

# Memorandum of Understanding 911/CWA contract adopted September 12, 2014

Revision of Article 28.1 – Wages – Section 28.1- paragraph 2 – “Standard to be met annually”.

**Revised contract language (Addition(s) to current language indicated in red bold, deleted language indicated with bold and strikethrough):**

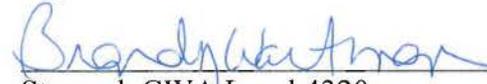
% of Wage Increase	Standard to be met annually
2015 <del>—</del> .5%	Achieving an average overall score of 3.5 or higher on <del>all 4's and/or 5's</del> on the Licking County Performance Appraisal annually and no active discipline (written warning or greater) issued during evaluation period.
2016 .5%	
2017 .5%	

This revision will be in full force and effect for the performance evaluation period ~~of~~ 2016 and 2017.

*for increase effect in*  
*(JW)* *(SD)*  
*(BW)*

  
\_\_\_\_\_  
Representative of CWA Local 4320

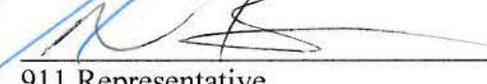
11/9/15  
Date

  
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Steward, CWA Local 4320

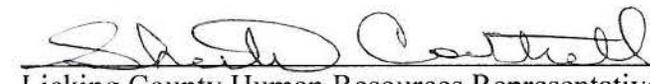
11/9/15  
Date

  
\_\_\_\_\_  
911 Representative

11-09-2015  
Date

  
\_\_\_\_\_  
911 Representative

11/09/2015  
Date

  
\_\_\_\_\_  
Licking County Human Resources Representative

11/9/15  
Date