

2026 – 2027

COLLECTIVE BARGAINING

AGREEMENT BETWEEN

JOHNSON COUNTY BOARD OF
SUPERVISORS

AND

JOHNSON COUNTY SHERIFF'S
OFFICE SERGEANT'S
ASSOCIATION

July 1, 2026 – June 30, 2027

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This Agreement entered into this 1st day of July, 2026, by and between JOHNSON COUNTY, IOWA, hereinafter referred to as the "Employer", and Johnson County Sheriff's Office Sergeants Association, hereinafter referred to as the "Association", represents the complete and final agreement on all bargainable issues between the Employer and the Association.

ARTICLE 1 DEFINITIONS

1.01 FULL-TIME EMPLOYEE

An employee averaging at least thirty-five hours per week of work on a regularly scheduled basis.

1.02 ANNIVERSARY DATE

The anniversary date of the calendar of the employee's original date of hire by the employer is the anniversary date.

ARTICLE 2 RECOGNITION AND REPRESENTATION

2.01 RECOGNITION

The Employer hereby recognizes the Association as the exclusive bargaining representative of those employees of the Johnson County Sheriff's Office described in Iowa Employment Appeal Board.

INCLUDED: All employees of the Johnson County Sheriff's Office with the rank of Sergeant.

EXCLUDED: All other employees of Johnson County, with a rank or title other than Sergeant.

2.02 NON-DISCRIMINATION IN EMPLOYMENT

Neither the employer, nor the Association, shall discriminate against any employee because of Association activity or lack thereof.

2.03 BULLETIN BOARDS

The County shall provide a bulletin board in the first floor lounge for posting official Association notices, seniority lists and official County notices to the Association.

2.04 RELEASED TIME

For contract negotiations, three (3) members of the Association's bargaining team shall be granted paid leave of absence for time lost during the employee's normal working hours while in joint negotiations or impasse meetings with the Employer. Such employees shall be designated by the Association and every effort to be representative of each division. If a designated member of the bargaining team cannot attend the negotiation/impasse session or the session is conducted on the member's regular day off, the Association may designate an alternate to receive

the paid leave of absence. Such leaves of absence shall be with no loss of benefits or wages. Paid release time for employees shall be limited to twenty (20) hours per employee and shall be limited to a total of forty (40) hours for all employees per fiscal year.

2.05 ASSOCIATION STEWARDS

The Employer recognizes the right of the Association to elect stewards from among workers in the unit. A written list of the names of the stewards or designated representatives of the Association employed by the County, will be furnished to the Employer by the Association after their designation, and all changes in the representation shall be given to the Employer by the Association. One steward shall be released with pay to attend grievance steps during the work day.

2.06 WORK RULES AND POLICY

The Employer may, from time to time, develop, put into effect, and enforce work rules and office policies affecting this bargaining unit which do not conflict with the Agreement.

ARTICLE 3
HOURS OF WORK

3.01 WORK PERIOD

- A. The work week shall begin at 12:01 a.m. Sunday and end at midnight Saturday. Except in emergency situations, fourteen (14) calendar days' notice will be given to affected employees of a change in the schedule of hours to be worked. Temporary schedule changes cannot be made to avoid overtime.
- B. All reference to "days" used or accrued will be converted at the following rate for recording:
 - a. A 28 day accounting category assignment considers one day to equal 8, 8 ½, 12 hours depending on assignment
 - b. A "day" for purposes of using paid leave shall be 24 hours beginning with the start of the employee's regularly scheduled shift

3.02 SHIFT ROTATIONS

The Employer shall establish schedules for full-time employees in each division based upon the rotations described below.

Detective Division: 42 hours per week Monday through Friday.

Jail Division: 12 hour shifts, 2 on - 2 off - 3 on - 2 off - 2 on - 3 off.

Patrol Division: 12-hour shifts, 2 on - 2 off - 3 on - 2 off - 2 on - 3 off.

3.03 DAYLIGHT SAVINGS TIME ADJUSTMENTS

On shifts during which clocks are adjusted for the implementation or cessation of daylight savings time, employees shall be paid for the number of hours actually worked. When on paid leave for the entirety of such shifts, employees shall be paid their normal hours of work per shift.

3.04 CALL-IN PAY

An employee who is called in to work outside of his or her regularly scheduled shift shall be provided at least two (2) hours of work or pay in lieu thereof, paid at the overtime rate. This provision shall not apply to an early start or extension to an employee's regularly scheduled shift. Employees shall not be paid for the time spent traveling to and from the work place to answer the call-in, unless the employee leaves their residence fully equipped and, in a County- owned vehicle ready to perform work.

3.05 ROTATIONAL SCHEDULE

When a detective is needed to perform investigative work outside of their regular scheduled work hours, such work shall first be offered on a voluntary basis.

Voluntary after-hours work shall be offered on a rotational basis beginning with the least senior detective.

In the event no detective volunteers to perform the after-hours work, the Employer shall require such work to be assigned on a rotational basis from a list of detectives established on the basis of least seniority.

3.06 COURT TIME

An employee subpoenaed to testify off duty hours shall be paid a minimum of two (2) hours pay, at the overtime rate of one and one-half times the employee's normal rate of pay. When the court time required exceeds two (2) hours, in no event shall the employee be paid for his or her time in court in excess of the actual time necessary and required for his or her appearance and testimony. Court time shall not be included in the computation of work hours credited towards overtime hours.

3.07 MEAL PERIODS

The Employer shall grant with pay a thirty (30) minute meal period for all employees. Meal periods will be scheduled as near to the middle of a shift as possible. It is hereby acknowledged that meal periods for employees may not be available as scheduled due to the nature of law enforcement. Employees working in a division where meals are furnished shall be provided the same meal without cost to the employee.

3.08 BREAK PERIODS

The Employer shall grant with pay two (2) rest periods of fifteen (15) minute duration. Each break period will be scheduled as near to the middle of the first and second half of the shift as possible. Employees may combine breaks with the

meal period in 3.07. It is hereby acknowledged that break periods for employees may not be available as scheduled due to the nature of law enforcement.

3.09 SHIFT TRADES

- A. It is permissible for all employees within the same division to trade shifts anytime within the time accounting period. Trades will not affect overtime regarding the maximum number of hours worked in any time accounting period.
- B. All trades must have the prior approval of your designee prior to the time of the traded shift. All trades must be adequately documented in the remarks area of your time sheet indicating who the trade is with and the dates of both sides of the trade.

3.10 OVERTIME COMPUTATION

Overtime shall be paid at the rate of time and one-half (1 ½) the employee's straight-time hourly rate of pay for each hour worked in excess of the following:

- A. Employees working hours in excess of regularly scheduled work hours;
- B. For all employees any work performed on the employee's regularly scheduled day off;
- C. Overtime shall not be paid more than once for the same hours worked. Overtime work will not be used as a disciplinary tool, either to punish or reward employees.
- D. Prior approval by a scheduling supervisor is required for all overtime worked, except for emergency situations which develop while an employee is on duty.
- E. Overtime shall not be paid for trainings and instructor duties scheduled five days in advance.

