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CHILlicothe & AFSCME, LOCAL 1562
WAGE REOPENER 2015, 2016

The purpose of this document ("Amendment") is to modify and amend Article 10 of the current Collective Bargaining Agreement (CBA) between the City of Chillicothe and AFSCME, Local 1562 which expires August 31, 2017. This Amendment shall resolve both the 2015 and 2016 "wage re-openers." All other provisions of the CBAs shall remain unchanged, unless otherwise modified.

Pay Schedule:

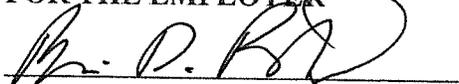
- A. Effective the first full pay period following September 1, 2015, the attached pay schedule (Appendix A) shall apply reflecting a two percent (2%) increase in base wages. This pay scale also includes three new steps (marked as A, B, and C) which shall apply to anyone hired following ratification of this Amendment. No current employee will be reduced in step as a result of this Amendment and shall continue to progress through the pay schedule as outlined in Article 10, Section 10.1. Any clarification or reference to a "Step" that has been "re-lettered" shall be made by the parties in the successor CBA negotiations. Finally, all part-time employees employed prior to ratification of this Amendment shall move to Step B on the attached pay schedule (Appendix A).
- B. Effective the first full pay period following September 1, 2016, the attached pay schedule (Appendix B) shall apply reflecting a one percent (1%) increase in base wages.

Lump-Sum Payments:

- A. All full-time bargaining unit employees shall receive a five hundred dollar (\$500) lump-sum payment the first full pay-period following ratification by the Parties of this Amendment. All part-time bargaining unit employees shall receive a two hundred fifty dollar (\$250) lump-sum payment the next full pay-period following ratification by the Parties of this Amendment.
- B. All full-time bargaining unit employees shall receive a five hundred dollar (\$500) lump-sum payment the first full pay period following January 1, 2017. All part-time bargaining unit employees shall receive a two hundred fifty dollar (\$250) lump-sum payment the first full pay period following January 1, 2017.

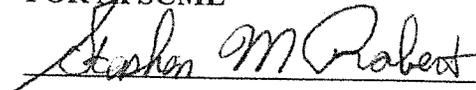
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FOR THE EMPLOYER



Dated: _____

FOR AFSCME



Dated: November 23, 2015

APPENDIX A

September 1, 2015

Pay Step	A	B	C	D	E	F	G	H	I (10 years)
CLERK	\$15.36	\$15.98	\$16.62	\$17.28	\$17.55	\$17.76	\$18.05	\$18.26	\$18.81
ACCOUNTING CLERK	\$16.23	\$16.88	\$17.56	\$18.26	\$18.64	\$18.95	\$19.26	\$19.65	\$20.20
SECRETARY	\$16.95	\$17.63	\$18.33	\$19.07	\$19.32	\$19.67	\$19.98	\$20.31	\$20.86
ADMINISTRATIVE COORDINATOR	\$19.24	\$20.01	\$20.81	\$21.65	\$22.09	\$22.54	\$23.00	\$23.48	\$23.95
DEPUTY CLERK MUNICIPAL COURT	\$15.60	\$16.22	\$16.87	\$17.55	\$17.78	\$18.17	\$18.42	\$18.74	\$19.29
SYSTEM ADMINISTRATOR	\$18.14	\$18.86	\$19.62	\$20.40	\$20.82	\$21.24	\$21.68	\$22.15	\$22.70
LABORER	\$15.36	\$15.98	\$16.62	\$17.28	\$17.57	\$17.78	\$18.17	\$18.42	\$18.97
LABORER PART TIME	\$12.80	\$13.05							
GENERAL MAINTENANCE	\$15.81	\$16.44	\$17.10	\$17.78	\$18.17	\$18.42	\$18.77	\$19.09	\$19.64
GENERAL MAINTENANCE SIGNS/MARKETING	\$16.41	\$17.07	\$17.75	\$18.46	\$18.80	\$19.16	\$19.42	\$19.85	\$20.40
TRUCK DRIVER	\$15.94	\$16.58	\$17.24	\$17.93	\$18.21	\$18.54	\$18.81	\$19.17	\$19.72
EQUIPMENT OPERATOR	\$16.38	\$17.03	\$17.71	\$18.42	\$18.77	\$19.09	\$19.46	\$19.87	\$20.42
LABOR CREW LEADER	\$17.82	\$18.53	\$19.27	\$20.04	\$20.45	\$20.91	\$21.35	\$21.81	\$22.36
PARKING ENFORCER/METER MAINTENANCE	\$16.15	\$16.80	\$17.47	\$18.17	\$18.42	\$18.77	\$19.09	\$19.46	\$20.01
ELECTRICIAN	\$18.88	\$19.64	\$20.42	\$21.24	\$21.68	\$22.13	\$22.60	\$23.10	\$23.65
ASSISTANT ELECTRICIAN	\$17.53	\$18.23	\$18.96	\$19.72	\$19.90	\$20.41	\$20.75	\$21.20	\$21.75
TRAFFIC CONTROL CREW LEADER	\$17.82	\$18.53	\$19.27	\$20.04	\$20.45	\$20.91	\$21.35	\$21.81	\$22.36
UTILITY METER READER	\$15.79	\$16.42	\$17.08	\$17.76	\$18.05	\$18.26	\$18.64	\$18.95	\$19.50
UTILITIES MAINTENANCE TECHNICIAN I	\$18.18	\$18.91	\$19.67	\$20.45	\$20.91	\$21.35	\$21.81	\$22.29	\$22.84
UTILITIES CLERK	\$16.04	\$16.68	\$17.35	\$18.05	\$18.26	\$18.64	\$18.95	\$19.26	\$19.81
UTILITIES BILLING CLERK	\$16.72	\$17.39	\$18.09	\$18.81	\$19.07	\$19.41	\$19.73	\$20.06	\$20.61
WATER METER SERVICE	\$16.23	\$16.88	\$17.56	\$18.26	\$18.64	\$18.95	\$19.26	\$19.65	\$20.20
WATER MAINTENANCE	\$16.38	\$17.03	\$17.71	\$18.42	\$18.77	\$19.09	\$19.46	\$19.87	\$20.42
WATER DISTRIBUTION CREW LEADER	\$17.82	\$18.53	\$19.27	\$20.04	\$20.45	\$20.91	\$21.35	\$21.81	\$22.36
WASTEWATER COLLECTION CREW LEADER	\$17.82	\$18.53	\$19.27	\$20.04	\$20.45	\$20.91	\$21.35	\$21.81	\$22.36
LEAD PLANT OPERATOR	\$18.18	\$18.91	\$19.67	\$20.45	\$20.91	\$21.35	\$21.81	\$22.29	\$22.84

