

MEMORANDUM OF AGREEMENT

This agreement is entered into on this _____ day of _____, 2010,
between the County of Oakland and the Oakland County Employees Union (O.C.E.U).
The parties agree to extend the provisions of the 2006-2010 bargaining agreement through
September 30, 2011, with the following exception:

The bi-weekly salary schedule shall decrease by 1.5% effective with the pay period
beginning September 25, 2010. Should there be no wage reduction for the general, non -
represented employee group or should their salary rates be reduced by a percentage less than
1.5%, members of this bargaining unit shall have their wages affected in a similar manner.

BI-WEEKLY SALARIES FY 2011

The bi-weekly salary schedule shall be as attached.

The collective bargaining agreement shall only be modified as indicated above.

OAKLAND COUNTY EMPLOYEES UNION

COUNTY OF OAKLAND

Bill Bullard, Jr., Chairperson
Board of Commissioners

L. Brooks Patterson, County Executive

ANIMAL CONTROL

BI-WEEKLY SALARIES FY 2011

Effective with the pay period beginning September 25, 2010, the bi-weekly salary schedule shall be:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>	<u>6 Year</u>
Account Clerk I	1069.33	1133.94	1198.66	1263.36	1328.07	1392.85	
Account Clerk II	1186.13	1257.89	1329.66	1401.28	1473.15	1544.73	
Animal Control Dispatch Clerk	1126.07	1194.09	1262.27	1330.35	1398.39	1466.58	
Animal Control Officer	1272.50	1349.25	1426.30	1503.07	1580.15	1656.73	
Animal Shelter Attendant	935.00	993.77	1052.73	1111.58	1170.55	1229.23	
Clerk	879.75	935.01	993.77	1052.73	1111.58	1170.55	1229.23
General Clerical	869.61						
General Helper	869.61						
Office Assistant I	974.29	1034.41	1094.59	1154.75	1215.06	1275.27	
Office Assistant II	1069.33	1133.94	1198.66	1263.36	1328.07	1392.85	
Veterinarian Technician	1303.96	1382.63	1461.51	1540.24	1619.11	1697.84	

MAINTENANCE, CUSTODIAL AND GROUNDS

BI-WEEKLY SALARIES FY 2011

Effective with the pay period beginning September 25, 2010, the bi-weekly salary schedule shall be:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
Central Stock Attendant	1303.96	1382.63	1461.51	1540.24	1619.11	1697.84
Custodial Worker I	908.34	963.19	1018.25	1073.36	1128.37	1183.36
Custodial Worker II	935.00	993.77	1052.73	1111.58	1170.55	1229.23
Custodial Worker III	1015.29	1076.78	1138.33	1199.72	1261.22	1322.78
General Helper	869.61					
General Maintenance Mechanic	1236.41	1310.94	1385.84	1460.57	1535.31	1609.73
Grounds Equip. Mechanic	1236.41	1310.94	1385.84	1460.57	1535.31	1609.73
Grounds Equip. Mechanic-FMO	1268.50	1345.00	1421.82	1498.47	1575.17	1651.52
Groundskeeper I	1069.33	1133.94	1198.66	1263.36	1328.07	1392.85
Groundskeeper II	1126.07	1194.09	1262.27	1330.35	1398.39	1466.58
Groundskeeper Crew Chief	1303.96	1382.63	1461.51	1540.24	1619.11	1697.84
Groundskeeper Specialist	1236.41	1310.94	1385.84	1460.57	1535.31	1609.73
Groundskeeper Specialist-Irrigation	1236.41	1310.94	1385.84	1460.57	1535.31	1609.73
Maintenance Laborer	1015.29	1076.78	1138.33	1199.72	1261.22	1322.78
Mobile Unit Custodial Worker	1015.29	1076.78	1138.33	1199.72	1261.22	1322.78
Painter I	1303.96	1382.63	1461.51	1540.24	1619.11	1697.84
Painter II	1369.60	1452.34	1535.05	1617.80	1700.46	1782.31
Skilled Maintenance Mechanic I	1303.96	1382.63	1461.51	1540.24	1619.11	1697.84
Skilled Maintenance Mechanic II	1369.60	1452.34	1535.05	1617.80	1700.46	1782.31
Skilled Maintenance Mechanic III	1575.46	1671.61	1766.84	1862.03	1957.02	2052.11

SHERIFF'S DEPARTMENT CLERICAL & MAINTENANCE EMPLOYEES

BI-WEEKLY SALARIES-FY 2011

Effective with the pay period beginning September 25, 2010, the bi-weekly salary schedule shall be:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>	<u>6 Year</u>
Account Clerk I	1069.33	1133.94	1198.66	1263.36	1328.07	1392.85	
Account Clerk II	1186.13	1257.89	1329.66	1401.28	1473.15	1544.73	
Clerk	879.75	935.01	993.77	1052.73	1111.58	1170.55	1229.23
Clerk II-Delivery person	1015.29	1076.78	1138.33	1199.72	1261.22	1322.78	
Employee Records Specialist	1303.96	1382.63	1461.51	1540.24	1619.11	1697.84	
General Clerical	869.61						
General Helper	869.61						
General Maint. Mechanic	1236.41	1310.94	1385.84	1460.57	1535.31	1609.73	
Inmate Booking Clerk	1126.07	1194.09	1262.27	1330.35	1398.39	1466.58	
Materials Management Clerk	1069.33	1133.94	1198.66	1263.36	1328.07	1392.85	
Medical Billing Specialist	1303.96	1382.63	1461.51	1540.24	1619.11	1697.84	
Office Assistant I	974.29	1034.41	1094.59	1154.75	1215.06	1275.27	
Office Assistant II	1069.33	1133.94	1198.66	1263.36	1328.07	1392.85	
Office Leader	1186.13	1257.89	1329.66	1401.28	1473.15	1544.73	
Sheriff Legal Information Clerk	1126.07	1194.09	1262.27	1330.35	1398.39	1466.58	
Storekeeper I	935.00	993.77	1052.73	1111.58	1170.55	1229.23	
Storekeeper II	974.29	1034.41	1094.59	1154.75	1215.06	1275.27	
Warrants Clerk	1126.07	1194.09	1262.27	1330.35	1398.39	1466.58	
Works Project Coordinator	1303.96	1382.63	1461.51	1540.24	1619.11	1697.84	

PARKS AND RECREATION DEPARTMENT

MAINTENANCE EMPLOYEES

BI-WEEKLY SALARIES-FY 2011

Effective with the pay period beginning September 25, 2010, the bi-weekly salary schedule shall be:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
General Helper	869.61					
Gen. Maintenance Mech.- P&R	1236.41	1310.94	1385.84	1460.57	1535.31	1609.73
Grounds Equipment Mechanic	1236.41	1310.94	1385.84	1460.57	1535.31	1609.73
Groundskeeper I	1069.33	1133.94	1198.66	1263.36	1328.07	1392.85
Groundskeeper II	1126.07	1194.09	1262.27	1330.35	1398.39	1466.58
Groundskeeper Specialist	1236.41	1310.94	1385.84	1460.57	1535.31	1609.73
Parks Crew Chief	1303.96	1382.63	1461.51	1540.24	1619.11	1697.84
Parks Maintenance Aide	1069.33	1133.94	1198.66	1263.36	1328.07	1392.85
Skilled Maintenance Mechanic I	1303.96	1382.63	1461.51	1540.24	1619.11	1697.84
Skilled Maintenance Mechanic II	1369.60	1452.34	1535.05	1617.80	1700.46	1782.31
Skilled Maintenance Mechanic III	1576.46	1671.61	1766.84	1862.03	1957.02	2052.11