3.11 COMPENSATORY TIME

- A. An employee may elect to receive overtime compensation in either cash payment or compensatory time off, up to thirty-six (36) hours of compensatory time in a six-month period. Compensatory time off shall be at the rate of one and one-half (1 ½) hours of compensatory time for one (1) hour of overtime worked. An employee may designate a specific day for utilization of compensatory time. If notice is given to the Sheriff thirty (30) days in advance of the selected date and provided no other employee in that division has designated said date for utilization of compensatory time or vacation, said date requested shall be granted. If the request is not made at least (30) days in advance, the granting of said date for utilization of compensatory time shall be subject to the Employer's approval provided that such approval shall not be unreasonably withheld.

- B. Employees may accumulate up to thirty-six (36) hours of compensatory time in any six-month period. On August 1 and February 1 of each year and payable within thirty (30) calendar days, an employee who has earned unused compensatory time shall either sell up to thirty-six (36) hours to the County or, if the employee wishes to, carryover accumulated compensatory time, until his or her accumulated compensatory time falls below thirty-six (36) hours. Notice of said election to sell accumulated time back to the County shall be given by written notice on or before said designated date stating the number of hours to be purchased. Hours shall be purchased by the County at the rate of the employee's regular straight-time hourly rate times the number of hours to be purchased. In no event shall the County be obligated to purchase more than thirty-six (36) compensatory hours per employee per six-month period.

3.12 OVERTIME DISTRIBUTION

- A. Overtime required at the end of a work shift, as a continuation of specific work begun on that shift, will be the responsibility of the employee or group of employees performing the work during this shift. Employees who volunteer may be called in early or held over a maximum of two (2) hours at the beginning or end of any scheduled hours of work without resorting to the overtime call-in procedure of this section provided such overtime occurs on an infrequent and occasional basis. However, the employer may hold an employee over for up to two (2) hours until the employer can relieve the employee pursuant to paragraphs B or C below. No employee shall be forced to work overtime while on personal time off or regular days off connected to personal time off. An employee on vacation shall not be exempted from an office-wide emergency call in.
- B. As far in advance as possible to the start of needed overtime work within a specific division, the designee shall make the opportunity to work such overtime available to the employees of that division. Overtime work will be offered on a rotational basis from a list of divisional employees established on the basis of seniority. If too few qualified employees within the division are able to work overtime, the designee shall make the opportunity to work such overtime available to properly trained and/or equipped employees from another division on a rotational basis from a list of office employees established on the basis of seniority.
- C. In the event too few qualified employees are able to work overtime after utilization of the procedures set forth above in paragraph B, the employer shall require employees of the division needing overtime to be worked to perform such overtime work which will be assigned on a rotational basis from a list of divisional employees established on the basis of least seniority. In the event there are still too few qualified employees able to work overtime following utilization of the procedures in paragraph B above and the preceding procedure in paragraph C, the Employer shall require properly trained and/or equipped employees from another division to perform such overtime work which will be assigned on a rotational basis from a list of

office employees established on the basis of least seniority. The reverse seniority provisions will be superseded in favor of employees with specialized skills where such skills are required for the overtime. In addition, the entire work force may be required to perform overtime work when necessary.

- D. Employees shall work overtime shifts or segments thereof, as assigned and shall not work overtime assigned to another employee. An employee who accepts a voluntary overtime assignment and fails to report for the assignment or whose assignment has been canceled shall be considered to have worked the assignment for overtime rotation purposes. If the employee is not notified of the cancellation of an overtime assignment at least six (6) hours in advance or reports for the assignment, such employee will be paid a minimum of two (2) hours overtime work to be performed upon reporting for the canceled overtime assignment or two (2) hours of pay at the overtime rate at the Employer's choice.
- E. Non-divisional and unscheduled work opportunities shall be offered on a voluntary basis to properly trained employees by rotating such assignments beginning with the most senior employee. In the event too few employees volunteer to work overtime, the Employer shall require properly trained employees to perform such overtime work by rotating such assignments beginning with the least senior employee.

3.13 TRAVEL TIME

Employees assigned Patrol or Investigation Division shall be assigned a take home vehicle. Time spent commuting to and from the office will not be counted as time worked unless the employee is instructed to perform some work function before arriving at the office or on the way home; unless sworn deputies become involved in some unavoidable on-view situation where official action is required.

ARTICLE 4 EMPLOYEE EVALUATION AND DISCIPLINE

4.01 AUTHORITY

The Sheriff or designee may counsel, warn or reprimand, suspend (as forfeiture of accrued time off, or with or without pay), discharge or take other appropriate action against an employee for just cause.

4.02 PROGRESSIVE DISCIPLINE

The Sheriff or designee shall recognize and consider progressive discipline where applicable.

4.03 ASSOCIATION REPRESENTATION

The disciplined or discharged employee will be allowed to discuss the discipline or discharge with the steward. Upon request of the employee, the county sheriff

or the sheriff's delegate, will discuss the discharge or discipline with the employee or together with the steward.

4.04 RIGHT TO GRIEVE

Any disciplinary action, except that imposed on a probationary employee, may be processed as a grievance through the regular grievance procedure, including the arbitration step.

4.05 EMPLOYEE EVALUATION

The Employer may administer a performance evaluation using a performance evaluation document mutually agreed to by the parties.

4.06 PERSONNEL FILES

An employee may inspect his or her personnel file at reasonable times. An employee may respond to anything in his or her file in writing; such response shall be part of the file. Access to personnel files shall be limited to authorized management personnel, the employee and anyone authorized by the employee. Upon notice and at the employee's expense, the Employer shall make copies of the employee's personnel file for the employee. The Employer, upon request of a grievant, must furnish a copy of any material in the grievant's personnel file.

ARTICLE 5
SENIORITY

5.01 SENIORITY DEFINED

The various forms of seniority are as follows:

- A. County Seniority: The length of an employee's continuous service with the County from the employee's anniversary date. This seniority shall be for purposes of determining vacation benefits and longevity pay.
- B. Civil Service Seniority: Sworn law enforcement officers' seniority shall be determined by the Civil Service Commission under the jurisdiction of Chapter 341A, Code of Iowa. The Association shall be furnished with a Civil Service seniority list of all employees covered by this Agreement within thirty (30) days of July 1 each year. The list shall be posted on a bulletin board in the work place.
- C. Sergeant Seniority: The length of an employee's service from the date of their promotion.

