

TENTATIVE AGREEMENT

Memorandum of Agreement on Reopener

AFSCME, Local 1770/Chapter C/Council 8, AFL-CIO and the Allen County Board of Developmental Disabilities agree to the following terms upon completion of the reopener negotiations pursuant to Article 43, Sections (A) and (C), and Article 47, Section (A) of the Negotiated Agreement:

1. A general base wage increase of 1.25%.
2. Effective at the beginning of the first pay period that begins in the month of February, 2014.
3. Retroactive amount to be paid in a lump sum in a separate check by September 30, 2014.
4. Employees shall remain at their current (2013-14) step.
- 4A. \$250 one-time lump sum bonus (no PERS deduction if possible) payable by September 30, 2014. To be eligible, the employee must have been on the active payroll on June 30, 2014 and on August 31, 2014.
5. The Negotiated Agreement is renewed beginning February 1, 2015 through January 31, 2016.
6. No across-the-board increase in 2015, through January 31, 2016.
7. Full (not half) steps resume prospectively as of July 1, 2015 (no make-up steps). Current employees at a half-step will go to the next full step, (e.g., 8 ½ will go to 9).
8. If a bargaining unit member is not eligible for a step increase on July 1, 2015, he/she will be paid a \$600 lump sum bonus to be paid by separate check by August 15, 2015. To be eligible the employee must have been employed before January 1, 2015 and still be on the active payroll on June 30, 2015.