WATER RESOURCES COMMISSIONER

BI-WEEKLY SALARIES-FY 2011:

Effective with the pay period beginning September 25, 2010, the bi-weekly salary schedule shall be:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
Automobile Mechanic II	1433.90	1520.32	1606.99	1693.61	1780.17	1866.69
Chemist	1433.90	1520.32	1606.99	1693.61	1780.17	1866.69
Electrical Technician	1303.96	1382.63	1461.51	1540.24	1619.11	1697.84
General Helper	868.61					
Laboratory Technician I	1126.07	1194.09	1262.27	1330.35	1398.39	1466.58
Laboratory Technician II	1186.13	1257.89	1329.66	1401.28	1473.15	1544.73
Lake Level Technician	1303.96	1382.63	1461.51	1540.24	1619.11	1697.84
Lead Chemist	1576.46	1671.61	1766.84	1862.03	1957.02	2052.11
Maintenance Laborer-WRC	1076.20	1141.39	1206.63	1271.70	1336.89	1402.11
Maintenance Mechanic I	1194.17	1266.32	1338.62	1410.84	1483.02	1555.29
Maintenance Mechanic II	1298.75	1377.02	1455.70	1534.19	1612.70	1690.85
Meter Mechanic I	1182.36	1253.78	1325.38	1396.87	1468.34	1539.89
Meter Mechanic II	1285.90	1363.39	1441.28	1519.00	1596.72	1673.29
Pump Maintenance Mechanic I	1303.96	1382.63	1461.51	1540.24	1619.11	1697.84
Pump Maintenance Mechanic II	1433.90	1520.32	1606.99	1693.61	1780.17	1866.69
Sewage Treat Plant Operator I	1245.43	1320.82	1396.15	1471.37	1546.80	1621.96
Sewage Treat Plant Operator II	1433.90	1520.32	1606.99	1693.61	1780.17	1866.69
Skilled Maintenance Mechanic II	1369.60	1452.34	1535.05	1617.80	1700.46	1782.31
Skilled Maintenance Mechanic III	1576.46	1671.61	1766.84	1862.03	1957.02	2052.11
	<u>Base</u>	<u>6 Mos.</u>	<u>1Year</u>			
Sewage Trt Plant Operator Trainee	1066.05	1130.62	1195.24			

WATER RESOURCES COMMISSIONER

CON'T.

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
WRC Crew Leader Pump Maintenance	1497.18	1587.40	1677.89	1768.32	1858.71	1949.04
WRC Crew Leader Water and Sewer	1497.18	1587.40	1677.89	1768.32	1858.71	1949.04
WRC Electrical Systems Coordinator	1369.60	1452.34	1535.05	1617.80	1700.46	1782.31
WRC Electrical Systems Coordinator	1584.21	1679.81	1775.49	1871.16	1966.59	2062.16

THE COUNTY OF OAKLAND

AND

OAKLAND COUNTY EMPLOYEES UNION

COLLECTIVE BARGAINING AGREEMENT

2006 - 2009

AGREEMENT

This agreement is made and entered into on this 8TH day of MARCH, A.D., 2007, by and between the Oakland County Board of Commissioners and the Oakland County Executive, hereinafter referred to collectively as the "Employer," and the Oakland County Employees Union, hereinafter referred to as the "Union." It is the desire of both parties to this agreement to continue to work harmoniously and to promote and maintain high standards, between the employer and employees, which will best serve the citizens of Oakland County.

I. RECOGNITION

The Employer recognizes the Union as the exclusive representative of the following employees, for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment and other terms and conditions of employment, in the following bargaining unit for which they have been certified, and in which the Union is recognized as collective bargaining representative, subject to and in accordance with the provisions of Act 336 of the Public Acts of 1947, as amended.

All Animal Control Officers, and Animal Shelter Attendants and clerical and EXCLUDING supervision.

All employees of Building Custodial units of the Department of Facilities Management EXCLUDING all supervisors as defined in the Act.

All employees of the Maintenance and Ground units of the Department of Facilities Management EXCLUDING all supervisors as defined in the Act.

All Chemist, Electronics Technician, Laboratory Technician I, Laboratory Technician II, Maintenance Laborer, Maintenance Mechanic I, Maintenance Mechanic II, Meter Reader, Pump Maintenance Mechanic I, Pump Maintenance Mechanic II, Sewage Treatment Plant Operator I, Sewage Treatment Plant Operator II, Sewage Treatment Plant Operator Trainee, Skilled Maintenance Mechanic II, Skilled Maintenance Mechanic III and Water Meter Technician employed by the Oakland County Drain Commissioner EXCLUDING Construction Inspectors I, II and III, supervisors and all

engineering, clerical, administrative, professional and other office employees.

All General Maintenance Mechanics - Parks and Recreation, Grounds Equipment Mechanics, Groundskeeper I, Groundskeeper II, Groundskeeper Crew Chief, Groundskeeper Specialist, Parks Maintenance Aides, Skilled Maintenance Mechanic I, Skilled Maintenance Mechanic II and Skilled Maintenance Mechanic III employed by the Oakland County Parks and Recreation Commission EXCLUDING supervisors and all other employees.

All non-professional, non-technical, non-clerical employees of Oakland County Medical Care Facility, including nursing assistants and Storkeepers I/II, EXCLUDING medical doctors, registered professional nurses, licensed practical nurses, medical technologists, pharmacists, occupational and physical therapists, x-ray technicians, and all other professional, technical and clerical employees, confidential employees, executives and supervisors.

All Licensed Practical Nurses employed at the Oakland County Medical Care Facility EXCLUDING supervisors and all other employees.

All clerical employees, cooks, and maintenance employees of the Oakland County Sheriff's Department EXCLUDING all other employees, supervisors and confidential employees as determined by the Board.

II. MANAGEMENT RESPONSIBILITY

The right to hire, promote, discharge or discipline, and to maintain discipline and efficiency of employees, is the sole responsibility of the Employer except that Union Members shall not be discriminated against as such. In addition, the work schedules, methods and means of departmental operation are solely and exclusively the responsibility of the Employer, subject, however, to the provisions of this agreement.

III. DUES CHECK-OFF

(a) The Employer agrees to deduct the union membership initiation fee and dues, once each month, from the pay of those employees who individually authorize in writing that such deductions be made. All authorizations delivered to the Employer prior to the first day of the month

shall become effective during that succeeding month. Check-off monies will be deducted from the second paycheck of each month and shall be remitted together with an itemized statement to the local treasurer, within fourteen (14) days after the deductions have been made.

(b) An employee shall cease to be subject to check-off deductions beginning with the month immediately following the month in which he is no longer a member of the bargaining unit. Any employee may voluntarily cancel or revoke the Authorization for check-off deduction upon written notice to the Employer and the Union during the fifteen (15) day period prior to the expiration of the contract.

(c) The Union will protect and save harmless the Employer from any and all claims, demands, suits and other forms of liability by reason of action taken by the Employer for the purpose of complying with this section.

IV. STEWARDS AND ALTERNATE

Section 1.

There shall be one chief steward and one alternate chief steward for the bargaining group and additional stewards and alternates as provided in the appendices for the individual functional units. All stewards and alternate stewards must come from the unit they represent.

Stewards will be permitted to leave their work, after obtaining approval of their respective supervisors and recording their time, for the purpose of adjusting grievances in accordance with the grievance procedure and for reporting to the grievant a change in status of his grievance. Permission for stewards to leave their work stations will not be unreasonably withheld. Stewards will report their time to their supervisor upon returning from a grievance discussion.