5.02 LOSS OF SENIORITY

Continuous service stops and seniority is lost when the employee:

- A. quits;
- B. retires;

- C. is discharged for just cause;
- D. is laid off for more than two (2) years;
- E. obtains a leave of absence for a fraudulent reason;
- F. fails to report for work after a leave of absence; or
- G. fails to report for work within five (5) days after notice to return from layoff.

5.03 JOB VACANCIES

Permanent vacancies and positions will be posted for 5 days. All sergeants who express interest in an open position will be interviewed and considered. Filling open positions will be at the discretion of the Sheriff. Open positions will first be offered to current sergeants for consideration prior to assigning a new sergeant to the position. The Sheriff reserves the right to reassign sergeants at his discretion depending on operational needs.

5.04 REDUCTION IN FORCE

If it becomes necessary to lay off employees, they shall be laid off in the inverse order of their civil service seniority.

5.05 RECALL

Employees shall be recalled from layoff according to their civil service seniority. To be entitled to recall, a laid-off employee must keep the county sheriff informed of the employee's mailing address and phone number. Written notice of recall by certified mail to the employee at the address shall be sufficient notice.

ARTICLE 6 TRANSFERS

6.01 TRANSFER RIGHTS

An employee may be awarded or assigned a transfer of job assignments within any division. Job assignment for purposes of this Article means shift assignment or days off assignment or division assignment. The transfer procedure applies to the divisions and job classifications of:

Patrol Division
Jail Division
Detective Division

The Employer retains the right to not fill an unneeded job assignment, but will agree to notify the Association that the position will not be filled

6.02 TRANSFER PROCEDURE

Open positions will be first offered to current sergeants for consideration prior to assigning a new sergeant to the position. All sergeants who express interest in an open position will be interviewed and considered. Filling open positions will be at the discretion of the Sheriff. The Sheriff reserves the right to reassign sergeants at his discretion depending on the operational needs.

ARTICLE 7 SICK LEAVE

7.01 RATE OF ACCRUAL; PROCEDURE; EXCLUSIONS

- A. Employees, including probationary employees, accrue sick leave with pay for absences due to illness or injury unrelated to work. Sick leave accrues for full-time employees at the rate of eighteen (18) days per year on a per pay period basis, to a maximum of one thousand and twenty (1020) hours. For accounting purposes, the time frame of days converted into hours will reflect the normal paid leave accrual rate for each employee. The minimum increment for use of sick leave is fifteen (15) minutes.
- B. Sick leave will not be paid in advance. Sick leave will not accrue on a pro-rata basis during a pay period. If a holiday falls within the paid sick leave, that day will be counted as sick leave or a holiday at the employee's written election.
- C. When an employee is absent because of illness or injury unrelated to work, the employee must inform the employee's immediate designee prior to each scheduled shift that he or she will be absent for reasons of illness or injury and its expected duration. If the immediate designee is unavailable, the employee shall contact the command staff within their division, the Chief Deputy or the Sheriff. Failure of the employee to do so, without a bona fide reason, will result in the employee being considered absent without leave, and subject to disciplinary action. In the event of an absence when reasonable grounds exist to suspect misuse of sick leave pursuant to 7.02, or there are reasonable grounds to suspect an employee is not fit to return to work, the sheriff may require the employee to furnish satisfactory medical evidence that:
 - (1) the employee's illness or injury will require time off work; and/or
 - (2) the employee is fit to return to work and perform their normal duties.The employer may designate the medical evidence be obtained from the County's designated Occupational Health Center and must pay any uninsured cost of obtaining such evidence.
A doctor's statement will be required in situations where more than five (5) consecutive days of sick leave are used.
- D. Sick leave is not paid for:
 - (1) more than half a day for a doctor or dentist appointment unless the doctor or dentist states that the appointment necessarily consumes more time.
 - (2) illness or injury suffered and recovered from during a leave of absence;

(3) illness or injury occurring after the employee has given notice of resignation unless physician's verification is provided.

- E. Employees who work day shifts shall schedule doctor and dentist appointments on their days off whenever possible. Otherwise, the appointment should be scheduled late in the day, when possible, particularly in cases where there is any probability that the employee will be unable to return to work following the appointment.

7.02 MISUSE OF SICK LEAVE

Misuse of sick leave is either excessive use of sick leave or misrepresentation in connection with sick leave privileges.

- A. Excessive use of sick leave is use of sick leave in excess of that accumulated by the employee.
- B. Misrepresentation in connection with sick leave privileges is use of sick leave for any purpose not authorized by this contract.
- C. Misuse of sick leave will result in loss of pay for the duration of the absence, and may be considered grounds for further disciplinary action, including discharge.

7.03 EXTENDED SICK LEAVE

- A. When an employee notifies the Sheriff that the employee desires sick leave, for any reason related to the illness of the employee for which sick leave is allowed, and the employee has no accumulated sick leave, personal day, or vacation, the sheriff may grant the employee an unpaid leave of absence. All rules governing unpaid leave of absence shall apply. Upon request of the sheriff the employee must furnish a statement from a physician concerning both the seriousness of the illness and the duration of the anticipated absence. The sheriff may require such a statement from the County's designated Occupational Health Center at office expense.
- B. During unpaid leave due to illness, the employee shall provide the sheriff with a physician's verification of the illness on a monthly basis.
- C. Upon notice of intent to return to work, the Sheriff may require a statement from the employee's physician that the employee is fit to return to work and perform the employee's normal duties. The Sheriff may require a second opinion from a physician at the County's designated Occupational Health Center, paying all costs for such opinion. If there is a disagreement between the two physicians, then a third opinion will be obtained from a mutually agreed upon physician.

7.04 PARENTAL LEAVE

See Johnson County Employee Handbook.

7.05 FAMILY SICK LEAVE

- A. In the event of illness in the immediate family of any employee, or in the event of a doctor or dental appointment not exceeding half a day for a member of the employee's immediate family, or when the employee is the nearest relative, the employee may use accumulated sick leave. Use of sick leave as family sick leave shall not exceed three (3) days per occurrence of illness, unless the Sheriff authorizes longer; except that if the employee's spouse or child undergoes surgery, the employee is entitled to use up to four (4) days sick leave as family sick leave.
- B. Verification of the illness, if physician-treated, or of the appointment must be furnished by the employee upon request of the Sheriff.
- C. "Immediate family" shall be defined as spouse, domestic partner, children, parent; parent-in-law, grandparent and/or other regular members of the immediate household.

7.06 CONVERSION OF SICK LEAVE UPON TERMINATION OR RETIREMENT

Employees shall receive payment for twenty-five percent (25%) of their accumulated sick leave after 20 years of continuous employment either at the time they terminate or retire based on the employee's hourly rate of pay at the time of departure multiplied by twenty-five percent of the employee's total sick leave accumulation at the time of departure.

