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## Addendum to an Existing Agreement

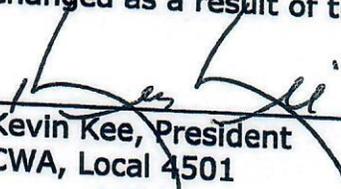
The collective bargaining agreement between the Franklin County Veterans Service Commission and Communication Workers of America which is dated January 1, 2014 - December 31, 2016, covering the titles and/or bargaining units set forth in referenced agreement, shall continue all their terms and conditions except as modified or amended below. These additions shall be made valid as if they are included in the original stated agreement.

### Implementation:

In order to attract and retain talented individuals as well as the eighteen (18) month requirement for VBS/CVSOs to become certified by the State of Ohio in order to process VA claims for Veterans and their family members; and in keeping with the 2015 Classification and Compensation Study the minimum base wage range for each job classification consistent with the minimum pay ranges for each pay grade listed in Appendix A will be implemented as follows:

1. The new starting rate for VBSs will be \$19.78 per hour; all VBS with an hourly wage below \$19.78 per hour will be brought up to the new established rate effective August 10, 2015.
2. Once a VBS receives their Ohio certification from General Counsel this achievement will be recognized and they will receive a salary increase to \$21.02, effective January 1, 2016 or upon notification from General Counsel; whichever comes later.
3. Tenured staff members will receive an equity pay adjustment, to be determined by the Veterans Service Commissioners.
4. All other remaining staff will be brought up to their new hourly wages as described in Appendix A.

No other terms or conditions of the above mentioned contract shall be negated or changed as a result of this here stated addendum.

  
Kevin Kee, President  
CWA, Local 4501

  
August 10, 2015

  
Chip Tansill, Executive Director  
Franklin County Veterans Service Commission

  
August 10, 2015

## APPENDIX A

<b>Job Title</b>	<b>Grade</b>	<b>New Hourly Wage</b>
Administrative Secretary	02	\$14.61
Administrative Secretary/Receptionist	02	\$14.61
Administrative Specialist	04	\$16.49
Administrative Assistant	07	\$19.78
Fiscal Specialist	07	\$19.78
VBS/CVSO	07	\$19.78