



11-MED-08-1050
1835-01

MEMORANDUM OF UNDERSTANDING
BETWEEN
OTTAWA COUNTY COMMISSIONERS
AND
TEAMSTERS UNION, LOCAL 20

STATE EMPLOYMENT
RELATIONS BOARD K28085
2014 FEB -3 PM 3:14

This Memorandum of Understanding is made by and between the Ottawa County Commissioners, Sanitary Engineer and the Teamsters Union, Local 20, this 23rd day of April, 2013. This Memorandum shall be considered a part of the Collective Bargaining Agreement of December 8, 2011 through December 7, 2014.

The parties have met to discuss the issue of wages, as provided in Article 39, for Years 2 and 3 and agreed to the following:

**ARTICLE 39
WAGES**

Section 1. For the duration of this Agreement, the wages of those employees covered by this Agreement shall be set for forth as in the attached Appendix "B" and "C." There shall be no wage increase for year 2 of this contract. Effective December 8, 2013, all bargaining unit employees shall receive a 3% increase.

Positions in the administrative office of the Sanitary Engineer will be re-organized, as provided in the following chart, with rate adjustments for those positions retroactive to December 8, 2012.

Position Title	Existing Top Rate	New Top Rate
Bookkeeper/Clerical II	\$17.63	\$17.78
Bookkeeper/Clerical I	\$16.51	\$16.75
Billing/Clerical Specialist II	\$17.63	\$17.78
Billing/Clerical Specialist 1	\$16.51	\$16.75
Principal Clerk II	\$17.25	\$17.78
Principal Clerk 1	\$16.51	\$16.75
Full-Time Secretary/Typist	\$15.02	\$15.07
Part-Time Secretary/Typist	\$12.04	No change

For the Sanitary Engineer:

Jim Monas
Pamela Courtney
Bon Wolf

For the Teamsters Union, Local 20:

Martin J. Jay
Sherron Douth
[Signature]

Approved as to form:

Mark E. Mulligan
Mark Mulligan, Prosecuting Attorney

**APPENDIX B
WAGE TABLE - YEAR TWO
EFFECTIVE DECEMBER 8, 2012**

POSITION/CLASSIFICATION	MIN RATE	4 MO RATE	15 MO RATE	27 MO RATE
	80%	86%	93%	100%
Maintenance Foreman	19.17	20.61	22.29	23.97
Water Operator III/Maintenance	19.11	20.54	22.21	23.89
Wastewater Operator III/Maintenance	19.11	20.54	22.21	23.89
Relief Water Operator III/Maintenance	19.96	21.45	23.20	24.95
Electrical Maintenance	18.78	20.19	21.83	23.47
Water Operator II/Maintenance	18.56	19.96	21.58	23.21
Wastewater Operator II/Maintenance	18.56	19.96	21.58	23.21
Relief Water Operator II/Maintenance	19.41	20.87	22.57	24.27
Water Operator I/Maintenance	16.19	17.41	18.82	20.24
Wastewater Operator I/Maintenance	16.19	17.41	18.82	20.24
Maintenance Worker III	18.02	19.37	20.95	22.53
Maintenance Worker II	15.35	16.50	17.85	19.19
Lab Tech	18.56	19.96	21.58	23.21
Project Observer	18.41	19.79	21.40	23.01
Communications/SCADA Specialst	20.65	22.20	24.00	25.81
Bookkeeper/III/Assessment Specialist	15.19	16.33	17.65	18.98
Bookkeeper/Clerical III	14.95	16.07	17.38	18.68
Bookkeeper/Clerical II	14.11	15.16	16.40	17.63
Bookkeeper/Clerical I	13.21	14.20	15.36	16.51
Billing III/Information Systems Specialist	14.11	15.16	16.40	17.63
Billing/Clerical Specialist II	13.21	14.20	15.36	16.51
Billing/Clerical Specialist I	12.62	13.56	14.67	15.77
Principal Clerk II	13.80	14.84	16.04	17.25
Principal Clerk I	13.21	14.20	15.36	16.51
Full-Time Secretary/Typist	12.01	12.91	13.97	15.02
Part-Time Secretary/Typist	9.63	10.36	11.20	12.04
Laborer	10.92	11.74	12.69	13.65
Custodian	10.92	11.74	12.69	13.65

APPENDIX C
WAGE TABLE - YEAR THREE
EFFECTIVE DECEMBER 8, 2013

POSITION/CLASSIFICATION	MIN RATE	4 MO RATE	15 MO RATE	27 MO RATE
	80%	86%	93%	100%
Maintenance Foreman	19.75	21.23	22.96	24.69
Water Operator III/Maintenance	19.69	21.16	22.88	24.61
Wastewater Operator III/Maintenance	19.69	21.16	22.88	24.61
Relief Water Operator III/Maintenance	20.56	22.10	23.90	25.70
Electrical Maintenance	19.34	20.79	22.48	24.17
Water Operator II/Maintenance	19.13	20.56	22.23	23.91
Wastewater Operator II/Maintenance	19.13	20.56	22.23	23.91
Relief Water Operator II/Maintenance	20.00	21.50	23.25	25.00
Water Operator I/Maintenance	16.68	17.93	19.39	20.85
Wastewater Operator I/Maintenance	16.68	17.93	19.39	20.85
Maintenance Worker III	18.56	19.96	21.58	23.21
Maintenance Worker II	15.81	17.00	18.38	19.77
Lab Tech	19.13	20.56	22.23	23.91
Project Observer	18.96	20.38	22.04	23.70
Communications/SCADA Specialist	21.27	22.86	24.72	26.58
Bookkeeper/Clerical II	14.65	15.75	17.03	18.31
Bookkeeper/Clerical I	13.80	14.84	16.04	17.25
Billing/Clerical Specialist II	14.65	15.75	17.03	18.31
Billing/Clerical Specialist I	13.80	14.84	16.04	17.25
Principal Clerk II	14.65	15.75	17.03	18.31
Principal Clerk I	13.80	14.84	16.04	17.25
Full-Time Secretary/Typist	12.42	13.35	14.44	15.52
Part-Time Secretary/Typist	9.92	10.67	11.53	12.40
Laborer	11.25	12.09	13.08	14.06
Custodian	11.25	12.09	13.08	14.06