7.07 CONVERSION OF SICK LEAVE TO VACATION

Employees who have accumulated 765 hours of sick leave may convert accrued sick leave to vacation at the rate of one (1) hour vacation for every four (4) hours of sick leave accrued. This conversion right exists only so long as 765 hours of sick leave is maintained, but employees who have converted sick leave to vacation pursuant to this policy will retain that vacation even though their accumulated sick leave falls below 765 hours.

7.08 RECORDS

The Sheriff's Office shall maintain accurate records of employee's sick leave accrual and use. Calendar year to date sick leave use and accumulation balance shall appear on the employee's paycheck.

ARTICLE 8
LEAVES OF ABSENCE

8.01 PAID LEAVES

A. Funeral Leave

- (1) In case of death in the immediate family of a full-time employee, paid absence shall be authorized by the Sheriff or the employee's immediate

designee. "Immediate family" is defined as spouse, domestic partner, parents, children, sisters, brothers, step-parents, step-children, grandparents, grandchildren, parents-in-law, sisters- or brothers-in-law, sons- and daughters-in-law, guardian, or other members of the immediate household.

- (2) Length of leave:
 - (a) Spouse, domestic partner, and child: Up to five (5) days;
 - (b) Others in immediate family: Up to three (3) days.
- (3) Only days absent which would have been compensable work days will be paid. No payment will be made during vacations, holidays, layoffs or leaves of absence other than what would have been paid absent the funeral leave. Payment will be made on the basis of the employee's normal work day's pay.
- (4) If an extended absence is required due to a death in the immediate family, the Sheriff may authorize use of vacation, compensatory time or unpaid leave.
- (5) In case of death of a present or retired employee, a half day of paid absence may be authorized for office employees for the purpose of attending the funeral.
- (6) Full-time employees shall be granted paid absence for service as a pallbearer. Upon completion of the service, the employee shall report to work within an hour.
- (7) In case of death of relatives not in the immediate family, the Sheriff shall approve employee requests to use vacation time, compensatory time or unpaid leave to attend the funeral.
- (8) An absence of up to one scheduled workday with pay may be authorized by the Sheriff to attend funeral services of family members other than "immediate".

B. Jury duty

- (1) Employees subpoenaed/or called for jury selection for state, federal, or grand jury duty, the employee will submit his/her schedule to his/her immediate designee. Employees subpoenaed court during a twenty-four (24) hour period which includes a scheduled work shift shall not report for any shift. The employee shall receive their appropriate rate of pay for a regular shift and submit to the Employer any pay received as jurors minus mileage. An employee released from court with two (2) or more hours remaining on the employee's regular shift, or with ten (10) or more hours until the start of the employee's regular shift, shall immediately notify the immediate designee of their release and shall report to work.
- (2) Employees selected and serving on a jury shall be offered voluntary or involuntary overtime on Saturday or Sunday when court is not in session. While serving on a jury Monday through Friday, the employee will not be offered or forced for any overtime opportunities.

C. Military leave

The County complies with state and federal regulations concerning military leave. An employee, other than one employed temporarily for six months or less, who is ordered to active military service, upon showing the orders to the department head/elected official receives leave of absence for the period of service. Employees will receive paid military leave for the first thirty (30) calendar days of such leave of absence. Any amount of military leave taken during any part of an employee's scheduled *shift*, regardless of the number of hours taken, shall count as one (1) day toward the thirty (30) work days without loss of pay. Absences required for military service that exceed thirty (30) workdays shall be granted in accordance with applicable state and federal law (See Iowa Code, Sec. 29A.28) as well as the County's policies on vacation, personal, compensatory time, and/or unpaid leave.

D. Witness leave

An employee subpoenaed to testify during their normal work schedule as a witness in a court action which does not involve a criminal or civil action by or against the employee shall receive a paid leave of absence, not to exceed sixteen (16) hours per fiscal year, for the time spent as a witness. Said employee shall receive the employee's regular hourly rate and shall turn over to the Employer any pay earned from such witness service, except mileage allowance paid to the employee. Employees subpoenaed to testify on matters related to their county employment shall be dealt with as otherwise provided in this contract.

E. Personal Day

Each full-time employee shall receive on January 1 seventeen (17) hours of personal leave. The use of personal leave shall be scheduled at a time agreed to by the employee and division designee by the employee providing at least two (2) hours' notice prior to the start of the employee's scheduled shift. Personal leave may be used in minimum increments of fifteen (15) minutes.

F. Critical Incident Leave

The Sheriff will place a deputy who uses deadly force or is involved in the use of deadly force in the line of duty on paid critical incident leave for a reasonable period of time following the incident. The Sheriff may grant a deputy paid critical incident leave for other types of critical incidents, including the deputy being involved in a line of duty death, near-death, or significant traumatic event.

The County may request the deputy involved in a critical incident to undergo a confidential psychological evaluation with a psychologist or psychiatrist of its choice at no charge to the deputy before the deputy returns to duty. A sergeant may return to regular duty with the approval of a psychologist, psychiatrist, or a qualified medical provider with final approval from the Sheriff.

The County will not designate or identify a deputy who uses deadly force or is involved in a critical incident as being on "administrative leave".

G. Union Leave

Leaves of absence with twenty-four (24) hours straight time shall be granted, to the extent that there is no unreasonable interference with departments operation, for employees who are selected, delegated, or appointed to attend conventions, seminars, or educational conferences by the Association for a maximum of twenty-four (24) hours per fiscal year. A request for this leave shall be submitted in writing by the Association to the Sheriff or his designee thirty (30) days prior to the event. The Sheriff or designee will answer in writing no later than seven (7) days following the request. Upon returning from association leave, the employee will return to the employee's regular duties. The Association will be responsible for covering all expenses related to the convention, seminar, or educational conference including mileage, parking, and lodging.

8.02 UNPAID LEAVES

A. Employees shall be eligible for unpaid leaves of absence. An employee who fails to return to work at the end of an unpaid leave of absence shall be deemed to have voluntarily quit, or, if applicable, voluntarily retired on the last day of work prior to the leave. During an unpaid leave of absence for more than a month the employee:

- (1) must pay any insurance premiums due during any month the employee is not on the payroll if coverage is desired, and must, before the leave starts, make necessary arrangements with the Auditor's office to provide the payments;
- (2) shall not receive any other job benefits;
- (3) shall not accrue seniority;
- (4) shall not earn sick leave, vacation or other forms of leave.

B. Unpaid leave of absence for a limited period shall be granted for any purpose reasonable in the judgment of the Sheriff, who may deny a request if he or she determines that the office cannot function effectively without the employee's presence. The Sheriff's decision is subject to the grievance procedure, and the grievance shall start at Step 3.