Pay Step	A	B	C	D	E	F	G	H	I (10 years)
UTILITY LAB TECHNICIAN	\$18.18	\$18.91	\$19.67	\$20.45	\$20.91	\$21.35	\$21.81	\$22.29	\$22.84
WATER TREATMENT PLANT OPERATOR	\$16.57	\$17.23	\$17.92	\$18.64	\$18.95	\$19.26	\$19.65	\$20.04	\$20.60
WATER TREATMENT PLANT OPERATOR 1	\$17.47	\$18.16	\$18.89	\$19.65	\$20.04	\$20.45	\$20.91	\$21.35	\$21.91
WASTEWATER TREATMENT PLANT OPERATOR	\$16.57	\$17.23	\$17.92	\$18.64	\$18.95	\$19.26	\$19.65	\$20.04	\$20.60
WASTEWATER TREATMENT PLANT OPERATOR 1	\$17.47	\$18.16	\$18.89	\$19.65	\$20.04	\$20.45	\$20.91	\$21.35	\$21.91
PRE TREATMENT COORDINATOR	\$18.18	\$18.91	\$19.67	\$20.45	\$20.91	\$21.35	\$21.81	\$22.29	\$22.84
INSTRUMENTATION & ELECTRICAL TECHNICIAN	\$18.18	\$18.91	\$19.67	\$20.45	\$20.91	\$21.35	\$21.81	\$22.29	\$22.84
ENGINEERING AIDE 1	\$15.60	\$16.22	\$16.87	\$17.55	\$18.05	\$18.26	\$18.64	\$18.95	\$19.50
ENGINEERING AIDE 2	\$16.85	\$17.52	\$18.22	\$18.95	\$19.26	\$19.65	\$20.04	\$20.45	\$21.00
ENGINEERING AIDE 3	\$17.47	\$18.16	\$18.89	\$19.65	\$20.04	\$20.45	\$20.91	\$21.35	\$21.91
SURVEYOR/FLOODWALL COORDINATOR	\$21.91	\$22.79	\$23.70	\$24.65	\$25.33	\$25.96	\$26.63	\$27.32	\$27.87
CIVIL ENGINEER 1	\$21.91	\$22.79	\$23.70	\$24.65	\$25.33	\$25.96	\$26.63	\$27.32	\$27.87
CIVIL ENGINEER 2	\$23.05	\$23.97	\$24.93	\$25.93	\$26.61	\$27.30	\$28.05	\$28.74	\$29.29
BUILDING OFFICIAL	\$21.53	\$22.39	\$23.29	\$24.22	\$24.65	\$25.10	\$25.64	\$26.16	\$26.71
BUS OPERATOR	\$15.77	\$16.40	\$17.06	\$17.74	\$17.99	\$18.34	\$18.63	\$18.97	\$19.52
BUS OPERATOR PART TIME	\$14.27	\$14.52							
SHIFT LEADER	\$18.28	\$19.01	\$19.77	\$20.57	\$20.87	\$21.21	\$21.49	\$21.85	\$22.40
MECHANIC	\$17.05	\$17.73	\$18.44	\$19.18	\$19.45	\$19.78	\$20.19	\$20.57	\$21.12
BUS UTILITY WORKER	\$15.36	\$15.98	\$16.62	\$17.28	\$17.57	\$17.78	\$18.17	\$18.42	\$18.97
TRANSIT COORDINATOR	\$16.72	\$17.39	\$18.09	\$18.81	\$19.07	\$19.41	\$19.73	\$20.06	\$20.61
GROUNDSKEEPER	\$15.36	\$15.98	\$16.62	\$17.28	\$17.57	\$17.78	\$18.17	\$18.42	\$18.97

