

**MEMORANDUM OF UNDERSTANDING**  
**PLACEMENT ON WAGE SCALE**

**Section 1. Placement in Pay Ranges.** The parties agree that employees in the bargaining unit shall be placed on the wage scale contained in Article 30 as follows:

1. Beginning with the first pay after January 1, 2016, Gerry Murphy shall be placed at the After 8 Year rate of the Lab Tech 2 pay range.
2. Beginning with the first pay after January 1, 2016, Ken Shepard shall be placed at the After 4 Year rate of the Lab Tech 2 pay range. Beginning with the first pay after January 1, 2017, Ken Shepard shall move to the After 6 Year rate of the Lab Tech 2 pay range. Beginning with the first pay after January 1, 2018, Ken Shepard shall move to the After 8 Years rate of the Lab Tech 2 pay range.
3. Effective December 9, 2015, Meredith Hilderman shall be placed at the After 4 Years rate of the Lab Tech 1 pay range. Thereafter, Meredith Hilderman shall move through the steps of the pay range after completion of her sixth and eighth years of employment.

**Section 2. Lump Sum Payments.** No later than two pay periods after execution of the Agreement, each member of the bargaining unit shall receive a one-time lump sum payment according to the below schedule. Said lump sum payment is agreed upon in lieu of any further pay increase upon execution of the Agreement and in acknowledgement of the delay of placement on the pay ranges in accordance with Section 1 of this Memorandum of Understanding.

<u>Classification</u>	<u>Lump Sum Payment</u>
Lab Technician 1	\$200.00
Lab Technician 2	\$300.00