The privilege to leave their work during working hours, without loss of pay, is extended with the understanding that the time will be devoted to the prompt handling of grievances and will not be abused, and that they will continue to work at their assigned jobs at all times except when permitted to leave their work to handle grievances.

Section 2.

The Union president shall be released from work two (2) hours per day for union business during 2006, 2007, 2008, and 2009. Release time must be used immediately following the president's lunch period.

Section 3.

The Chief Steward or Alternate Chief Steward must obtain written permission before leaving their work. The Chief Steward or Alternate Chief Steward shall be permitted to leave their work to handle grievances below the grievance committee level only when the functional unit Steward or Alternate Steward is unavailable. Should any Steward position become vacant the union agrees to fill the vacancy and notify the employer within ten (10) working days. The Chief Steward and the Alternate Chief Steward will not come from the same functional unit.

Section 4.

Stewards may receive but shall not solicit grievances (this is not to be construed as to prohibit Stewards from advising members related to contract interpretation).

Section 5.

The Union will furnish the Employer with the names of its authorized representatives who are employed within the Unit and such changes as may occur from time to time in such personnel so that the Employer may at all times be advised as to the authority of the individual representative of the Union with which it may be dealing.

V. GRIEVANCE PROCEDURES

The Employer and the Union support and subscribe to an orderly method of adjusting employee grievances. To this end, the Employer and the Union agree that an employee should first bring his problem or grievance to the attention of his immediate supervisor, with or without his steward within ten (10) days of the occurrence. The immediate supervisor shall attempt to resolve the grievance informally. Suspensions, demotions, dismissals, and other disciplinary actions shall not be a subject for the grievance procedure but shall be processed according to the procedures of the Personnel Appeal Board.

Step 1.

If the grievance is not settled informally, it shall be discussed with the shift steward and shall be reduced to writing, signed by the grievant and submitted to his immediate supervisor within ten (10) days of the informal discussion (excluding Saturday, Sunday and Holidays).

Step 2.

The written grievance may be discussed between the shift steward and the immediate supervisor if so desired. The supervisor will attempt to adjust the matter and will give his written decision within ten (10) days (excluding Saturday, Sunday and holidays) of receipt of the written grievance. The Union will be provided a copy of the Employer's response to any grievance filed by members of this unit.

Step 3.

Any grievance not settled at Step 2 may be submitted to the next meeting of the grievance committee. The union grievance committee shall consist of the Chief Steward and one

other member of the bargaining unit. Any grievance not submitted to the next grievance committee meeting, by written notification to the Employer within ten (10) days (excluding Saturday, Sunday and Holidays) of the immediate supervisor's written decision, shall be considered dropped.

Any matter not settled in Step 3 of the grievance procedure may be submitted to final and binding arbitration by either of the parties. A request for arbitration must be submitted by written notice to the other party within fifteen (15) days of the Employer's written response following the grievance committee meeting.

The grievance upon which Arbitration has been demanded shall be referred to one of the following Arbitrators in accordance with the date of the written grievance, the oldest grievance being referred first:

1. Mario Chiesa
2. Elliot Beitner
3. Barry Brown
4. Benjamin Wolkinson

A grievance shall be referred to the listed Arbitrators in the order in which they appear. Once a grievance has been referred to an Arbitrator, a subsequent grievance shall be referred to the next Arbitrator on the list. After a grievance has been referred to the third Arbitrator listed, the cycle shall repeat, beginning with the first Arbitrator. The Arbitrator may interpret and apply the provisions of this Agreement to determine the grievance before the Arbitrator. However, the Arbitrator shall have no power or authority, in any way, to alter, modify, amend, or add to any provisions of this Agreement, or set a wage rate. The Arbitrator shall be bound by the express provisions of this Agreement. Expenses for arbitration shall be borne equally by both parties.

Any grievance not appealed, from a decision in one of the steps of the grievance procedure, to the next step as prescribed, shall be considered dropped and the last decision final and binding, except that time limits may be extended by mutual agreement of the parties. In the event that the Employer shall fail to supply the Union with its answer to the particular step within the specified time limits, the grievance shall be deemed automatically positioned for appeal at the next step with the time limit for exercising said appeal commencing with the expiration of the grace period for answering.

VI. BULLETIN BOARD

The Employer shall assign space for a bulletin board which shall be used by the Union for posting notices, bearing the written approval of the Chief Steward of the Union local, which shall be restricted to:

- (a) Notices of Union recreational and social affairs;
- (b) Notices of Union elections;
- (c) Notices of Union appointments and results of Union elections;
- (d) Notices of Union Meetings;
- (e) Other notices of bona fide Union affairs which are not political or libelous in nature.

VII. SENIORITY

New employees may acquire seniority by working six (6) continuous months, in which event the employee's seniority will date back to the date of hire into the department. An employee shall be credited with seniority for time employed in the functional unit that he/she is

currently employed which previously fell under a different department. When the employee acquires seniority, his/her name shall be placed on the seniority list, in the order of his/her seniority date.

An up-to-date seniority list shall be furnished to the Union every six (6) months.

An employee shall lose his/her seniority for the following reasons:

- (a) If the employee resigns or retires;
- (b) If the employee is discharged, and not reinstated;
- (c) If the employee is absent from work for three (3) working days, without properly notifying the Employer, unless a satisfactory reason is given;
- (d) If the employee does not return to work at the end of an approved leave;
- (e) If the employee does not return to work when recalled from a layoff.

VIII. LAYOFF AND RECALL

Section 1.

If and when it becomes necessary for the Employer to reduce the number of employees in the work force, the employees will be laid off in seniority order within the functional units. For layoff and recall purposes, Maintenance, Custodial and Grounds units in the Department of Facilities Management, Facilities Maintenance and Operations Division are to be considered separate units. The order of layoff in each functional unit shall be determined based on seniority and capability of performing available jobs and shall be recalled in the inverse order (refer to Rule 9 - Oakland County Merit System Handbook). All employees so laid off shall be offered the opportunity of recall prior to the hiring of any new employees.

Entitlement to recall shall not extend beyond the following specified periods: employees with less than one year seniority entitled to recall for one year; employees with one but

less than two years seniority entitled to recall for two years; employees with two or more years of seniority entitled to recall for three years.

Section 2.

Superseniority. The President, Vice President and elected stewards, for the purpose of layoff and recalls to work following such layoff only, for the term of their office, shall be considered as having more seniority than any other employee within their functional unit. They shall be last to be laid off for lack of work or funds from their unit and the first to be recalled to work in their unit following such layoff providing they have the then present ability to satisfactorily perform the available work in such area without additional training.

IX. PROMOTIONS

(a) Promotions made within the bargaining unit shall be carried out in a manner consistent with the provisions of the Oakland County Merit System.

(b) A Union observer will be permitted to attend Merit System promotional interviews for promotions within the bargaining unit.

X. GENERAL CONDITIONS

Section 1.

The Union shall be notified in advance of anticipated permanent major changes in working conditions and discussions shall be held thereon.

Section 2.

Employees elected to any permanent full time Union office or selected by the Union to do work which takes them from their employment with the County, shall at the written request of the Union be granted a leave of absence without pay. The leave of absence shall not exceed two (2)

years, but it shall be renewed or extended for a similar period at any time upon the written request of the Union.

Section 3.

When any position not listed on the wage schedule is filled or established, the County may designate a job classification and rate structure for the position. The County shall notify the Union at such time as the new classification is established. In the event the Union does not agree that the classification, rate or structure are proper, the Union shall have the right to submit the issue as a grievance through the grievance procedure within a three (3) month period following notification.

Section 4.

