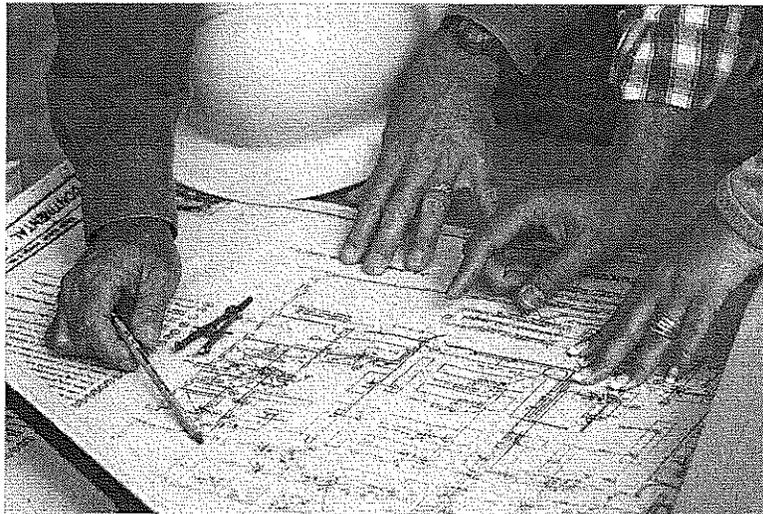


Department of

07-26-16
13-MED-09-1219
0889-01
K32041



Sanitary Engineering



-MED-

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

January 1, 2015—December 31, 2017

Wage Reopener November 2015

ARTICLE 32 WAGES

32.1. Effective Dates. A. Effective the first full pay period for pay period 2015 pay schedule, pay period beginning December 13, 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.

B. The increases in, or additional licensures pay provisions of Section 32.5 will be effective the first full pay following execution of this agreement.

C. The parties agree to re-open the wage only portions of Article 32 for the last two (2) years of this contract. Such negotiations will begin no later than November 1, 2015.

2015 Wage Reopener - Effective the pay period beginning December 12, 2015 each employee covered by this agreement will receive an increase of \$.38 added to their current base hourly rate.

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>
Wastewater Treatment Plant Operators	Class I WW* Certification	\$.30/Hr.
	Class II WW Certification	\$.55/Hr.
	Class III WW Certification	\$.75/Hr.
Water Treatment Plant Operators	Class I Water Certification	\$.30/Hr.
	Class II Water Certification	\$.55/Hr.
	Class III Water Certification	\$.75/Hr.
Laboratory Technician 1	Class I Water or WW* Certification	\$.30/Hr.
Laboratory Technician 2	Class II Water or WW Certification	\$.55/Hr.
	Class III Water or WW Certification	\$.75/Hr.

<u>Job Titles:</u>	<u>Supplement/Certification:</u>	<u>Current:</u>
Utility Mnt Wkr 1	Class I Collection or Distribution License	\$.30/Hr.
Utility Mnt Wkr 2	Class I Collection or Distribution License	\$.30/Hr.
Utility Mnt Wkr 2	Class II Collection or Distribution License	\$.45/Hr.
Utility Mnt Wkr 2	Class II Collection and Distribution License	\$.60/Hr.
Sewer Maintenance Worker 2	Class I Collection	\$.30/Hr.
	Class II Collection	\$.45/Hr.
Water Maintenance Worker 2	Class I Distribution	\$.30/Hr.
	Class II Distribution	\$.45/Hr.
Customer Service Worker 2	Class I Distribution	\$.30/Hr.
	Class II Distribution	\$.45/Hr.
Inspector	Class I Distribution or Collection	\$.30/Hr.
	Class II Distribution or Collection	\$.45/Hr.
Vehicle Mechanic	Two Series of ASE Certification	\$.30/Hr.
	Five Series of ASE Certification	\$.45/Hr.
	Eight Series of ASE Certification	\$.60/Hr.

* - Wastewater

B. The rates specified above are not cumulative; the higher rate supersedes 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.

32.6 Longevity Pay. (A) Unless retiring, full time employees on the payroll on December 01 of each year who have completed at least five (5) years of service shall receive longevity pay in the amount of \$20.00 per year of service.

(B) Payment. Longevity pay shall be paid in the regular pay check, the first pay day of December. For purposes of calculating the years of service, only full-time continuous service on September 12th shall be used and there will be no pro-rations of years of service except at retirement.

(C) Retirement. If an employee retires prior to payment as discussed in Section 32.6 (A), payment will be pro-rated for each month of service for the calendar year prior to retirement date.

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

		<u>2015</u> <u>2%</u>
PROJECT DESIGNER	HR.	\$19.80
WASTEWATER TREATMENT PLANT OPERATOR	YR.	\$41,184.00
WATER TREATMENT PLANT OPERATOR		
UTILITY MAINTENANCE WORKER 2		
CENTRAL MAINTENANCE WORKER 2	HR.	\$19.58
CUSTOMER SERVICE WORKER 2	YR.	\$40,726.40
EQUIPMENT OPERATOR 3		
INSPECTOR		
LABORATORY TECHNICIAN 2		
PROJECT COORDINATOR		
* SEWER MAINTENANCE WORKER 2		
VEHICLE MECHANIC		
WASTEWATER TREATMENT PLANT MAINTENANCE WORKER 2		
* WATER MAINTENANCE WORKER 2		
WATER TREATMENT PLANT MAINTENANCE WORKER 2		
CHIEF BILLING CLERK	HR.	\$16.35
FISCAL SUPPORT SUPERVISOR	YR.	\$34,008.00
ENVIRONMENTAL SERVICES CREW LEADER	HR.	\$15.47
LABORATORY TECHNICIAN 1	YR.	\$32,177.60
FISCAL SUPPORT SPECIALIST	HR.	\$15.24
FISCAL SUPPORT TECHNICIAN	YR.	\$31,699.20
UTILITY MAINTENANCE WORKER 1		
BILLING CLERK 1	HR.	\$14.64
CUSTOMER SERVICE WORKER 1	YR.	\$30,451.20
WASTEWATER TREATMENT PLANT WORKER		
WATER TREATMENT PLANT WORKER		
CASHIER	HR.	\$13.89
	YR.	\$28,891.20
CLERICAL SPECIALIST 1	HR.	\$12.64
ENVIRONMENTAL SERVICES ATTENDANT	YR.	\$26,291.20

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.