8.03 FEDERAL FAMILY AND MEDICAL LEAVE ACT

An employee may request and shall be granted up to twelve (12) weeks unpaid leave, pursuant to the Family and Medical Leave Act and related federal regulations, for any reason qualifying under the FMLA. FMLA leave may be paid or unpaid. Whether it will be paid or unpaid shall be decided case-by-case. An employee may select accrued paid leave in lieu of unpaid FMLA leave if, absent FMLA, the employee would have been entitled to use accrued paid leave for the FMLA-qualifying purpose; the Sheriff shall not deny the employee's selection without good cause. If the employee opts for unpaid FMLA leave, the

Sheriff may require the employee to use accrued paid leave if the employee would have been entitled to use accrued paid leave for the FMLA-qualifying purpose.

ARTICLE 9 GRIEVANCE PROCEDURE

9.01 SCOPE AND PROCEDURAL REQUIREMENTS

All disputes resulting from interpretation of this contract shall be resolved in accord with this article.

- A. All grievances, responses and appeals must be in writing.
- B. A copy of all responses to a grievance or appeal must be presented or mailed within the time prescribed to both the employee and the bargaining representative.
- C. Any grievance step prescribed herein, or part thereof, may be waived by mutual agreement of the Employer and the Association.
- D. Failure of an employee to timely grieve or appeal constitutes waiver of the grievance or appeal.
- E. Failure of the Employer to timely respond to a grievance or appeal constitutes denial of the grievance.
- F. Association stewards and grievants shall be released with pay to attend meetings during the work day.
- G. The term "working days" as used in this Article means Monday through Friday, excluding holidays.
- H. Disciplines and discharges of civil service employees governed by the Civil Service statute shall be processed as a civil service action.
- I. Grievance of a rejected transfer or job bid shall start at Step 2 of the grievance procedure.
- J. Grievance of an Oral or Written Reprimand shall start at Step 1. Grievance of a Suspension or Discharge shall start at Step 2.

9.02 INFORMAL RESOLUTION

The employee shall first orally discuss a problem or complaint with the immediate designee within four (4) working days following its occurrence. The designee shall discuss the issue with the employee in no event later than three (3) working days from the time the employee raised the issue.

9.03 GRIEVANCE STEPS

A. Step 1

An employee unsatisfied with the results of the discussion prescribed in Section 9.02 may grieve to the immediate designee. Only issues discussed during the Informal step may be grieved, but issues germane to the originally discussed problem shall be liberally allowed to be part of the grievance. Only the Association or an employee affected by the employer's interpretation of the contract may grieve. Grievances must:

1. be filed within twenty (20) working days after the Informal step,
2. specify the article of the contract alleged to be violated, and
3. propose a remedy.

The immediate designee shall respond in writing to the grievance within three (3) working days of receipt of the grievance.

B. Step 2

1. The Association or an employee may appeal the immediate designee's response to the Sheriff or the Sheriff's designee within five (5) working days of the employee's receipt of the response. Within five (5) working days of receipt of the appeal the Sheriff or Sheriff's designee must meet and discuss the grievance with the employee and Association representative. Within three (3) working days thereafter the Sheriff or his designee must respond to the grievance.
2. If the employee disagrees with the Sheriff's or Sheriff's designee's response, the employee may request reconsideration by the Sheriff. If reconsideration is requested, the Sheriff shall within 5 working days of the request, meet with the employee, the Association representative and the designated employer representative to discuss the grievance. Within 3 working days thereafter the Sheriff must respond to the request to reconsider the grievance.

C. Step 3

An employee may appeal the Sheriff's response to the Board of Designees within five (5) working days of the employee's receipt of the response. Presenting to the Board copies of the grievance, any initial appeal, and any responses constitutes the appeal. The Board shall hear the appeal within fourteen (14) working days of receipt of the appeal, providing full opportunity for the grievant and bargaining representative to present evidence in person. The Board shall respond to the appeal within seven (7) working days thereafter.

In lieu of appearing in person before the Board, the grievant or Association may waive grievant's appearance in person and present the appeal in a written appeal brief mailed to the Board or its designated representative within fourteen (14) days of the Board's receipt of the appeal. Grievant's immediate designee, County Sheriff, or the Board's designated representative may also file a written brief with the Board within fourteen (14) days of the Board's receipt of the appeal. Copies of such briefs shall be mailed to the Association

Business Representative. The Board shall respond to the appeal within seven (7) working days of the Board's receipt of the written appeal brief(s).

D. Step 4

The Association may appeal the Board's response to arbitration by serving a written request for arbitration on the Board of Supervisors within ten (10) working days of the Association Business Representative's receipt of the Board's response.

9.04 ARBITRATION

- A. Within ten (10) working days of the Board's receipt of the notice of appeal to arbitration, the parties' bargaining representatives shall either choose an arbitrator or jointly request the Iowa Public Employment Relations Board to furnish a list of five (5) arbitrators. Within five (5) working days of the parties' receipt of the list, the bargaining representatives shall select an arbitrator by alternately striking names from the list. The winner of a coin flip shall determine which party strikes first.
- B. The arbitrator's fees and expenses shall be paid equally by the parties. Each party shall pay its own cost of preparation and presentation for arbitration. If a party makes a record of the arbitration hearing, that party shall make available to the other party a copy of the record, at cost.
- C. The arbitrator may not amend, modify, nullify, ignore, add to or detract from any term of this contract, and shall consider and decide only the specific issues submitted at the arbitration hearing. The arbitrator's decision may not be contrary to or inconsistent with law. The arbitrator's decision shall be binding. In the event of a discharge grievance, any back pay award shall be limited to the amount the grievant would have earned from the Employer, less any compensation the grievant received from any other source. Other back pay awards shall be limited to what the employee would have earned from the employer since the date the violation occurred. No arbitration decision shall create the basis of adjustment of wages, hours or working conditions for anyone other than the grievant.
- D. The arbitrator's decision shall be sent to the parties within thirty (30) calendar days from the day of the hearing.

9.05 APPEALS

Any dispute between the parties as to the interpretation or construction to be placed upon the award made as hereinafter and above provided for, shall be submitted to the impartial arbitrator who made this award who may thereupon construe and interpret the award as far as may be necessary to clarify the same, but without changing the substance thereof and such interpretation and construction thereof shall be binding upon both parties.

9.06 EMPLOYEE REPRESENTATION

An aggrieved person(s) shall have the right to be represented by the Association at all levels of the Grievance Procedure. The Association shall be entitled to participate at any and all stages of the Grievance Procedure.

9.07 MUTUAL RIGHTS

Any employee presenting a grievance and the Employer acting upon a grievance shall be free to do so without fear of interference, coercion, restraint, discrimination, or reprisal.

