

# Department of



# Sanitary Engineering



**11-MED-09-1305**

*Collective Bargaining Agreement  
with the  
AFSCME, Ohio Council 8*

*January 1, 2012—December 31, 2014*

## ARTICLE 31 TEMPORARY TRANSFER COMPENSATION

31.1. Definition. Each employee that is assigned to duties of a position with a higher pay range than is the employee's own, shall be eligible for a working level pay adjustment. This pay adjustment shall increase the employee's base rate of pay to a rate of pay four percent (4%) above the employee's current base rate for the period the employee occupies the position. This pay adjustment shall in no way affect any other pay supplement, which shall be calculated using the employee's normal base rate of pay.

31.2 Length of Assignment. The working level pay adjustment shall become effective on the first day following a fifteen (15) calendar day assignment in the higher rated classification, and shall continue no longer than the length of the assignment.

## ARTICLE 32 WAGES

32.1. Effective Dates. A. Effective the first full pay period in January 1, 2010, each employee covered by this Agreement will receive a 1.0% wage increase on the base wage, excluding all wage supplements.

B. Effective the first full pay period in January 1, 2011, each employee covered by this Agreement will receive a 2.0% wage increase on the base wage, excluding all wage supplements.

C. Effective the first pay period (December 28, 2013-January 10, 2014) in January 2014, each employee covered by this agreement will receive a 2% wage increase as indicated on Appendix A, plus appropriate licensure pay consistent with Section 32.5.

All other provisions in the Collective Bargaining Agreement shall remain unchanged and in full force and effect.

32.2. New Hires. New employees hired after the effective date of this Agreement will receive the hourly rate of pay specified in Appendix A.

32.3. Promotions. When an employee is promoted to a higher rated classification, the employee's rate of pay will be the hourly rate of that classification as addressed in Appendix A, or a four percent (4.0%) increase, whichever is greater.

32.4. Rate of Pay. Each current employee's rate of pay on the effective date of this Agreement shall be the only rate used to determine the wage increases contained in this Agreement.

32.5. A. Class I, II, III Licensure Pay. The following hourly wage supplement shall be paid to employees who attain and maintain licensure from the Ohio Environmental Protection Agency (OEPA) for the following job related certifications:

<u>Job Titles:</u>	<u>Supplement/Certification:</u>	<u>Current:</u>	<u>1/1/2010:</u>
Wastewater Treatment Plant Operators	Class I WW* Certification	\$.20/Hr.	\$.25/Hr.
	Class II WW Certification	\$.35/Hr.	\$.40/Hr.
	Class III WW Certification	\$.50/Hr.	\$.55/Hr.
Water Treatment Plant Operators	Class I Water Certification	\$.20/Hr.	\$.25/Hr.
	Class II Water Certification	\$.35/Hr.	\$.40/Hr.
	Class III Water Certification	\$.50/Hr.	\$.55/Hr.
Laboratory Technician 1 Laboratory Technician 2	Class I Water or WW* Certification	\$.20/Hr.	\$.25/Hr.
	Class II Water or WW Certification	\$.35/Hr.	\$.40/Hr.
	Class III Water or WW Certification	\$.50/Hr.	\$.55/Hr.
Sewer Maintenance Worker 2	Class I Collection	\$.20/Hr.	\$.25/Hr.
	Class II Collection	\$.35/Hr.	\$.40/Hr.
Water Maintenance Worker 2	Class I Distribution	\$.20/Hr.	\$.25/Hr.
	Class II Distribution	\$.35/Hr.	\$.40/Hr.
Customer Service Worker 2	Class I Distribution	\$.20/Hr.	\$.25/Hr.
	Class II Distribution	\$.35/Hr.	\$.40/Hr.
Inspector	Class I Distribution or Collection	\$.20/Hr.	\$.25/Hr.
	Class II Distribution or Collection	\$.35/Hr.	\$.40/Hr.
Vehicle Mechanic 2 Vehicle Mechanic 3	Two Series of ASE Certification	\$.20/Hr.	\$.25/Hr.
	Five Series of ASE Certification	\$.35/Hr.	\$.40/Hr.
	Eight Series of ASE Certification	\$.50/Hr.	\$.55/Hr.