APPENDIX B

September 1, 2016

Pay Step	A	B	C	D	E	F	G	H	I (10 years)
CLERK	\$15.52	\$16.14	\$16.78	\$17.45	\$17.72	\$17.94	\$18.23	\$18.44	\$19.00
ACCOUNTING CLERK	\$16.40	\$17.05	\$17.73	\$18.44	\$18.82	\$19.14	\$19.45	\$19.84	\$20.40
SECRETARY	\$17.12	\$17.80	\$18.52	\$19.26	\$19.51	\$19.86	\$20.18	\$20.51	\$21.07
ADMINISTRATIVE COORDINATOR	\$19.44	\$20.21	\$21.02	\$21.86	\$22.31	\$22.77	\$23.23	\$23.72	\$24.19
DEPUTY CLERK MUNICIPAL COURT	\$15.75	\$16.38	\$17.04	\$17.72	\$17.96	\$18.35	\$18.61	\$18.93	\$19.48
SYSTEM ADMINISTRATOR	\$18.32	\$19.05	\$19.81	\$20.61	\$21.03	\$21.45	\$21.89	\$22.37	\$22.92
LABORER	\$15.52	\$16.14	\$16.78	\$17.45	\$17.74	\$17.96	\$18.35	\$18.61	\$19.16
LABORER PART TIME	\$12.93	\$13.18							
GENERAL MAINTENANCE	\$15.96	\$16.60	\$17.27	\$17.96	\$18.35	\$18.61	\$18.96	\$19.28	\$19.83
GENERAL MAINTENANCE SIGNS/MARKETING	\$16.58	\$17.24	\$17.93	\$18.65	\$18.99	\$19.35	\$19.62	\$20.05	\$20.61
TRUCK DRIVER	\$16.10	\$16.75	\$17.42	\$18.11	\$18.39	\$18.72	\$19.00	\$19.36	\$19.92
EQUIPMENT OPERATOR	\$16.54	\$17.20	\$17.89	\$18.61	\$18.96	\$19.28	\$19.66	\$20.07	\$20.63
LABOR CREW LEADER	\$18.00	\$18.72	\$19.47	\$20.25	\$20.66	\$21.12	\$21.56	\$22.03	\$22.58
PARKING ENFORCER/METER MAINTENANCE	\$16.31	\$16.97	\$17.64	\$18.35	\$18.61	\$18.96	\$19.28	\$19.66	\$20.21
ELECTRICIAN	\$19.07	\$19.83	\$20.63	\$21.45	\$21.89	\$22.35	\$22.82	\$23.33	\$23.88
ASSISTANT ELECTRICIAN	\$17.71	\$18.41	\$19.15	\$19.92	\$20.10	\$20.62	\$20.96	\$21.41	\$21.97
TRAFFIC CONTROL CREW LEADER	\$18.00	\$18.72	\$19.47	\$20.25	\$20.66	\$21.12	\$21.56	\$22.03	\$22.58
UTILITY METER READER	\$15.95	\$16.58	\$17.25	\$17.94	\$18.23	\$18.44	\$18.82	\$19.14	\$19.70
UTILITIES MAINTENANCE TECHNICIAN I	\$18.36	\$19.10	\$19.86	\$20.66	\$21.12	\$21.56	\$22.03	\$22.51	\$23.07
UTILITIES CLERK	\$16.20	\$16.85	\$17.53	\$18.23	\$18.44	\$18.82	\$19.14	\$19.45	\$20.01
UTILITIES BILLING CLERK	\$16.89	\$17.57	\$18.27	\$19.00	\$19.26	\$19.61	\$19.93	\$20.26	\$20.81
WATER METER SERVICE	\$16.40	\$17.05	\$17.73	\$18.44	\$18.82	\$19.14	\$19.45	\$19.84	\$20.40
WATER MAINTENANCE	\$16.54	\$17.20	\$17.89	\$18.61	\$18.96	\$19.28	\$19.66	\$20.07	\$20.63
WATER DISTRIBUTION CREW LEADER	\$18.00	\$18.72	\$19.47	\$20.25	\$20.66	\$21.12	\$21.56	\$22.03	\$22.58
WASTEWATER COLLECTION CREW LEADER	\$18.00	\$18.72	\$19.47	\$20.25	\$20.66	\$21.12	\$21.56	\$22.03	\$22.58
LEAD PLANT OPERATOR	\$18.36	\$19.10	\$19.86	\$20.66	\$21.12	\$21.56	\$22.03	\$22.51	\$23.07

