

WAGE ADDENDUM 2014

This Addendum is entered into this 3rd day of October 2013, between the **MECOSTA COUNTY BOARD OF COMMISSIONERS** (hereinafter referred to as the "EMPLOYER"), and the **MECOSTA COUNTY EMPLOYEES CHAPTER OF LOCAL #1865, AFFILIATED WITH MICHIGAN COUNCIL #25, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO** (hereinafter referred to as the "UNION").

WHEREAS, the parties have entered into a collective bargaining contract which is in force and effect from January 1, 2013 until 11:59 p.m. December 31, 2015; and

WHEREAS, the parties wish to amend that agreement in compliance with Article 51 Section F, which states:

F. Wage Scale Reopener:

Either party may request a reopening of negotiations for wages only for 2014 or 2015. Such a reopening must be requested not before September 1st, nor later than October 1st of the year prior. By September 1st of 2013 and 2014 the employer agrees, upon receipt of a written request from the Union, to provide to the Union the latest revenue and expense projections for the current year.

AND WHEREAS the parties have jointly determined that a 1% increase in the wage scale for 2014 is in the best interest of the parties, now

THEREFORE, for and in consideration of the mutual covenants hereinafter contained the parties hereto agree that

1. The APPENDIX A Wage and Classifications shall be amended effective January 1, 2014 as follows:

2014 Pay Scale

<u>Pay Grade</u>	<u>Start</u>	<u>1 year</u>	<u>2 year</u>	<u>3 year</u>	<u>4 year</u>
1	\$9.37	\$9.92	\$10.48	\$11.08	\$11.71
2	\$9.92	\$10.49	\$11.09	\$11.72	\$12.38
3	\$10.46	\$11.06	\$11.69	\$12.35	\$13.06
4	\$10.85	\$11.48	\$12.14	\$12.82	\$13.97
5	\$12.01	\$12.69	\$13.42	\$14.20	\$15.01
6	\$13.16	\$13.91	\$14.72	\$15.58	\$16.46
7	\$14.09	\$14.88	\$15.75	\$16.66	\$17.61
8	\$15.12	\$15.98	\$16.90	\$17.88	\$18.90
9	\$16.16	\$17.10	\$18.08	\$19.11	\$20.21
10	\$17.55	\$18.56	\$19.62	\$20.75	\$21.94

2015 Pay Scale

Pay Grade	Start	1 year	2 year	3 year	4 year
1	\$9.37	\$9.92	\$10.48	\$11.08	\$11.71
2	\$9.92	\$10.49	\$11.09	\$11.72	\$12.38
3	\$10.46	\$11.06	\$11.69	\$12.35	\$13.06
4	\$10.85	\$11.48	\$12.14	\$12.82	\$13.97
5	\$12.01	\$12.69	\$13.42	\$14.20	\$15.01
6	\$13.16	\$13.91	\$14.72	\$15.58	\$16.46
7	\$14.09	\$14.88	\$15.75	\$16.66	\$17.61
8	\$15.12	\$15.98	\$16.90	\$17.88	\$18.90
9	\$16.16	\$17.10	\$18.08	\$19.11	\$20.21
10	\$17.55	\$18.56	\$19.62	\$20.75	\$21.94

2. The collective bargaining agreement referenced to above shall remain in full force and effect except as modified by this Letter of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on the date and year first above written.

**MECOSTA COUNTY EMPLOYEES
CHAPTER OF LOCAL #1865,
MICHIGAN COUNCIL #25
AFSCME, AFL-CIO**

**MECOSTA COUNTY BOARD
OF COMMISSIONERS**

By Kimberly Newman

By: E. O. M. L.

Chairperson

By _____