

MEMORANDUM OF UNDERSTANDING

09-08-16
14-MED-05-0735
3254-02
K31354

RE: Pay Grade for Youth Leaders

DATE: September 1, 2016

During discussions surrounding the staffing and pay rate of the Youth Leader 2 and 3 occupations, the parties have reached the following understanding.

Article 39 - Wages

Both parties recognize the importance of attracting and retaining sufficient numbers of individuals for employment in the Youth Leader positions, and understand the role starting pay plays in those efforts. Therefore, the parties agree that the starting pay rate of individuals newly hired into the position of Youth Leader 2 on or after October 20, 2016, shall be \$12.02 per hour.

Bargaining unit employees already in the employ of MCJAS as a Youth Leader 2 or Youth Leader 3 prior to October 20, 2016 will receive a 7.5% increase to their hourly rate of pay. Said increase will become effective on October 20, 2016. This increase in hourly rate of pay shall take the place of, and not be in addition to, the 2% increase called for by Article 39 of the parties' collective bargaining Agreement, and which would otherwise take effect with the first full pay period following the second anniversary date of the collective bargaining Agreement.

This Memorandum of Understanding will be effective through the termination date of the parties' current collective bargaining Agreement (October 7, 2017), unless the parties shall mutually agree to extend it thereafter.

EMPLOYER:

Doel C. Cole
JW
Jan C. McKinn II
Kelissa Schick

Date: Sept 1, 2016

UNION:

Brenda Gh
Rachael Barty
Thomas W. Gaylor

Date: ~~Sept~~ Oct 1, 2016