Special conferences for important matters may be arranged at a mutually convenient time between the staff representative and the Employer or its designated representative upon the request of either party. Such meetings shall be between at least two representatives of the Employer and no more than two employee representatives of the Union and the Staff Representative, if so desired. Arrangements for such special conferences shall be made in advance and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in special conferences shall be confined to those included in the agenda. The members of the Union shall not lose time or pay for time spent in such special conferences.

Section 5.

In the event that any represented unit, other than a unit containing employees eligible for Act 312 Police/Fire Compulsory Arbitration, or employees whose designated employer is other than the Oakland County Executive, negotiates a contract with the County of Oakland containing any

form of union security, the same right will automatically be given to the unit covered under this agreement.

Section 6.

County vehicles operated by employees represented by this bargaining unit will be given safety inspections annually by the Oakland County Department of Central Services, Support Services Division.

Section 7.

The Employer will provide the Union with a roster of bargaining unit employees in January of each contract year. Said roster shall include the following information: name of employee, classification, step in salary range, and current salary rate.

Section 8.

Part-time, non-eligible employees may be utilized for up to 1,000 hours of employment per year as provided in the Oakland County Merit Rules published February, 1986.

Section 9.

The Employer may in its sole judgment and discretion decide to permit early merit increases ahead of the schedule provided in this Agreement. Such early merit increases shall be recommended by the department head and be subject to approval by the Employee Relations Division of the Personnel Department. Approval of an early merit increase in one case shall not create a precedent for granting an early merit increase in any other.

Section 10.

Copies of all disciplinary actions related to members of this bargaining unit shall be provided to the Union providing the employee disciplined has authorized it.

Section 11.

The Employer will notify the union of changes in bargaining unit job descriptions and if requested by the union, the employer will meet and confer prior to finalization of the job description. Exception to this policy may occur under exigent circumstances with discussions being held within a reasonable time thereafter.

Section 12.

Except in exigent circumstances, an employee shall be given ten (10) working days notice prior to a permanent change in shift.

XI. ADOPTION BY REFERENCE OF RELEVANT RESOLUTIONS AND PERSONNEL POLICIES

All Resolutions of the Oakland County Board of Commissioners, as amended or changed, from time to time, relating to the working conditions and compensation of the employees covered by this agreement, and all other benefits and policies provided for in the Oakland County Merit System, which incorporates the Oakland County Employee's Handbook, are incorporated herein by reference and made a part hereof to the same extent as if they were specifically set forth.

XII. MAINTENANCE OF CONDITIONS

Wages, hours and conditions of employment legally in effect at the execution of this Agreement shall, except as improved herein, be maintained during the term of this Agreement. No employee shall suffer a reduction in such benefits as a consequence of the execution of this Agreement.

XIII. ECONOMIC MATTERS

The Agreement between the parties on economic matters are set forth in the Appendices attached hereto and are incorporated into this collective bargaining agreement, subject to the terms and conditions thereof.

XIV. NO STRIKE - NO LOCKOUT

Under no circumstances will the Union cause or authorize or permit its members to cause, nor will any member of the bargaining unit take part in, any strike, sitdown, stay-in, or slowdown or any violation of any State Law.

The Employer will not lockout any employees of the bargaining unit during the term of this Agreement.


XV. DURATION

This Agreement shall remain in full force and effect from October 1, 2005, to midnight, September 30, 2009. The Agreement shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing, sixty (60) days prior to September 30, 2009, that it desires to modify the Agreement. In the event that such notice is given, negotiations shall begin within a reasonable period of time. This Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

In the event that either party desires to terminate this Agreement, written notice must be given to the other party no less than ten (10) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

It is agreed and understood that the provisions contained herein shall remain in full force and effect so long as they are not in violation of applicable statutes and ordinances and remain within the jurisdiction of the County of Oakland for continued application.

OAKLAND COUNTY EMPLOYEES UNION



Steven Schell, President

**COUNTY OF OAKLAND, a Michigan
Constitutional Corporation**

By 

Bill Bullard, Jr., Chairperson

OAKLAND COUNTY EXECUTIVE



L. Brooks Patterson

OAKLAND COUNTY EMPLOYEES UNION

APPENDIX A

I

For the following fringe benefits refer to the Oakland County Employee's Handbook:

1. Injury on the Job
2. Holidays
3. Leave of Absence
4. Death Benefits
5. Longevity
6. Master Medical Coverage
7. Sick Leave
8. Retirement
9. Annual Leave
10. Income Continuation Coverage
11. Dental Coverage
12. Tuition Reimbursement

The fringe benefits modified in previous collective bargaining agreements shall continue in effect as modified and described in the Oakland County Employees' Handbook.

II

Any Benefit Plan Improvements applied to non-represented employees shall be applied to members of this bargaining unit at the same time and in the same manner as applied to the non-represented group.

III

Effective with the execution of this Agreement, the General Travel Regulation's mileage reimbursement rate shall be equivalent to the IRS mileage rate.

IV

The Employer will continue to provide approved work shoes through a vendor selected by the Purchasing Division. Shoes will only be provided to those represented employees determined by the employer to be eligible for this benefit.

V

Benefits – 2007, 2008, 2009

The fringe benefits modified in previous collective bargaining agreements shall continue in effect as modified and described in the Oakland County Employee's Handbook.

Benefit Modifications Effective 2007

For members of this bargaining unit, healthcare changes shall be consistent with Misc. Resolution #06114 and shall be effective with ratification of the agreement.

Employees hired on or after April 1, 2007, shall be subject to Misc. Resolution #05258 (Retirement Health Savings Plan) that was implemented during FY 2006, for non-represented employees.

Benefit Modifications Effective 2008

All employee benefit modifications implemented on a County wide basis to general non-represented employees to take effect during 2006, 2007, and 2008, shall be applied to employees represented by this bargaining unit. Modifications shall be applied at the same time and in the same manner as applied to the general non-represented employees.

Benefits – 2009

Re-opener.

ANIMAL CONTROL

APPENDIX B

I

BI-WEEKLY SALARIES FY 2006

The following merit bi-weekly salary schedule shall prevail for the pay period beginning October 1, 2005:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>	<u>6 Year</u>
Account Clerk I	1070.11	1134.77	1199.52	1264.29	1329.03	1393.87	
Account Clerk II	1186.99	1258.81	1330.63	1402.30	1474.22	1545.84	
Animal Control Officer	1273.42	1350.24	1427.34	1504.17	1581.29	1657.94	
Animal Shelter Attendant	935.69	994.49	1053.50	1112.39	1171.40	1230.13	
Clerk	880.39	935.69	994.49	1053.50	1112.39	1171.40	1230.13
General Clerical	870.24						
General Helper	870.24						
Office Assistant I	975.01	1035.17	1095.39	1155.59	1215.94	1276.20	
Office Assistant II	1070.11	1134.77	1199.52	1264.29	1329.03	1393.87	
Veterinarian Technician	1304.91	1383.64	1462.58	1541.36	1620.30	1699.09	

II

REPRESENTATION

There shall be one (1) steward and one (1) alternate steward. In the matters which require the presence of a union steward it shall be the responsibility of the employer to arrange for the steward's attendance.

