

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE WILLIAMS COUNTY BOARD OF DD  
AND  
OAPSE/AFSCME LOCAL #4, LOCAL #780

A. The Parties to this Agreement

1. The Williams County Board of DD, herein referred to as the "Employer."
2. The OAPSE/AFSCME Local #4, Local #780, hereinafter referred to as the "Union."

B. Background

The Employer and the Union negotiated a collective bargaining agreement effective dates July 1, 2015 to June 30, 2018.

Article 13, Wages, was one such article that was included in the labor agreement. Section 13.2 of the labor agreement states:

"Newly hired employees shall be evaluated regarding job-related experience, education, or other qualifications, and the Superintendent shall determine the appropriate rate of compensation. Newly hired employees shall be compensated at the discretion of the Employer, based on the above qualifications in the following manner:

Associates Degree: Up to \$10,000.00 below the lowest paid Bachelors' degreed employee's salary.

Bachelors' Degree: Between \$1,000.00 below and \$5,000.00 above the lowest paid Bachelors' degreed employee's salary.

Master's Degree: Between \$1,000.00 below and \$10,000.00 above the lowest paid Bachelors' degreed employee's salary."

The Employer has identified that the current level of compensation for this bargaining unit has had an affect on its ability to retain employees.

The Employer wishes to make a one-time salary adjustment for members of this bargaining unit in an attempt to affect the retention of current employees.

C. The Terms

1. The parties agree that in order to address retention issues, the employees of this bargaining unit will receive a one-time salary adjustment.

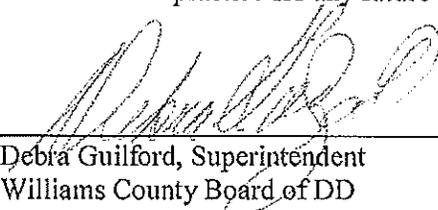
2. The one-time salary adjustments will be implemented as follows:

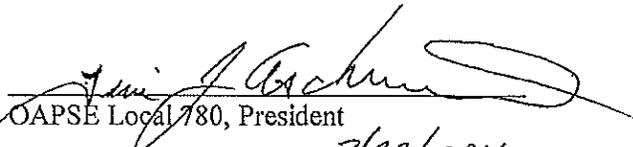
Kristen Fidler	\$36,448
Lindsay Ruggles	\$36,448
Joan Miller	\$36,448
Heidi Hull	\$40,598
Eric Sierra	\$41,113
Terri Aschemeier	\$56,000

3. The parties agree that the one-time salary adjustment will be effective April 1, 2016.

4. The parties agree that the previously negotiated wage increases (two percent (2%) in July 1, 2016 and two percent (2%) July 1, 2017), will remain in effect.

5. The parties agree that this Memorandum of Understanding shall not create a precedent for wage rates related to future new hires nor does it create a past practice for any future requests by any bargaining unit member.

  
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Debra Guilford, Superintendent  
Williams County Board of DD

  
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OAPSE Local 780, President

3/22/2016

Date Signed: 3-24-16