9.08 EXCLUSIVE REMEDY

The grievance procedure set out above shall be exclusive and shall replace any other grievance procedure for adjustment of any disputes arising from the application and interpretation of this collective bargaining agreement. If a complaint or action is filed in any other forum based on the same event or facts as a grievance which has been filed pursuant to this Article, the grievance will be considered withdrawn. Grievances may not be filed based on the same events or facts used as the basis for a complaint or action in another forum.

If an employee files a complaint or action based on the same events or facts as the withdrawn grievance with another government agency or in any court of law, then neither the Employer nor the Association may be held liable for any statements, acts of representation, settlement offers, or responses during the grievance procedure. The representative of the Association may not be compelled to testify in any other forum regarding information obtained directly from the employee as part of the grievance proceeding. The representative of the Employer may not be compelled to testify in any other forum regarding information obtained directly from management as part of the grievance proceeding. Any documents written to the Association representative from the employee or written by the Association representative to the employee as part of the grievance procedure shall be considered the confidential property of the Association. Any documents written to the Employer's representative from management or written by the Employer's representative to management as part of the grievance procedure shall be considered the confidential property of the Employer.

ARTICLE 10
HOLIDAYS

10.01 HOLIDAYS RECOGNIZED AND OBSERVED

Holidays recognized and observed shall be:

New Year's Day
Martin Luther King's Birthday
Presidents Day
Memorial Day
Independence Day
Labor Day

Veterans Day
Thanksgiving
Friday after Thanksgiving
Christmas
Floating Christmas holiday
Juneteenth

This "floating Christmas holiday" shall be between December 23 and January 2 as designated for employees in each division by the Sheriff no later than the preceding December 1. All holidays will be celebrated on the actual calendar day of the holiday in divisions maintaining a seven-days-a-week service. For all other divisions, holidays falling on a Saturday will be celebrated on the preceding Friday and holidays falling on a Sunday will be celebrated on the succeeding Monday.

10.02 HOLIDAY PAY

- A. Employees regularly scheduled Monday through Friday shall have the holiday off and receive holiday pay at their regular rate of pay.
- B. Employees in patrol, jail, and detective divisions shall be paid at the employee's overtime rate for all hours worked on the holiday, plus employees in the patrol and jail divisions will be credited with holiday bank time equal to the hours the employee is regularly assigned to work. Employees will not earn more than 1.5 times their regularly scheduled rate on a designated holiday.
- C. No employee's holiday bank shall exceed a maximum accumulation of one hundred forty (140) hours. All hours in excess of this maximum accumulation shall be forfeited.

10.03 ELIGIBILITY FOR HOLIDAY PAY

An employee not on layoff or unpaid leave of absence shall receive holiday pay if the employee did not have an unexcused absence on the employee's last scheduled work day prior to the holiday or the employee's first scheduled work day after the holiday. Should a paid holiday fall on an employee's vacation, he or she has the option of counting it as a vacation day or a holiday. If a holiday falls within paid sick leave, that day will be counted as a sick leave day or as a holiday at the employee's written election.

10.04 USE OF HOLIDAY BANK HOURS

- A. Employees shall schedule the use of holiday bank hours pursuant to the use of vacation in Article 11.
- B. Holiday bank hours used during the fiscal year shall be paid at the employee's regular straight-time hourly rate in effect when the hours are used.
- C. Upon resignation or termination of employment, a lump sum payment will be made for any accrued and unused holiday bank hours. Such accumulated holidays cannot ordinarily be used to retain the employee past the date of resignation or termination.

ARTICLE 11 VACATION

11.01 ELIGIBILITY

Every full-time employee shall earn vacation credit as follows:

- A. Employees regularly scheduled in excess of a standard 40-hour week:
 - During the first through the fourth years of employment:
 - 3 weeks (16.5 working days/140.25hours) per year
 - During the fifth through the ninth years of employment:
 - 4 weeks (22 working days/187 hours) per year
 - During the tenth plus employment:
 - 5 weeks (27.5 working days/233.75 hours) per year

Earned vacation will be prorated biweekly and will be available for use as it accrues. This biweekly accrual rate shall change upon an employee's anniversary date per the above schedule. Fiscal year-to-date vacation use and accumulation balance shall appear on the employee's paycheck or on a separate slip included in one paycheck each month.

11.02 WHEN VACATION MUST BE TAKEN; FORFEITURE

Vacation requests must be submitted electronically. A maximum of two (2) calendar weeks vacation may be taken within any thirty (30) days period except in unusual situations where prior approval of the Sheriff has been obtained. An employee may accumulate up to two (2) times his or her annual amount of vacation

11.03 VACATION PAY

Vacation pay will be the employee's straight-time pay for each hour of vacation deducted from the employee's vacation accrual.

11.04 CHOICE OF VACATION PERIOD

- A. One (1) priority vacation request per employee in an increment of one (1) day up to a fourteen (14) day rotation period (i.e. two weeks) shall be submitted to the scheduling supervisor during January of each year for the succeeding twelve (12) month period. During the last week of February of each year this priority vacation schedule shall be posted and conflicting requests in a division will be resolved first according to seniority. For purposes of approving priority vacation requests in the jail and patrol divisions, one employee on the day shift and one employee on the night shift in each division shall be allowed priority vacation requests on the same calendar date. Such scheduled vacation shall not be changed, except due to a office wide emergency of the Employer or due to an emergency of the employee which would prevent the employee from utilizing the paid leave for vacation purposes, when the employee volunteers for overtime, or according to 11.05.
- B. Non-priority vacation will be awarded on a first asked - first granted basis by greatest seniority on the same calendar date stamp of request. Vacation may be used in increments not less than fifteen (15) minutes. An employee requesting vacation shall notify his or her division designee of such request not more than one (1) year nor less than sixteen (16) days prior to the date the

vacation is desired. For planning purposes, the designee in each division shall post a list of year-to-date vacation requests upon receipt of the request. The designee shall approve or deny the request at least sixty (60) days prior to the date of the requested vacation or if the request is made less than sixty (60) days prior to the requested vacation, the designee shall approve or deny the request in writing within seven (7) calendar days. The designee may waive the sixteen (16) day requirement based on office need. An employee requesting a block of days may not submit the request until the first day of that block of time one (1) year in advance to establish their first asked – first granted preference.

- C. In the event an employee with previously scheduled priority vacation transfers to a different shift or division, the Employer shall accommodate all pre-approved priority vacation requests.

When an employee has a pending transfer to another division, non-priority vacation requests should be submitted to the current division designee. If unable to schedule or deny the request due to the pending transfer, the current division designee will hold the request until a time that it can be scheduled or denied. If the employee should transfer before the request can be handled, the request will transfer with the employee, and be submitted to the new division designee who will schedule or deny the request within seven (7) calendar days. Date of original request will remain the same after transfer. Approved vacations for employees in a division will not be cancelled to accommodate requests from transferring employees. The office reserves the right to schedule, deny or cancel non-priority vacation for transferring employees according to office operations. The office will not cancel any non-priority vacation, if office operation requirements can be met by scheduled employees or by adjusting non-vacationing employees' schedules to cover the shifts needs.

