

Before
Rex H. Wiant
Arbitrator

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PUBLIC EMPLOYMENT
RELATIONS BOARD

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In the matter of arbitration between:)
Guthrie County, Iowa)
Board of Supervisors)
and)
Teamsters #238)

Interest Arbitration

For the Employer:

Michael Galloway, Chief Spokesman and Attorney
Josh Sebern, Country Engineer
Jerri Christman, County Auditor
Clifford L. Carrey, Supervisor

For the Union:

Michael Stanfill, Chief Spokesman and Business Representative
Nicholas A. Chance, Steward
Ken Burns, Member

Jurisdiction:

The parties selected Rex H. Wiant to hear and decide the instant arbitration. A hearing was held at the County Courthouse in Guthrie Center, Iowa on June 17, 2015. Both sides presented complete cases on the one outstanding issue of wages. The parties also discussed other issues, however those discussions are not part of this decision because they were outside the one open issue. All evidence was subject to cross examination. The hearing was closed with final arguments.

Background:

Guthrie County (hereinafter the “Employer”) is located approximately 50 miles west of Des Moines. Guthrie Center is the county seat. It is predominately rural with agriculture and businesses that support agriculture as the centerpiece of the economy. There are nine other incorporated communities: Adair, Bagley, Bayard, Casey, Jamaica, Menlo, Panora, Stuart, and Yale. It is also home to two private lake developments, Lake Panorama and Diamond Head Lake. Its governing body is a three member elected Board of Supervisors.

The Employer operates a Secondary Roads Department led by the Country Engineer. The departments main responsibilities is to maintain the farm to market roads.

The International Brotherhood of Teamsters Local 238 (hereinafter the “Union”) has represented the workers of the Secondary Roads Department since 1988.

Findings of Fact:

The parties bargain under the Iowa Public Employment Relations Act. They began bargaining in the fall of 2015 and have completed all steps in the bargaining process. They agreed on all issues except wages.

Iowa Law is very clear regarding the factors that an Arbitrator must examine in impasse arbitration. Section 20.22(9), Iowa Code, requires that in addition to other relevant facts, the Arbitrator must consider the following:

- Past Agreements
- Comparability
- Ability to Pay
- Standard of Service

The Arbitrator has reviewed all factors and will focus on Past Agreements and Comparability because that is where the parties made their cases.

Issue 1. Across the Board Wage Increase:

- Employer Position: 2.50%.
- Union Position: 3.75%.

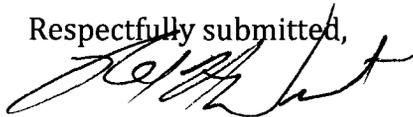
Both sides presented comparability groups. Both presented 5 up/5 down and the Employer presented surrounding counties. Both groups are acceptable. The Arbitrator prefers the surrounding counties group (including Dallas county) because that is most likely where they will recruit and lose employees. It is only assumed that the Employer has never either hired or lost an employee to either Louisa or Lyon County Secondary Roads Departments because they are several hours away from Guthrie County. Wage rates in neighboring counties are much more important. Both groups show that the Employer has consistently lagged behind both mean and median average.

It is clear from hearing the parties talk about and reading their contract that they need to update this agreement. The parties examining the entire agreement can best deal with issues. This Arbitrator only has authority to rule on an across the board wage increase. It is best that he makes only minimal change. By selecting the Employer position the rank within the comparability groups does not change.

Conclusions of Law:

The Arbitrator selects the Employer Position of 2.5%.

Respectfully submitted,



Rex H. Wiant

Arbitrator

Dated on June 23, 2015 in Kansas City, Missouri.