

**RESOLUTION FOR FORMER CLAY COUNTY  
SECONDARY ROADS UNION EMPLOYEES**

**Clay County Resolution No. 2018-19**

Pertaining to Clay County Secondary Road staff that have previously been in a collective bargaining group and have voted no longer to be members of that collective bargaining group effective 11/13/18 (See Attachment A: Order of Decertification); there existed an agreement which spelled out benefits for such Clay County members (See Attachment B: Agreement Between Clay County, Iowa (Secondary Roads) And International Union of Operating Engineers, Local 234).

WHEREAS, the agreement was voted to be in effect until June 30, 2019 and

WHEREAS, the Clay County's fiscal year runs from July 1 thru June 30th; and

WHEREAS, the benefits outlined in Attachment B and the benefits in the Clay County Personnel Policy effective 9/1/17 have differences; and

WHEREAS, the differences would require an amendment to the Clay County Secondary Road budget; and

NOW THEREFORE, be it resolved by the Board of Supervisors that they will continue the benefits spelled out in the attachment for the Clay County Secondary Road staff, that were previously part of the collective bargaining group, thru June 30, 2019. On July 1, 2019, all employees will follow the Clay County Employee Handbook & Policy Manual (effective September 1, 2017, on file with the Clay County Auditor's Office). This delay in transition will allow the Clay County Auditor's Office, and the Clay County Secondary Roads Department time to adjust for the changes.

Ayes: Supervisors Skelton, Swanson, Matthews, and Anderson.

Nays: None.

Approved this 20 day of November, 2018

CLAY COUNTY BOARD OF SUPERVISORS

/s/Barry Anderson - Chairperson

ATTEST:/s/Marjorie A. Pitts - Clay County Auditor