- D. It is understood that all time off request procedures will be used for bargaining and non-bargaining unit employees.

- E. a) If an employee has a priority vacation request approved, but has insufficient vacation (or other paid time off) to satisfy said approved request in the twelve month period, then the remaining portion of the employee's priority vacation for which there is insufficient vacation (or other paid time off) shall be cancelled and the employee shall be required to return to work for the balance of the vacation period. Also, the employee may not use the employee's seniority to resolve conflicts in choice of priority vacation periods for the succeeding twelve month period when requests are submitted in January.

b) If an employee has a non-priority vacation request approved but will not have sufficient vacation (or other paid time off) to satisfy said approved request when the vacation period arrives, then the entire block of non-priority vacation shall be cancelled by the employer anywhere from three weeks up to

the time approved for the non-priority vacation. Other employees may then make requests for the cancelled non-priority vacation period per Section 11.04 (B). The sixteen day requirement for requesting non-priority vacation will be waived.

c) The Employer will post notice to employees within the affected division when a previously approved vacation period has become available for other requests.

11.05 HOLIDAYS AND SICK LEAVE DURING VACATION

If a recognized paid holiday falls during an employee's time off work due to vacation, the holiday shall be charged either to the employee's holiday bank or as vacation at the employee's written election. Illnesses or injuries occurring during a scheduled vacation will be counted as vacation. If illness or injury of the employee occurs at least three calendar days prior to the beginning of a scheduled vacation and the employee presents a doctor's excuse prior to the scheduled vacation that states the employee would be unable to work, then the period of such illness or injury during the scheduled vacation shall be counted as sick leave, if available. If the illness or injury occurs less than three (3) days prior to the start of a scheduled vacation, sick leave will commence three (3) days after presentation of the doctor's excuse. The scheduled vacation will be canceled and the employee shall return to work when released by a doctor.

11.06 TERMINATION OR RESIGNATION OF EMPLOYMENT

Upon resignation, layoff, or termination from county service, an employee shall be paid for all unused vacation left at the time of termination; however, an employee who is discharged for cause or who quits without a minimum of two (2) weeks; notice shall forfeit vacation pay. Such vacation cannot ordinarily be used to retain the employee on the payroll past the date of resignation or termination.

11.07 CO-WORKER AID FUND

See Vacation Donation in Johnson County Employee Handbook.

ARTICLE 12 INSURANCE

12.01 HEALTH CARE COVERAGE

All employees who select the county health care benefit plan shall be enrolled in a policy equal to Wellmark Blue Cross/Blue Shield Alliance Select Preferred Provider Organization subject to the plan booklet details and exceptions, and the following minimum benefits for a calendar year period. Such coverage includes chiropractic services. Contribution share rates for full time benefit eligible employees electing single coverage are 3% of the monthly cost and family coverage are 5% of the monthly cost.

Deductible	\$275 single
	\$550 family (aggregate* maximum)

Deductible waived for routine office calls, outpatient procedures, normal newborn care, and one routine annual physical. Deductibles are the same for network or non-network providers.

Out-of-Pocket Maximum	\$1,000 single \$2,000 family (aggregate* maximum)
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Out-of-pocket maximums include deductible amounts. Out-of-pocket maximums are the same for network or non-network providers.

*Aggregate shall mean amounts accumulated on behalf of any combination of family members.

Co-Insurance	90% / 10% employee in-network 80% / 20% employee non-network
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Co-Payment	\$100 Emergency Room (waived if admitted to hospital)
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Prescription Drugs	Included with medical expenses at 80/20 co-insurance. No separate deductible, out-of-pocket maximum, or co-pay.
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Lifetime Maximum Benefit Per Person	\$1,000,000 \$15,000 limit on infertility services
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12.02 DENTAL CARE COVERAGE

The Employer shall pay the entire monthly single premium cost for full-time employee dental coverage. An employee selecting family dental shall pay the dependent coverage portion of the monthly premium. Dental insurance coverage shall include the following minimum benefits for a calendar year benefit period:

Check-ups and teeth cleaning	no deductible 0% employee co-insurance
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Cavity repair and tooth extractions	deductible applies 20% employee co-insurance
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Root canals	deductible applies 20% employee co-insurance
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Gum and bone disease	deductible applies 20% to 50% employee co-insurance depending upon procedure
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High cost restorations (crowns)	deductible applies 20% employee co-insurance
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Dentures and bridges	deductible applies
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50% employee co-insurance

Orthodontics

deductible applies

50% employee co-insurance

Deductibles for a benefit period are \$25 single and \$75 family. The maximum benefit is \$1,250 per eligible member for any benefit period, except orthodontics which has a \$2,000 lifetime maximum per member.

12.03 VISION CARE COVERAGE

The Employer shall pay the entire monthly single premium cost up to \$6.60 per month for full-time employee vision care coverage. An employee selecting spouse or full family coverage shall pay the dependent coverage portion of the monthly premium.

12.04 LIFE INSURANCE

The Employer shall pay the premium for life insurance in an amount equal to 100% of an employee's annual salary rounded up to the next \$1,000. The coverage shall include double indemnity for accidental death and dismemberment. This coverage will decrease when the employee retires or reaches age 65 to 67% and decrease again at age 70 to 45%.

12.05 DISABILITY INSURANCE

The Employer shall pay the premium for disability insurance which provides for disability payments of 67% of the full-time employee's gross salary after a 126 calendar day waiting period. The maximum monthly benefit shall be \$4,000 and the minimum monthly benefit shall be \$50. The monthly benefit received is reduced by any other income benefits, including social security disability-retirement-worker's compensation, as defined by the coverage. The maximum benefit period shall be 24 months which shall have a phased reduction beginning at age 66 to a maximum benefit period at age 69 or over to a period of 12 months. Employees may purchase disability insurance with longer-term benefit periods at the employee's cost through the county at group rates.

12.06 WORKER'S COMPENSATION

Employees may supplement worker's compensation benefits with accrued sick leave, personal day hours, vacation or earned compensatory time, but the total compensation received shall not exceed the employee's regular pay. Employees receiving worker's compensation benefits shall continue to accrue seniority and insurance benefits, but not accrue sick leave, vacation, paid holidays or other benefits.

12.07 FLEXIBLE BENEFIT SPENDING PLAN

All employees eligible to participate in the health insurance program may participate at no employee administrative cost in the County's flexible benefits spending plan, which, under IRS regulations, allows employees to pay for health care and dependent care from pre-tax dollars.

ARTICLE 13
DIVISIONS AND COMPENSATION

13.01 DIVISIONS

For purposes of the administration of the Agreement, the employees within the bargaining unit shall be divided into the following divisions. The Sheriff retains the right to add a position or division at his discretion.