MAINTENANCE, CUSTODIAL AND GROUNDS

APPENDIX C

I

BI-WEEKLY SALARIES FY 2006

The following merit bi-weekly salary schedule shall prevail for the pay period beginning October 1, 2005:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
Central Stock Attendant	1304.91	1383.64	1462.58	1541.36	1620.30	1699.09
Custodial Worker I	909.00	963.89	1019.00	1074.14	1129.19	1184.22
Custodial Worker II	935.69	994.49	1053.50	1112.39	1171.40	1230.13
General Helper	870.24					
General Maint. Mechanic	1237.31	1311.89	1386.84	1461.63	1536.43	1610.89
Grounds Equip. Mechanic	1237.31	1311.89	1386.84	1461.63	1536.43	1610.89
Grounds Equip. Mechanic-FMO	1269.42	1345.97	1422.85	1499.56	1576.31	1652.72
Groundskeeper I	1070.11	1134.77	1199.52	1264.29	1329.03	1393.87
Groundskeeper II	1126.89	1194.95	1263.19	1331.32	1399.41	1467.65
Groundskeeper Crew Chief	1304.91	1383.64	1462.58	1541.36	1620.30	1699.09
Groundskeeper Specialist	1186.99	1258.81	1330.63	1402.30	1474.22	1545.84
Groundskeeper Specialist-Irrigation	1237.31	1311.89	1386.84	1461.63	1536.43	1610.89
Maintenance Laborer	1016.02	1077.57	1139.16	1200.59	1262.15	1323.73
Mobile Unit Custodial Worker	1016.02	1077.57	1139.16	1200.59	1262.15	1323.73
Painter I	1304.91	1383.64	1462.58	1541.36	1620.30	1699.09
Painter II	1370.60	1453.41	1536.17	1618.97	1701.71	1783.62
Skilled Maintenance Mechanic I	1304.91	1383.64	1462.58	1541.36	1620.30	1699.09
Skilled Maintenance Mechanic II	1370.60	1453.41	1536.17	1618.97	1701.71	1783.62
Skilled Maintenance Mechanic III	1577.62	1672.83	1768.12	1863.39	1958.43	2053.60

MAINTENANCE, CUSTODIAL AND GROUNDS

APPENDIX C (CON'T)

II

REPRESENTATION

There shall be stewards and alternate stewards in accordance with the following formula:

- (a) The Maintenance employees shall be represented by one (1) steward and one (1) alternate steward;
- (b) The Grounds employees shall be represented by one (1) steward and one (1) alternate steward;
- (c) The Custodial employees shall be represented by one (1) steward and one (1) alternate steward for the afternoon shift - North County (employees working in buildings located north of Birmingham); one (1) steward and one (1) alternate steward for the afternoon shift - South County (employees working in buildings located in or south of Birmingham).

In matters which require the presence of a union steward it shall be the responsibility of the employer to arrange for the steward's attendance.

III

Movement from the Level I to the Level II in the Groundskeeper series may occur without the need for a vacancy in the higher classification after completion of each step in the Groundskeeper I salary range. An employee will be reclassified from Groundskeeper I to Groundskeeper II when in the sole judgement and discretion of the employer, his work performance warrants such reclassification.

MAINTENANCE, CUSTODIAL AND GROUNDS

APPENDIX C (CON'T)

IV

Custodial employees hired after January 1, 1984, will be appointed as Custodial Worker I and will move from Custodial Worker I to Custodial Worker II after completing each step of the Custodial Worker I salary range. Such movement shall be in accordance with Merit System Rules and applied to other classes treated as a series (such as Typist I and II). All employees hired after January 1, 1984, must be able and willing to perform all current Custodial Worker I and II assignments from their date of hire including buffing.

V

TEMPORARY CHANGE OF RATE

In those cases in which the temporary assignment includes taking over the ultimate responsibility inherent in the higher level job and in which the temporary assignment is for at least one full shift, the base salary rate will be paid to the employee in the temporary assignment for the time actually worked in the higher classification but the increased earnings will not count toward the basis in which service increment pay is determined.

VI

Effective January 1, 1995, employees in the Grounds Maintenance Unit assigned to Snow Removal duty and who work more than 4 hours between 6 p.m. and 6 a.m. shall receive a differential equal to the current shift differential for all hours worked at this assignment between 6 p.m. and 6 a.m.. With the exception described above, these employees shall be ineligible for any other form of shift differential.

MEDICAL CARE FACILITY EMPLOYEES

APPENDIX D

I

BI-WEEKLY SALARIES-FY 2006

The following merit bi-weekly salary schedule shall prevail for the pay period beginning October 1, 2005:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
Day Room Assistant	909.00	963.89	1019.00	1074.14	1129.19	1184.22
Day Room Asst. Leader	1016.02	1077.57	1139.16	1200.59	1262.15	1323.73
General Helper	870.24					
Licensed Practical Nurse	1143.17	1212.11	1281.28	1350.39	1419.57	1488.76
Nursing Assistant	935.69	994.49	1053.50	1112.39	1171.40	1230.13
Storekeeper I	935.69	994.49	1053.50	1112.39	1171.40	1230.13
Storekeeper II	975.01	1035.17	1095.39	1155.59	1215.94	1276.20

Nursing Assistants who have been assigned by the by the employer to the following special functions will receive an additional \$.50 per hour while performing other duties. The employer shall determine the duties involved in these assignments and will select employees who are assigned to these duties.

1-Restorative Nursing

2-Treatments

3-Training

NIGHT SHIFT DIFFERENTIAL

Effective October 1, 2005, night shift differential for eligible members of this bargaining unit shall be \$.75 (seventy- five cents) per hour.

MEDICAL CARE FACILITY EMPLOYEES

APPENDIX D (CON'T)

II

REPRESENTATION

There shall be one (1) steward and one (1) alternate steward for each permanent shift. In matters which require the presence of a union steward it shall be the responsibility of the employer to arrange for the steward's attendance.

III

TEMPORARY CHANGE OF RATE

In those cases in which the temporary assignment includes taking over the ultimate responsibility inherent in the higher level job and in which the temporary assignment is for at least on full shift, the base salary rate will be paid to the employee in the temporary assignment for the time actually worked in the higher classification, but the increase earnings will not count toward the basis on which service increment pay is determined.

SHERIFF'S DEPARTMENT CLERICAL & MAINTENANCE EMPLOYEES

APPENDIX E

I

BI-WEEKLY SALARIES-FY 2006

The following merit bi-weekly salary schedule shall prevail for the pay period beginning October 1, 2005:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>	<u>6 Year</u>
Account Clerk I	1070.11	1134.77	1199.52	1264.29	1329.03	1393.87	
Account Clerk II	1186.99	1258.81	1330.63	1402.30	1474.22	1545.84	
Clerk	880.39	935.69	994.49	1053.50	1112.39	1171.40	1230.13
Clerk II-Deliveryperson	1016.02	1077.57	1139.16	1200.59	1262.15	1323.73	
General Clerical	870.24						
General Helper	870.24						
General Maint. Mechanic	1237.31	1311.89	1386.84	1461.63	1536.43	1610.89	
Inmate Booking Clerk	1126.89	1194.95	1263.19	1331.32	1399.41	1467.65	
Materials Management Clerk	1070.11	1134.77	1199.52	1264.29	1329.03	1393.87	
Office Assistant I	975.01	1035.17	1095.39	1155.59	1215.94	1276.20	
Office Assistant II	1070.11	1134.77	1199.52	1264.29	1329.03	1393.87	
Office Leader	1186.99	1258.81	1330.63	1402.30	1474.22	1545.84	
Storekeeper I	935.69	994.49	1053.50	1112.39	1171.40	1230.13	
Storekeeper II	975.01	1035.17	1095.39	1155.59	1215.94	1276.20	
Warrants Clerk	1126.89	1194.95	1263.19	1331.32	1399.41	1467.65	

SHERIFF'S DEPARTMENT CLERICAL & MAINTENANCE EMPLOYEES

APPENDIX E (CON'T)

II

REPRESENTATION

There shall be one (1) steward and one (1) alternate steward.

