

**MEMORANDUM OF AGREEMENT**  
**BETWEEN SHELBY COUNTY, ILLINOIS AND AFSCME LOCAL 3323**  
**REGARDING COMPENSATION OF ANIMAL CONTROL WARDEN**

**THIS AGREEMENT** is entered into this 12<sup>th</sup> day of May, 2022, by and between the Shelby County Board and AFSCME Local 3323.

**WHEREAS** the Shelby County Board and AFSCME Local 3323 recognize the Animal Control Warden's schedule of 24 hours, 7 days a week on-call requirements, the parties agree to the following terms and conditions:

1. The animal control warden will be compensated for a minimum of thirty-five (35) hours per week at the hourly rate agreed upon in the labor contract effective September 1, 2021 to August 31, 2024.
2. If hours of work exceed thirty-five (35) hours but do not exceed forty (40) hours within a one-week period, the animal control warden will be paid overtime or compensatory time at a rate of time and a half. The animal control warden may elect to be paid overtime or to be awarded compensatory time.
3. If hours of work exceed forty (40) hours within a one-week period, the animal control warden will be paid overtime at a rate of time and a half. Compensatory time may not be earned for hours which exceed forty (40) within a one-week period.
4. A working day as it pertains to the Animal Control Warden is defined as seven (7) hours for purposes of vacation and sick time.
5. The terms and conditions of this Memorandum of Understanding will be retroactive to September 1, 2021.

**FOR SHELBY COUNTY:**

[Redacted Signature]

**Bryon Coffman,  
Shelby County Board Chairman**

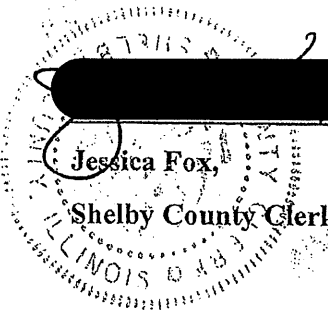
**FOR THE UNION:**

[Redacted Signature]

**Natalie Nagel,  
AFSCME Representative**

[Redacted Signature]

**Jessica Fox,  
Shelby County Clerk**

The seal of Shelby County, Illinois, is circular and contains the text "SHELBY COUNTY ILLINOIS" around the perimeter. In the center, it says "CLERK OF COURTS" and "JESSICA FOX".

**MEMORANDUM OF AGREEMENT**

**BETWEEN SHELBY COUNTY, ILLINOIS AND AFSCME LOCAL 3323**

**REGARDING COMPENSATION OF ANIMAL CONTROL WARDEN, dated May 12, 2022.**