\* - Wastewater

B. The rates specified above are not cumulative; the higher rate supercedes the lower pay supplement. The license pay supplement will become effective the beginning of the pay period following the Employer's receipt of the certification.

This Agreement is signed this 16 day of Dec, 2013.

**FOR THE BARGAINING UNIT:**

AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES

BY: [Signature]  
SCOTT THOMASSON  
STAFF REPRESENTATIVE

**FOR THE NEGOTIATING COMMITTEE:**

[Signature]  
NORMAN JACKSON

[Signature]  
DAVID L. DeBORD

[Signature]  
MICHAEL C. WATTS

**FOR MANAGEMENT:**

THE BOARD OF GREENE COUNTY  
COMMISSIONERS, GREENE COUNTY, OHIO

[Signature]  
ALAN G. ANDERSON, PRESIDENT

[Signature]  
ROBERT J. GLASER, JR., VICE PRESIDENT

[Signature]  
TOM KOOGLER, COMMISSIONER

[Signature]  
HOWARD E. POSTON,  
COUNTY ADMINISTRATOR

**NEGOTIATION COMMITTEE:**

[Signature]  
RONALD S. VOLKERDING  
DIRECTOR OF SANITARY ENGINEERING

[Signature]  
JULIE F. WHITE  
H.R. GENERALIST/INTERIM DIRECTOR

**ATTEST:**

[Signature]  
LISA MOCK  
COUNTY COMMISSIONERS' CLERK

**RESOLUTION NUMBER:**

13-12-12-13

INSERT (CBA 1-1-14/12-31-14)

GREENE COUNTY SANITARY ENGINEERING  
 AFSCME, OHIO COUNCIL 8, LOCAL 101  
 WAGE SCALE

2014  
2%

PROJECT DESIGNER	HR.	\$19.41
UTILITY MAINTENANCE WORKER 2	YR.	\$40,372.80
CENTRAL MAINTENANCE WORKER 2	HR.	\$19.20
CUSTOMER SERVICE WORKER 2	YR.	\$39,936.00
EQUIPMENT OPERATOR 3		
INSPECTOR		
LABORATORY TECHNICIAN 2		
PROJECT COORDINATOR		
* SEWER MAINTENANCE WORKER 2		
VEHICLE MECHANIC		
WASTEWATER TREATMENT PLANT MAINTENANCE WORKER 2		
WASTEWATER TREATMENT PLANT OPERATOR		
* WATER MAINTENANCE WORKER 2		
WATER TREATMENT PLANT MAINTENANCE WORKER 2		
WATER TREATMENT PLANT OPERATOR		
CHIEF BILLING CLERK	HR.	\$16.03
FISCAL SUPPORT SUPERVISOR	YR.	\$33,342.40
ENVIRONMENTAL SERVICES CREW LEADER	HR.	\$15.17
LABORATORY TECHNICIAN 1	YR.	\$31,553.60
FISCAL SUPPORT SPECIALIST	HR.	\$14.94
FISCAL SUPPORT TECHNICIAN	YR.	\$31,075.20
UTILITY MAINTENANCE WORKER 1		
BILLING CLERK 1	HR.	\$14.35
CUSTOMER SERVICE WORKER 1	YR.	\$29,848.00
WASTEWATER TREATMENT PLANT WORKER		
WATER TREATMENT PLANT WORKER		
CASHIER	HR.	\$13.62
	YR.	\$28,329.60
CLERICAL SPECIALIST 1	HR.	\$12.39
ENVIRONMENTAL SERVICES ATTENDANT	YR.	\$25,771.20

ANNUAL SALARY BASIS: 80 HOURS BI-WEEKLY/26 PAY PERIODS

\* WATER AND SEWER MAINTENANCE WORKER 2 EMPLOYEES WHO ACHIEVE A CLASS A CDL LICENSE WITH TANKER ENDORSEMENT MAY REQUEST TO BE RECLASSIFIED AS A UTILITY MAINTENANCE WORKER 2 BUT WILL NOT BE REQUIRED TO DO SO.

UPDATED: 12/12/13

INSERT (CBA 1/1/14-12/31/14)