In matters which require the presence of a union steward it shall be the responsibility of the employer to arrange for the steward's attendance.

SHIFT PREFERENCE

All represented employees within this functional unit will be entitled to make a shift preference selection in April and October of each year. This shift preference selection is to be based on seniority within the unit and is subject to the final approval of the Sheriff. It is understood that approval will not be unreasonably withheld.

It is further understood that provisions of this section related to shift selection in no way effects the Sheriff's right to determine assignments.

PARKS AND RECREATION DEPARTMENT

MAINTENANCE EMPLOYEES

APPENDIX F

I

BI-WEEKLY SALARIES-FY 2006

The following merit bi-weekly schedule shall prevail for the period pay beginning October 1, 2005:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
General Helper	870.24					
Gen. Maintenance Mech.- P&R	1237.31	1311.89	1386.84	1461.63	1536.43	1610.89
Grounds Equipment Mechanic	1237.31	1311.89	1386.84	1461.63	1536.43	1610.89
Groundskeeper I	1070.11	1134.77	1199.52	1264.29	1329.03	1393.87
Groundskeeper II	1126.89	1194.95	1263.19	1331.32	1399.41	1467.65
Groundskeeper Crew Chief	1304.91	1383.64	1462.58	1541.36	1620.30	1699.09
Groundskeeper Specialist	1186.99	1258.81	1330.63	1402.30	1474.22	1545.84
Parks Maintenance Aide	1070.11	1134.77	1199.52	1264.29	1329.03	1393.87
Skilled Maintenance Mechanic I	1304.91	1383.64	1462.58	1541.36	1620.30	1699.09
Skilled Maintenance Mechanic II	1370.60	1453.41	1536.17	1618.97	1701.71	1783.62
Skilled Maintenance Mechanic III	1577.62	1672.83	1768.12	1863.39	1958.43	2053.60

PARKS AND RECREATION DEPARTMENT

MAINTENANCE EMPLOYEES

APPENDIX F (CON'T)

II

REPRESENTATION

There shall be a steward and an alternate steward, one of which shall be from Addison-Oaks Park. During the term of this agreement and due to the fact that Addison-Oaks Parks is geographically distant from the other County parks, the alternate steward shall perform all the duties and functions of a steward.

In matters which require the presence of a union steward it shall be the responsibility of the employer to arrange for the steward's attendance.

III

TEMPORARY CHANGE OF RATE

In those cases in which the temporary assignment includes taking over the ultimate responsibility inherent in the higher level job and in which the temporary assignment is for at least one full shift, the base salary rate will be paid to the employee in the temporary assignment for the time actually worked in the higher classification, but the increased earnings will not count toward the basis on which service increment pay is determined.

IV

Movement from the Level I to the Level II in the Groundskeeper series may occur without the need for a vacancy in the higher classification, after completion of each step in the Groundskeeper I salary range. An employee will be reclassified from Groundskeeper I to Groundskeeper II when in the sole judgement and discretion of the employer, his work performance warrants such reclassification.

DRAIN COMMISSIONER

APPENDIX G

I

BI-WEEKLY SALARIES-FY 2006

The following merit bi-weekly salary schedule shall prevail for the period beginning the first pay period on or after October 1, 2005:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
Chemist	1434.96	1521.43	1608.16	1694.84	1781.47	1868.06
Electrical Technician	1304.91	1383.64	1462.58	1541.36	1620.30	1699.09
General Helper	870.24					
Laboratory Technician I	1126.89	1194.95	1263.19	1331.32	1399.41	1467.65
Laboratory Technician II	1186.99	1258.81	1330.63	1402.30	1474.22	1545.84
Maintenance Laborer-Drain	1076.98	1142.22	1207.50	1272.63	1337.86	1403.13
Maintenance Mechanic I	1183.23	1254.69	1326.34	1397.88	1469.40	1541.01
Maintenance Mechanic II	1286.82	1364.37	1442.33	1520.10	1597.89	1675.33
Meter Mechanic I	1183.23	1254.69	1326.34	1397.88	1469.40	1541.01
Meter Mechanic II	1286.82	1364.37	1442.33	1520.10	1597.89	1675.33
Pump Maintenance Mechanic I	1304.91	1383.64	1462.58	1541.36	1620.30	1699.09
Pump Maintenance Mechanic II	1434.96	1521.43	1608.16	1694.84	1781.47	1868.06
Sewage Treatment Plant Operator I	1246.34	1321.77	1397.17	1472.44	1547.93	1623.14
Sewage Treatment Plant Operator II	1434.96	1521.43	1608.16	1694.82	1781.47	1868.06
Skilled Maintenance Mechanic II	1370.60	1453.40	1536.17	1618.98	1701.71	1783.62
Skilled Maintenance Mechanic III	1577.62	1672.83	1768.12	1863.39	1958.43	2053.60
Water Meter Technician	1186.99	1258.81	1330.63	1402.30	1474.22	1545.84
	<u>Base</u>	<u>6 Mos.</u>	<u>1 Year</u>			
Sewage Trt Plant Operator Trainee	1066.82	1131.44	1196.11			

DRAIN COMMISSIONER

APPENDIX G (CON'T)

II

REPRESENTATION

There shall be stewards and alternate stewards in accordance with the following formula:

The Sewer and Water Operations Unit employees shall be represented by one (1) steward and one (1) alternate steward.

In matters which require the presence of a union steward it shall be the responsibility of the employer to arrange for the steward's attendance.

III

TEMPORARY CHANGE OF RATE

In those cases in which the temporary assignment includes taking over the ultimate responsibility inherent in the higher level job and in which the temporary assignment is for at least one full shift, the base salary rate will be paid to the employee in the temporary assignment for the time actually worked in the higher classification but the increased earnings will not count toward the basis on which service increment pay is determined.

ANIMAL CONTROL

APPENDIX B

I

BI-WEEKLY SALARIES FY 2007

The following merit bi-weekly salary schedule shall prevail for the period beginning the first pay on or after September 30, 2006:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>	<u>6 Year</u>
Account Clerk I	1091.51	1157.47	1223.51	1289.58	1355.61	1421.75	
Account Clerk II	1210.73	1283.99	1357.24	1430.35	1503.70	1576.76	
Animal Control Dispatch Clerk	1149.43	1218.85	1288.45	1357.95	1427.40	1497.00	
Animal Control Officer	1298.89	1377.24	1455.89	1534.25	1612.92	1691.10	
Animal Shelter Attendant	954.40	1014.38	1074.57	1134.64	1194.83	1254.73	
Clerk	898.00	954.40	1014.38	1074.57	1134.64	1194.83	1254.73
General Clerical	887.64						
General Helper	887.64						
Office Assistant I	994.51	1055.87	1117.30	1178.70	1240.26	1301.72	
Office Assistant II	1091.51	1157.47	1223.51	1289.58	1355.61	1421.72	
Veterinarian Technician	1331.01	1411.31	1491.83	1572.19	1652.71	1733.07	

ANIMAL CONTROL
APPENDIX B (CON'T)

I

BI-WEEKLY SALARIES-FY 2008

For FY 2008, the same general wage increases shall prevail as that of non-represented employees and shall be applied to the members of this bargaining unit at the same time and in the same manner as applied to the non-represented group.

BI-WEEKLY SALARIES-FY 2009

Wage re-opener for FY 2009.

II

REPRESENTATION

There shall be one (1) steward and one (1) alternate steward.

In the matters which require the presence of a union steward it shall be the responsibility of the employer to arrange for the stewards attendance.