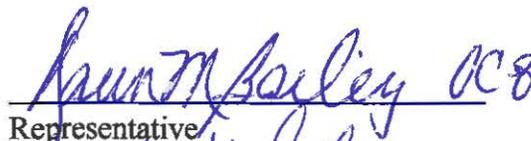
ALLEN COUNTY BOARD OF
DEVELOPMENTAL DISABILITIES



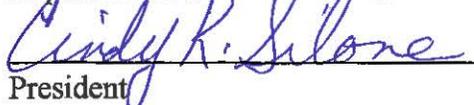
Superintendent

August 26, 2014

LOCAL 1770/CHAPTER C,
COUNCIL 8, AFSCME

 DC8

Representative



President

August 26, 2014

**ALLEN COUNTY BOARD of MR/DD
WAGE RATE SCHEDULE EFFECTIVE THE FIRST PAYPERIOD STARTING JULY 2015**

| JOB CLASSIFICATION | Step 0 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 15 | Step 20 | Step 23 | Step 27 |
|-----------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|
| Bus Aide | 10.54 | 10.98 | 11.44 | 11.87 | 12.34 | 12.82 | 13.32 | 13.88 | 14.41 | 14.99 | 15.59 | 16.24 | 16.86 | 17.23 | 17.61 |
| Bus Driver | 15.19 | 15.19 | 16.08 | 16.08 | 16.08 | 16.97 | 16.97 | 16.97 | 17.86 | 17.86 | 18.76 | 19.54 | 20.30 | 20.68 | 21.05 |
| Bus Driver/Driver | 15.19 | 15.19 | 16.08 | 16.08 | 16.08 | 16.97 | 16.97 | 16.97 | 17.86 | 17.86 | 18.76 | 19.54 | 20.30 | 20.68 | 21.05 |
| Cafeteria Worker | 10.33 | 10.76 | 11.18 | 11.61 | 12.10 | 12.60 | 13.12 | 13.64 | 14.18 | 14.73 | 15.30 | 15.92 | 16.57 | 16.96 | 17.32 |
| Community Based Specialist | 12.31 | 12.82 | 13.32 | 13.87 | 14.41 | 15.01 | 15.58 | 16.22 | 16.83 | 17.52 | 18.24 | 18.94 | 19.69 | 20.08 | 20.44 |
| Custodial Worker | 11.26 | 11.73 | 12.18 | 12.67 | 13.17 | 13.70 | 14.25 | 14.80 | 15.39 | 16.05 | 16.67 | 17.31 | 18.03 | 18.41 | 18.77 |
| Day Services Assistant | 10.33 | 10.76 | 11.18 | 11.61 | 12.10 | 12.60 | 13.12 | 13.64 | 14.18 | 14.73 | 15.30 | 15.92 | 16.57 | 16.96 | 17.32 |
| Day Services Asst/Bus Aide | 10.33 | 10.76 | 11.18 | 11.61 | 12.10 | 12.60 | 13.12 | 13.64 | 14.18 | 14.73 | 15.30 | 15.92 | 16.57 | 16.96 | 17.32 |
| Day Services Specialist | 11.58 | 12.06 | 12.58 | 13.10 | 13.60 | 14.15 | 14.71 | 15.28 | 15.89 | 16.53 | 17.18 | 17.87 | 18.57 | 18.95 | 19.31 |
| Driver | 12.63 | 13.14 | 13.67 | 14.22 | 14.76 | 15.35 | 16.00 | 16.65 | 17.29 | 17.99 | 18.73 | 19.48 | 20.22 | 20.59 | 20.97 |
| Driver (Non-CDL)/Bus Aide | 12.10 | 12.60 | 13.11 | 13.63 | 14.16 | 14.72 | 15.33 | 15.95 | 16.57 | 17.24 | 17.95 | 18.67 | 19.38 | 19.75 | 20.13 |
| Educational Aide | 10.38 | 10.81 | 11.26 | 11.73 | 12.21 | 12.67 | 13.18 | 13.70 | 14.25 | 14.81 | 15.39 | 16.05 | 16.66 | 17.04 | 17.40 |
| Educational Aide/ Bus Aide | 10.33 | 10.76 | 11.18 | 11.61 | 12.10 | 12.60 | 13.12 | 13.64 | 14.18 | 14.73 | 15.30 | 15.92 | 16.57 | 16.96 | 17.32 |
| Employment Coord | 15.02 | 15.61 | 16.26 | 16.88 | 17.58 | 18.30 | 19.01 | 19.72 | 20.54 | 21.38 | 22.25 | 23.14 | 24.01 | 24.39 | 24.77 |
| Employ Serv Resource Coord | 13.29 | 13.82 | 14.39 | 14.97 | 15.57 | 16.20 | 16.84 | 17.55 | 18.21 | 18.92 | 19.68 | 20.48 | 21.29 | 21.66 | 22.04 |
| Employment Specialist | 13.29 | 13.82 | 14.39 | 14.97 | 15.57 | 16.20 | 16.84 | 17.55 | 18.21 | 18.92 | 19.68 | 20.48 | 21.29 | 21.66 | 22.04 |
| Payroll Clerk | 10.54 | 10.98 | 11.44 | 11.87 | 12.34 | 12.82 | 13.32 | 13.88 | 14.41 | 14.99 | 15.59 | 16.24 | 16.86 | 17.23 | 17.61 |
| Part-Time Assistant | 10.33 | 10.76 | 11.18 | 11.61 | 12.10 | 12.60 | 13.12 | 13.64 | 14.18 | 14.73 | 15.30 | 15.92 | 16.57 | 16.96 | 17.32 |
| Secretary | 10.54 | 10.98 | 11.44 | 11.87 | 12.34 | 12.82 | 13.32 | 13.88 | 14.41 | 14.99 | 15.59 | 16.24 | 16.86 | 17.23 | 17.61 |
| Secretary/Receptionist | 10.54 | 10.98 | 11.44 | 11.87 | 12.34 | 12.82 | 13.32 | 13.88 | 14.41 | 14.99 | 15.59 | 16.24 | 16.86 | 17.23 | 17.61 |
| Shipping & Receiving | 12.63 | 13.14 | 13.67 | 14.22 | 14.76 | 15.35 | 16.00 | 16.65 | 17.29 | 17.99 | 18.73 | 19.48 | 20.22 | 20.59 | 20.97 |
| Vehicle Maintenance | 16.78 | 16.78 | 17.62 | 17.62 | 17.62 | 18.33 | 18.33 | 18.33 | 19.06 | 19.06 | 19.80 | 20.70 | 21.63 | 22.00 | 22.38 |
| Veh. Maintenance/Bus Driver | 16.78 | 16.78 | 17.62 | 17.62 | 17.62 | 18.33 | 18.33 | 18.33 | 19.06 | 19.06 | 19.80 | 20.70 | 21.63 | 22.00 | 22.38 |