Pay Step	A	B	C	D	E	F	G	H	I (10 years)
UTILITY LAB TECHNICIAN	\$18.36	\$19.10	\$19.86	\$20.66	\$21.12	\$21.56	\$22.03	\$22.51	\$23.07
WATER TREATMENT PLANT OPERATOR	\$16.73	\$17.40	\$18.10	\$18.82	\$19.14	\$19.45	\$19.84	\$20.25	\$20.80
WATER TREATMENT PLANT OPERATOR 1	\$17.64	\$18.35	\$19.08	\$19.84	\$20.25	\$20.66	\$21.12	\$21.56	\$22.13
WASTEWATER TREATMENT PLANT OPERATOR	\$16.73	\$17.40	\$18.10	\$18.82	\$19.14	\$19.45	\$19.84	\$20.25	\$20.80
WASTEWATER TREATMENT PLANT OPERATOR 1	\$17.64	\$18.35	\$19.08	\$19.84	\$20.25	\$20.66	\$21.12	\$21.56	\$22.13
PRE TREATMENT COORDINATOR	\$18.36	\$19.10	\$19.86	\$20.66	\$21.12	\$21.56	\$22.03	\$22.51	\$23.07
INSTRUMENTATION & ELECTRICAL TECHNICIAN	\$18.36	\$19.10	\$19.86	\$20.66	\$21.12	\$21.56	\$22.03	\$22.51	\$23.07
ENGINEERING AIDE 1	\$15.75	\$16.38	\$17.04	\$17.72	\$18.23	\$18.44	\$18.82	\$19.14	\$19.70
ENGINEERING AIDE 2	\$17.02	\$17.70	\$18.41	\$19.14	\$19.45	\$19.84	\$20.25	\$20.66	\$21.21
ENGINEERING AIDE 3	\$17.64	\$18.35	\$19.08	\$19.84	\$20.25	\$20.66	\$21.12	\$21.56	\$22.13
SURVEYOR/FLOODWALL COORDINATOR	\$22.13	\$23.01	\$23.93	\$24.89	\$25.58	\$26.22	\$26.90	\$27.59	\$28.15
CIVIL ENGINEER 1	\$22.13	\$23.01	\$23.93	\$24.89	\$25.58	\$26.22	\$26.90	\$27.59	\$28.15
CIVIL ENGINEER 2	\$23.28	\$24.21	\$25.18	\$26.19	\$26.88	\$27.57	\$28.33	\$29.02	\$29.58
BUILDING OFFICIAL	\$21.74	\$22.61	\$23.52	\$24.46	\$24.89	\$25.36	\$25.89	\$26.42	\$26.97
BUS OPERATOR	\$15.93	\$16.57	\$17.23	\$17.92	\$18.17	\$18.52	\$18.81	\$19.16	\$19.72
BUS OPERATOR PART TIME	\$14.41	\$14.67							
SHIFT LEADER	\$18.47	\$19.20	\$19.97	\$20.77	\$21.08	\$21.42	\$21.71	\$22.07	\$22.63
MECHANIC	\$17.22	\$17.91	\$18.62	\$19.37	\$19.65	\$19.98	\$20.39	\$20.77	\$21.33
BUS UTILITY WORKER	\$15.52	\$16.14	\$16.78	\$17.45	\$17.74	\$17.96	\$18.35	\$18.61	\$19.16
TRANSIT COORDINATOR	\$16.89	\$17.57	\$18.27	\$19.00	\$19.26	\$19.61	\$19.93	\$20.26	\$20.81
GROUNDSKEEPER	\$15.52	\$16.14	\$16.78	\$17.45	\$17.74	\$17.96	\$18.35	\$18.61	\$19.16