MAINTENANCE, CUSTODIAL AND GROUNDS

APPENDIX C

I

BI-WEEKLY SALARIES – FY 2007

The following merit bi-weekly salary schedule shall prevail for the period beginning the first pay on or after September 30, 2006:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
Central Stock Attendant	1331.01	1411.31	1491.83	1572.19	1652.71	1733.07
Custodial Worker I	927.18	983.17	1039.38	1095.62	1151.77	1207.90
Custodial Worker II	954.40	1014.37	1074.57	1134.64	1194.83	1254.73
Custodial Worker III	1036.34	1099.12	1161.94	1224.60	1287.39	1350.20
General Helper	887.64					
General Maintenance Mechanic	1262.06	1338.13	1414.58	1490.86	1567.16	1643.11
Grounds Equip Mechanic	1262.06	1338.13	1414.58	1490.86	1567.16	1643.11
Grounds Equip. Mechanic-FMO	1294.81	1372.89	1451.31	1529.55	1607.84	1685.77
Groundskeeper I	1091.51	1157.47	1223.51	1289.58	1355.61	1421.75
Groundskeeper II	1149.43	1218.85	1288.45	1357.95	1427.40	1497.00
Groundskeeper Crew Chief	1331.01	1411.31	1491.83	1572.19	1652.71	1733.07
Groundskeeper Specialist	1210.73	1283.99	1357.24	1430.35	1503.70	1576.76
Groundskeeper Specialist-Irrigation	1262.06	1338.13	1414.58	1490.86	1567.16	1643.11
Maintenance Laborer	1036.34	1099.12	1161.94	1224.60	1287.39	1350.20
Mobile Unit Custodial Worker	1036.34	1099.12	1161.94	1224.60	1287.39	1350.20
Painter I	1331.01	1411.31	1491.83	1572.19	1652.71	1733.07
Painter II	1398.01	1482.48	1566.89	1651.35	1735.74	1819.29
Skilled Maintenance Mechanic I	1331.01	1411.31	1491.83	1572.19	1652.71	1733.07
Skilled Maintenance Mechanic II	1398.01	1482.48	1566.89	1651.35	1735.74	1819.29
Skilled Maintenance Mechanic III	1609.17	1706.29	1803.48	1900.66	1997.60	2094.67

MAINTENANCE, CUSTODIAL AND GROUNDS

APPENDIX C (CON'T)

BI-WEEKLY SALARIES – FY 2007 (EFFECTIVE WITH RATIFICATION)

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
Groundskeeper Specialist	1262.06	1338.13	1414.58	1490.86	1567.16	1643.11

BI-WEEKLY SALARIES-FY 2008

For FY 2008, the same general wage increases shall prevail as that of non-represented employees and shall be applied to members of this bargaining unit at the same time and in the same manner as applied to the non-represented group.

BI-WEEKLY SALARIES-FY 2009

Wage re-opener for FY 2009.

II

REPRESENTATION

There shall be stewards and alternate stewards in accordance with the following formula:

- (a) The Maintenance employees shall be represented by one (1) steward and one (1) alternate steward;
- (b) The Grounds employees shall be represented by one (1) steward and one (1) alternate steward;
- (c) The Custodial employees shall be represented by one (1) steward and one (1) alternate steward for the afternoon shift - North County (employees working in buildings located north of Birmingham); one (1) steward and one (1) alternate steward for the afternoon shift - South County (employees working in buildings located in or south of Birmingham).

In matters which require the presence of a union steward it shall be the responsibility of the employer to arrange for the steward's attendance.

MAINTENANCE, CUSTODIAL AND GROUNDS

APPENDIX C (CON'T)

III

Movement from the Level I to the Level II in the Groundskeeper series may occur without the need for a vacancy in the higher classification after completion of each step in the Groundskeeper I salary range. An employee will be reclassified from Groundskeeper I to Groundskeeper II when in the sole judgement and discretion of the employer, his work performance warrants such reclassification.

MEDICAL CARE FACILITY EMPLOYEES

APPENDIX D

I

BI-WEEKLY SALARIES - FY 2007

The following merit bi-weekly salary schedule shall prevail for the period beginning the first pay period on or after September 30, 2006:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
Day Room Assistant	927.18	983.17	1039.38	1095.62	1151.77	1207.90
Day Room Assistant Leader	1036.34	1099.12	1161.94	1224.60	1287.39	1350.20
General Helper	887.64					
Licensed Practical Nurse	1166.03	1236.35	1306.91	1377.40	1447.96	1518.54
Nursing Assistant	954.40	1014.38	1074.57	1134.64	1194.83	1254.73
Storekeeper I	954.40	1014.38	1074.57	1134.64	1194.83	1254.73
Storekeeper II	994.51	1055.87	1117.30	1178.70	1240.26	1301.72

BI-WEEKLY SALARIES-FY 2008

For FY 2008, the same general wage increases shall prevail as that of non-represented employees and shall be applied to members of this bargaining unit at the same time and in the same manner as applied to the non-represented group.

BI-WEEKLY SALARIES-FY 2009

Wage re-opener for FY 2009.

Nursing Assistants who have been assigned by the employer to the following special functions will receive an additional \$.50 per hour while performing the duties. The employer shall determine the duties involved in these assignments and will select employees who are assigned to these duties:

- 1 - Restorative Nursing
- 2 - Treatments
- 3 - Training

MEDICAL CARE FACILITY EMPLOYEES

APPENDIX D (CON'T)

II

REPRESENTATION

There shall be one (1) steward and one (1) alternate steward for each permanent shift.

In matters which require the presence of a union steward it shall be the responsibility of the employer to arrange for the steward's attendance.

III

TEMPORARY CHANGE OF RATE

In those cases in which the temporary assignment includes taking over the ultimate responsibility inherent in the higher level job and in which the temporary assignment is for at least on full shift, the base salary rate will be paid to the employee in the temporary assignment for the time actually worked in the higher classification, but the increase earnings will not count toward the basis on which service increment pay is determined.

Shower shoes shall be provided for Medical Care Facility employees who are determined to be eligible.

SHERIFF'S DEPARTMENT CLERICAL & MAINTENANCE EMPLOYEES

APPENDIX E

I

BI-WEEKLY SALARIES-FY 2007

The following merit bi-weekly salary schedule shall prevail for the period beginning the first pay period on or after September 30, 2006:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>	<u>6 Year</u>
Account Clerk I	1091.51	1157.47	1223.51	1289.58	1355.61	1421.75	
Account Clerk II	1210.73	1283.99	1357.24	1430.35	1503.70	1576.76	
Clerk	898.00	954.40	1014.38	1074.57	1134.64	1194.83	1254.73
Clerk II- Deliveryperson	1036.34	1099.12	1161.94	1224.60	1287.39	1350.20	
General Clerical	887.64						
General Helper	887.64						
General Maint. Mech.	1262.06	1338.13	1414.58	1490.86	1567.16	1643.11	
Inmate Booking Clerk	1149.43	1218.85	1288.45	1357.95	1427.40	1497.00	
Materials Mgmt. Clerk	1091.51	1157.47	1223.51	1289.58	1355.61	1421.75	
Office Assistant I	994.51	1055.87	1117.30	1178.70	1240.26	1301.72	
Office Assistant II	1091.51	1157.47	1223.51	1289.58	1355.61	1421.75	
Office Leader	1210.73	1283.99	1357.24	1430.35	1503.70	1576.76	
Storekeeper I	954.40	1014.38	1074.57	1134.64	1194.83	1254.73	
Storekeeper II	994.51	1055.87	1117.30	1178.70	1240.26	1301.72	
Warrants Clerk	1149.43	1218.85	1288.45	1357.95	1427.40	1497.00	

SHERIFF'S DEPARTMENT CLERICAL & MAINTENANCE EMPLOYEES

APPENDIX E (CON'T)

I

BI-WEEKLY SALARIES-FY 2008

For FY 2008, the same general wage increases shall prevail as that of non-represented employees and shall be applied to members of this bargaining unit at the same time and in the same manner as applied to the non-represented group.

