

01-30-2018
3002-01
15-MED-11-1226
K34979

MEMORANDUM OF UNDERSTANDING

BETWEEN

**THE ALLEN COUNTY CHILD SUPPORT ENFORCEMENT AGENCY
AND THE COMMUNICATION WORKERS OF AMERICA**

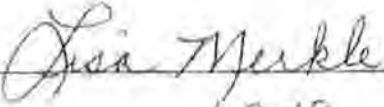
The parties agree to the following application of Article 15.1 for the year of 2018. This application will not set a precedent for any future agreements.

Section 15.1 Wage Scales The wage scales for the employees of the Bargaining Unit are set forth in Appendix A to this Agreement and are unfrozen for 2018. This will give all Bargaining Unit Employees an increase on the step effective January 4, 2018. Bargaining Unit Employees employed at least one year and not currently at Step F effective January 4, 2018, shall move up one step effective January 4, 2018, and on their annual anniversary date in 2018. Then every 18 months thereafter according to the wage scale. Longevity Pay has been unfrozen and has been adjusted for all Bargaining Unit Employees reflective with their years of service. To accommodate these increases, there will be no sick leave payout in 2017.

AGREED:

For the ACCSEA

For the Union



Date: 1-8-18



Date: 1-2-18

APPENDIX A

**Drop Start Rate – Added Rate on as Step F
Effective 01/04/2018**

	S	A	B	C	D	E	F
	Start Rate	6 Months	24 Months	42 Months	60 Months	78 Months	96 Months
S. W. I	11.82	12.29	12.78	13.29	13.82	14.37	14.94
S.W. II	12.96	13.48	14.02	14.58	15.16	15.77	16.40
S.W. III	13.86	14.41	14.99	15.59	16.21	16.86	17.53

Section 15.2 Longevity Pay

Years of Service	10	11	12	13	14	15	16	17	18	19	20	21
Longevity	.30/hr	.33/hr	.36/hr	.39/hr	.42/hr	.46/hr	.50/hr	.54/hr	.58/hr	.62/hr	.67/hr	.71/hr