

## **Memorandum of Understanding**

This Memorandum of Understanding (hereinafter the “MOU”) is entered into by and between Black Hawk County, Iowa (hereinafter the “County”) and Teamsters Local 238 (hereinafter the “Union”), collectively referred to as the “Parties.”

WHEREAS, the purpose of this MOU is to memorialize the Parties’ agreement regarding an additional paid day off associated with the closure of County operations on December 24, 2025, while maintaining continuous 24/7 public safety operations; and

WHEREAS, on November 18, 2025, the Black Hawk County Board of Supervisors approved closing the Black Hawk County offices on December 24, 2025, to align with the operating hours established by the State of Iowa; and

WHEREAS, staff of non-continuous operations will receive their regular pay on December 24, 2025; and

WHEREAS, the County and the Union met to discuss and agree on an additional paid day off for public safety staff;

The parties agree as follows:

1. To receive the additional paid day off, the employee must be employed full-time with the County as of the effective date of the MOU.
2. The additional paid day off will be paid at the employee’s regular straight-time rate for up to 8 hours.
3. The additional paid day off shall be taken at the discretion of the Sheriff or the Communications Director, or their designee, and is subject to operational needs.
4. The additional paid day off shall be taken in increments of one (1) hour.
5. The additional paid day off does not count as hours worked for overtime purposes, unless required by law or the collective bargaining agreement.
6. The County will code the paid time as CASUAL-2026 in the timekeeping system.
7. Any remaining unused hours from the additional paid day off will be forfeited if not used within one year of the MOU effective date.

8. This Agreement is effective upon signing and is non-precedent setting and shall not be relied upon by the Union in any grievance, arbitration or other administrative proceeding as evidence of a past practice of the County.

This Agreement is executed this 13th day of January, 2026 and will go into effect January 18th, 2026 through January 18th, 2027 after which it expires automatically.

For the Union:



Business Representative



Chief Steward

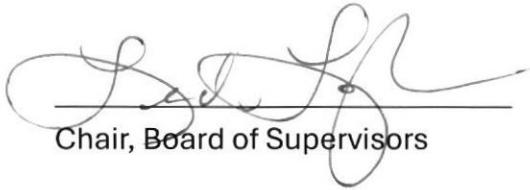


Steward

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Steward

For the County:



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Chair, Board of Supervisors



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Director, Human Resources