the parties to this Agreement shall immediately convene for the purpose of negotiating a satisfactory replacement for such article, section, or portion thereof.

ARTICLE 15

Effective period and signatures

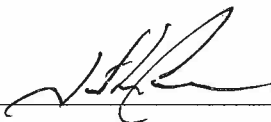
- 15.1 Unless otherwise provided herein, this agreement shall be come effective July 1, 2026. It shall remain in full force and effect until June 30, 2031 and shall be renewed year to year thereafter unless either party gives notice in writing of a desire to change this agreement no later than Sept. 15 of the year immediately prior to the expiration date of this agreement.

IN WITNESS THEREOF, the parties hereto have caused this agreement to be executed by their duly authorized representatives this 22 day June 2026.

JOHNSON COUNTY, IOWA

AFSCME, LOCAL 183

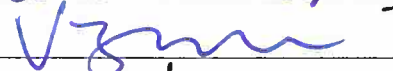
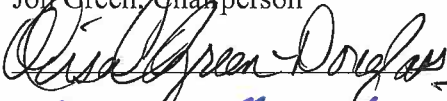
By its Board of Supervisors: By its Union Representative:



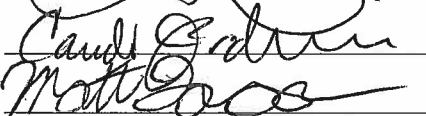
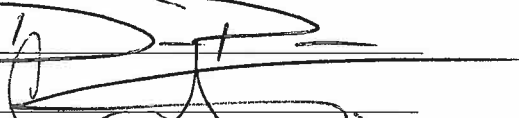
Jon Green, Chairperson



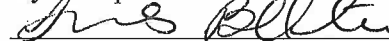
Quintin Bryant



Rod Sullivan



By its representatives



Ines Beltre

Employer Representative



Lindsey Jones

Human Resources Director

Exhibit A
Johnson County
Ambulance

7/1/26-7/1/27
3.50%

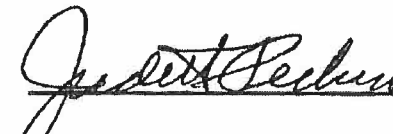
	Start	6 months	1 year	2 years	3 years	4 years	6 years	10 years	15 years	20 years
Billing Coder	\$23.11	\$23.98	\$24.86	\$25.68	\$26.51	\$27.60	\$28.68	\$30.18	\$31.66	\$32.13
EMT	\$26.52	\$27.58	\$28.71	\$30.00	\$31.33	\$31.83	\$33.08	\$34.39	\$36.12	\$37.94
Paramedic	\$31.12	\$32.27	\$33.44	\$34.79	\$36.12	\$37.59	\$39.09	\$40.70	\$42.69	\$44.84

SIDELETTER OF AGREEMENT

The parties mutually agree the Iowa Supreme Court ruling allowing same-sex marriages to occur has removed the necessity of maintaining the domestic partner coverage under the insurance section of this labor agreement.

The language is removed from the FY2011 agreement. However, should this right to marry be nullified in the future, the language, "includes same gender domestic partner" will be reinstated under the insurance section.

DATED THIS 21st DAY OF January, 20 10.


FOR THE COUNTY


FOR THE UNION

Memorandum of Understanding between
Johnson County Board of Supervisors
And
AFSCME Local 183 Johnson County Ambulance Department

This Memorandum of Understanding is entered between the Johnson County Board of Supervisors (herein the "County") and AFSCME Local 183 Johnson County Ambulance Department (herein the "Union") for the purpose of amending the existing 2021-2026 Collective Bargaining Agreement between the County and the Union.

Labor market conditions have changed considerably since negotiating the five year collective bargaining agreement effective July 1, 2021. In response to the unprecedented situation affecting certain job classifications, the following action is being taken outside of the normal collective bargaining process.

Article 6 Wages and Longevity, Section 6.1 Wage schedule

Each Step on the Wage Matrix Appendix B for EMT and Paramedic will be increased by twenty percent (20%) with half effective November 28, 2022 (Appendix B-2) and half effective July 1, 2023 (Appendix C-2). Wage Matrix Appendices D-2 and E-2 will be increased accordingly. All new wage matrix appendices are attached.

6.1 Wage schedule

- A. Effective July 1, 2021 all employees shall be paid as indicated in Appendix A of this contract and receive automatic step increases in accord with their eligibility date.
- B. Effective November 28, 2022 all employees shall be paid as indicated in Appendix B-2 of this contract and receive automatic step increases in accord with their eligibility date.
- C. Effective July 1, 2023 all employees shall be paid as indicated in Appendix C-2 of this contract and receive automatic step increases in accord with their eligibility date.
- D. Effective July 1, 2024 all employees shall be paid as indicated in Appendix D-2 of this contract and receive automatic step increases in accord with their eligibility date.
- E. Effective July 1, 2025 all employees shall be paid as indicated in Appendix E-2 of this contract and receive automatic step increases in accord with their eligibility date.

W. J. G. Jensen
FOR THE COUNTY

11/17/2022
DATE

Michael J. Jensen
FOR THE UNION

11-10-2023
DATE

Memorandum of Understanding between
Johnson County Board of Supervisors
And
AFSCME Local 188 Johnson County Ambulance Department

This letter serves to clarify that certain members of the bargaining unit assigned to the Guidelink Center (GLC), hereby classified as "Guidelink Staff" (both Paramedic and EMT) are to be provided the option to exempt themselves from the responsibility of mandatory 911 overtime shifts if they so choose. The employee will be provided the option to "opt out" of 911 mandatory upon completion of the standard JCAS orientation process.

This memorandum of understanding will run on a trial basis of one year, July 1, 2022 to June 30, 2023. It will be re-evaluated a month before the expiration, on or about June 1, 2023.

If an employee wishes to "opt out" and be exempt from 911 mandatory overtime, they:

- Will forgo all opportunity to pick up any 911 shifts or special events
- Must still complete all set educational requirements for their individual certification level
- GLC employees exempt from 911 mandatory can still be utilized in an administrative capacity for Mass Casualty Incident emergencies
- GLC employees can opt in or out of 'mandatory exemption' status only once per year. Should an exempt GLC employee want to return to 911 status, a minimum of 45-day notification of this request shall be made by the employee to ensure adequate re-orientation time
- An employee shall not be in 'mandatory exemption status' and bid for an open JCAS/911 line unless the start date of the line is greater than or equal to 45 days from the time of the line being awarded to allow for adequate re-orientation time

Should an employee wish to work additional shifts on 911 trucks or special events, they have the ability to "opt in." They must complete a "re-orientation" process, which is to be assigned by the education supervisor/management team, prior to being eligible to pick up hours. This process will be scheduled in addition to their regularly scheduled shifts.

When an employee "opts in," they become eligible for mandatory overtime shifts on the 911 trucks again and will be placed on the mandatory overtime list based on their level of seniority.

Carlene Anderson
FOR THE UNION

June 22, 2022
DATE

Vera Shrameln
FOR THE COUNTY

June 22, 2022
DATE