BI-WEEKLY SALARIES-FY 2009

Wage re-opener for FY 2009.

II

REPRESENTATION

There shall be one (1) steward and one (1) alternate steward.

In matters which require the presence of a union steward it shall be the responsibility of the employer to arrange for the steward's attendance.

SHIFT PREFERENCE

All represented employees within this functional unit will be entitled to make a shift preference selection in April and October of each year. This shift preference selection is to be based on seniority within the unit and is subject to the final approval of the Sheriff. It is understood that approval will not be unreasonably withheld.

It is further understood that provisions of this section related to shift selection in no way effects the Sheriff's right to determine assignments.

PARKS AND RECREATION DEPARTMENT

MAINTENANCE EMPLOYEES

APPENDIX F

I

BI-WEEKLY SALARIES – FY 2007

The following merit bi-weekly salary schedule shall prevail for the period beginning the first pay period on or after September 30, 2006:

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
General Helper	887.64					
Gen. Maintenance Mech. P&R	1262.06	1338.13	1414.58	1490.86	1567.16	1643.11
Grounds Equip. Mechanic	1262.06	1338.13	1414.58	1490.86	1567.16	1643.11
Groundskeeper I	1091.51	1157.47	1223.51	1289.58	1355.61	1421.75
Groundskeeper II	1149.43	1218.85	1288.45	1357.95	1427.40	1497.00
Groundskeeper Crew Chief	1331.01	1411.31	1491.83	1572.19	1652.71	1733.07
Groundskeeper Specialist	1210.73	1283.99	1357.24	1430.35	1503.70	1576.76
Parks Maintenance Aide	1091.51	1157.47	1223.51	1289.58	1355.61	1421.75
Skilled Maint. Mechanic I	1331.01	1411.31	1491.83	1572.19	1652.71	1733.07
Skilled Maint. Mechanic II	1398.01	1482.48	1566.89	1651.35	1735.74	1819.29
Skilled Maint. Mechanic III	1609.17	1706.29	1803.48	1900.66	1997.60	2094.67

BI-WEEKLY SALARIES-FY 2008

For FY 2008, the same general wage increases shall prevail as that of non-represented employees and shall be applied to members of this bargaining unit at the same time and in the same manner as applied to the non-represented group.

PARKS AND RECREATION DEPARTMENT

MAINTENANCE EMPLOYEES

APPENDIX F (CON'T.)

I

BI-WEEKLY SALARIES-FY 2009

Wage re-opener for FY 2009.

II

REPRESENTATION

There shall be a steward and an alternate steward, one of which shall be from Addison-Oaks Park. During the term of this agreement and due to the fact that Addison-Oaks Parks is geographically distant from the other County parks, the alternate steward shall perform all the duties and functions of a steward.

In matters which require the presence of a union steward it shall be the responsibility of the employer to arrange for the steward's attendance.

III

TEMPORARY CHANGE OF RATE

In those cases in which the temporary assignment includes taking over the ultimate responsibility inherent in the higher level job and in which the temporary assignment is for at least one full shift, the base salary rate will be paid to the employee in the temporary assignment for the time actually worked in the higher classification, but the increased earnings will not count toward the basis on which service increment pay is determined.

IV

Movement from the Level I to the Level II in the Groundskeeper series may occur without the need for a vacancy in the higher classification, after completion of each step in the Groundskeeper I salary range. An employee will be reclassified from Groundskeeper I to Groundskeeper II when in the sole judgement and discretion of the employer, his work performance warrants such reclassification.

DRAIN COMMISSIONER

APPENDIX G

I

BI-WEEKLY SALARIES – FY 2007

The following merit bi-weekly salary schedule shall prevail for the period beginning the first pay period on or after September 30, 2006:

Classification	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
Chemist	1463.66	1551.86	1640.32	1728.74	1817.10	1905.42
Drain Crew Leader – Pump Maintenance	1528.23	1620.32	1712.69	1805.00	1897.27	1989.48
Drain Crew Leader - Sewage Treatment	1528.23	1620.32	1712.69	1805.00	1897.27	1989.48
Drain Crew Leader – Water & Sewer	1398.01	1482.47	1566.89	1651.36	1735.74	1819.29
Drain Electrical System Coordinator	1617.07	1714.65	1812.33	1909.97	2007.39	2104.93
Electrical Technician	1331.00	1411.31	1491.83	1572.19	1652.71	1733.07
General Helper	887.64					
Lead Chemist	1609.18	1706.29	1803.48	1900.66	1997.60	2094.67
Laboratory Technician I	1149.42	1218.85	1288.45	1357.95	1427.40	1497.00
Laboratory Technician II	1210.73	1283.99	1357.24	1430.35	1503.70	1576.76
Maintenance Laborer – Drain	1098.52	1165.06	1231.65	1298.08	1364.62	1431.19
Maintenance Mechanic I	1218.95	1292.57	1366.40	1440.10	1513.78	1587.55
Maintenance Mechanic II	1325.69	1405.58	1485.89	1566.01	1646.15	1725.93
Meter Mechanic I	1206.89	1279.78	1352.87	1425.84	1498.79	1571.83

DRAIN COMMISSIONER

APPENDIX G (CON'T)

I

<u>Classification</u>	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>
Meter Mechanic II	1312.56	1391.66	1471.18	1550.50	1629.85	1708.84
Pump Maintenance Mech. I	1331.01	1411.31	1491.83	1572.19	1652.71	1733.07
Pump Maintenance Mech. II	1463.66	1551.86	1640.32	1728.74	1817.10	1905.42
Sewage Treatment Plant Oper. I	1271.27	1348.21	1425.11	1501.89	1578.89	1655.60
Sewage Treatment Plant Oper. II	1463.66	1551.86	1640.32	1728.74	1817.10	1905.42
Skilled Maintenance Mech. II	1398.01	1482.47	1566.89	1651.36	1735.74	1819.29
Skilled Maintenance Mech. III	1609.18	1706.29	1803.48	1900.66	1997.60	2094.67
Water Meter Technician	1210.73	1283.99	1357.24	1430.35	1503.70	1576.76
<u>Classification</u>	<u>Base</u>	<u>6 Mos.</u>	<u>1 Year</u>			
Sewage Treat. Plant Oper. Trainee	1088.16	1154.07	1220.03			

BI-WEEKLY SALARIES-FY 2008

For FY 2008, the same general wage increases shall prevail as that of non-represented employees and shall be applied to members of this bargaining unit at the same time and in the same manner as applied to the non-represented group.

BI-WEEKLY SALARIES-FY 2009

Wage re-opener for FY 2009.

DRAIN COMMISSIONER

APPENDIX G (CON'T)

II

REPRESENTATION

There shall be stewards and alternate stewards in accordance with the following formula:

The Sewer and Water Operations Unit employees shall be represented by one (1) steward and one (1) alternate steward.

In matters which require the presence of a union steward it shall be the responsibility of the employer to arrange for the steward's attendance.

III

TEMPORARY CHANGE OF RATE

In those cases in which the temporary assignment includes taking over the ultimate responsibility inherent in the higher level job and in which the temporary assignment is for at least one full shift, the base salary rate will be paid to the employee in the temporary assignment for the time actually worked in the higher classification but the increased earnings will not count toward the basis on which service increment pay is determined.