Patrol Division
Jail Division
Detective Division

13.02 WAGE RATES

- A. See attached Appendix A
- B. Newly promoted Sergeants shall start at step one and will advance to the next step on the pay scale on the employee's promotional anniversary date. Current employees shall be placed on the agreed upon service dates step range scale attached and will advance to the next step on the pay scale on the employee's promotional anniversary date.

13.03 MILEAGE

Employees shall be paid at the maximum rate allowed by the County for all Employer-required use of an employee's personal vehicle.

13.04 PAY DAY

Employees are paid every other Friday for hours worked through the previous Saturday. In the event pay day is a holiday, paychecks shall be issued on the last work day prior to the holiday.

13.05 LONGEVITY PAY

Eligibility guidelines for, and amounts of, longevity pay are set forth below. Eligible employees hired before July 1, 2021, shall receive longevity pay in a lump sum on the last pay day in November (based on seniority eligibility as of November 1), or in a lump sum upon termination of employment, whichever is earlier:

After 4 – 10 years.....	\$500 per year
After 11- 15 years.....	\$625 per year
After 16 – 20 years.....	\$750 per year
After 21 or more years.....	\$900 per year

13.06 EMERGENCIES

All employees who are unable to report to work due to severe weather, personal emergency or other good cause may use earned vacation, holiday bank, or leave of absence without pay. The Sheriff may not refuse such requests without good cause. Employees may also make up lost work time due to such emergencies within the same pay period, provided such work shall not cause overtime pay and must be approved by the Sheriff.

13.07 CANINE PAY

Canine handlers shall receive seven (7) hours of flex or overtime for every two weeks' pay period, when unable to schedule flex time off the employee shall be compensated with overtime.

13.08 SHIFT DIFFERENTIAL PAY

Employees shall receive the shift differential in addition to their regular straight time hourly rates. Shift differential pay shall be included in the calculation of the employee's overtime rate.

- A. Regular shift starts at 2 p.m. or later and ends at or before 7 a.m. at the rate of sixty (\$0.60) cents an hour.

13.09 CERTIFIED INSTRUCTOR PAY

Employees with state certifications of training cadres shall receive an additional one (\$1.00) dollar per hour added to the employee's pay while performing instructor responsibilities.

ARTICLE 14
INSERVICE TRAINING

14.01 REQUIRED INSERVICE TRAINING

For the purpose of education and increasing the professionalism of the office, the Sheriff may schedule and conduct in-service training seminars during the fiscal year or assign personnel to attend such training outside of the workplace.

Training sessions may be run in conjunction with shift meetings or at such other times the sheriff may determine such training necessary. The Employer shall reimburse the deputies/employees required to attend in-service training for their time in attendance at any such session and travel time, if traveling outside Johnson County for the training, providing they are not on duty at the time of the required training session or travel occurs during the employee's regularly scheduled shift. Reimbursement for meals, lodging, and mileage shall be as provided in the Johnson County Employee Handbook.

The Employer shall provide at least 24 hours advance notice of cancellation of scheduled training which would occur on an employee's scheduled day off. Failure to provide 24 hours advance notice will entitle the employee to report for 2 hours work at the scheduled training time to be compensated at the appropriate rate. In the alternative, the employee may elect, at the time of notification of the cancellation of the training, to not report for work and not be compensated.

14.02 VOLUNTARY TRAINING

Employees may volunteer to enroll in a training course scheduled during the employee's time off work. Such employees shall receive no compensation or reimbursement for expenses as a result of attending such voluntary training

courses unless approved by the Sheriff. If in order for a training request to be granted and if the employee and the Employer mutually agree, the employee's days off (as specified in Section 3.02 Shift Rotations) may be changed so the employee may attend the desired training and be eligible for compensation and/or reimbursement as approved by the Sheriff. Reimbursement shall be made upon presentation and verification of receipts or documents as required by the Sheriff. Schedule rotations will not be changed for mandatory training.

The Sheriff maintains the sole discretion of approving/denying a request and that decision is non-grievable.

14.03 SELECTION FOR SPECIALIZED INSERVICE TRAINING

In the event the Sheriff provides an opportunity for training in a specialized area of law enforcement, the notice for such training will be posted for five (5) calendar days to allow for interested employees to submit letters of interest and/or resumes to the sheriff. The selection of an employee to receive specialized training is at the discretion of the Sheriff.

ARTICLE 15 GENERAL PROVISIONS

15.01 SEPARABILITY AND SAVINGS

If any article or section of this Agreement, any addendum thereto, should be held invalid by operation of law, or by any court or agency of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by any court or agency, the remainder of this Agreement, and all addendum thereto, shall not be effected thereby, and the remainder of this Agreement, and any addendum thereto, shall remain in full force and effect for the duration of this Agreement.

15.02 WAIVER

No waiver or variation of the terms of this Agreement shall be made unless the waiver or variation is made with the full knowledge, sanction, and consent of the Employer's Representative, and the Association Business Representative. Further, any unauthorized waiver or variation of the terms of this Agreement by the parties shall not constitute a precedent for future enforcement of all terms and conditions included therein.

15.03 EFFECTIVE PERIOD

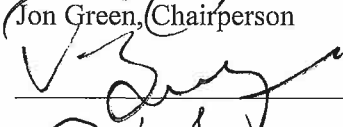
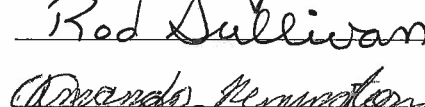
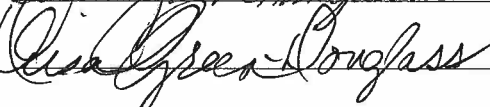
This Agreement shall be effective from July 1, 2026 and shall continue to remain in full force and effect until its expiration on June 30, 2027.

15.04 SIGNATURES AND WITNESS

In witness thereof, the parties hereto have caused this Agreement to be executed by their duly authorized representatives this ____ day of _____, 2026.

JOHNSON COUNTY, IOWA

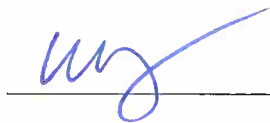
By its Board of Supervisors:


Jon Green, Chairperson

Rod Sullivan

Amanda Hennington

Lisa Green Douglas

By its representatives


Ines Beltre

Ines Beltre


Lindsey Jones

Lindsey Jones

Employer Representative

FRATERNAL ORDER OF POLICE

By its Union Representative:


Tyler Schneider

APPENDIX A
WAGE SCALE/HOUR
RATE OF PAY
July 1, 2026 – June 30, 2027
Across the Board 4 %

Title	Start	1 Year	2 Years	5 Years	7 Years
Sergeant	48.10	50.46	53.55	54.90	56.54

