

WORKING AGREEMENT
Wage and one Non-Economic Re-Opener

by and between

GRANT COUNTY

and

TEAMSTERS LOCAL UNION NO. 760

TEAMSTERS, FOOD PROCESSING EMPLOYEES, PUBLIC EMPLOYEES,
WAREHOUSEMEN AND HELPERS

Grant Integrated Services, Initial Services

2014

The Union and Employer met several times to discuss the current working schedule for the Initial Services Employees as is outlined in the Memorandum of Agreement dated July 29, 2013. The Union and Employer acknowledge and have discussed the fact that Grant County has been tracking the time worked for employees for purposes discussed in previous negotiations to determine the time the employees are actively engaged in work vs. being on call or on standby. There have been a few schedules implemented in the past. At times, when there are staffing shortages, a "three person" schedule is implemented to assist with the work load. The "three person" schedule works well in these instances. Both parties agree there is no longer a need to continue to track time worked for the employees and no longer a need to enter into another Memorandum of Agreement or extend the existing one. However, both parties do agree there is a need to periodically review the schedule to ensure that it meets both the employer's business needs as well as the employees' wellbeing.

ARTICLE 11 – CLASSIFICATIONS – WAGES

12.1 11.1 The classifications, band/range, steps and rates of pay shall be as provided in the Grant County Classification and Compensation Plan. Effective January 1, 2014, the applicable and affected wage classifications will be increased by two and one half percent (2.5%) as determined by the Board of County Commissioners and as calculated and determined by the Director of Human

Resources. Effective January 1, 2014, eligible employees whose steps have been frozen and who are eligible to receive a step in accordance with Addendum A of this agreement shall receive one step in the step progression. This step shall be reflected for each eligible employee on the first payroll in 2014 regardless of individual anniversary dates in accordance with the provisions of this section, Addendum A and B in 2014 only. New employees hired will receive step increases in accordance with the salary administration procedures in Addendum A and B. The administration of the evaluation process shall be carried out consistent with the Classification and Compensation Study as determined by the Board of County Commissioners. Addendum A is a description of the salary and pay plan administration process. Addendum B is the 2014 pay plan as calculated and administered by the Director of Human Resources. This section, Addendum A and Addendum B are not subject to the grievance procedure.

This Wage Re-Opener shall be effective as of the 1st day of January, 2014, except as otherwise indicated and will remain in full force and effect until December 31, 2014. Negotiations may be requested by either party to this Agreement ninety (90) days before the expiration date.

DATED this 12th day of May, 2014

BOARD OF GRANT COUNTY
COMMISSIONERS

By: Carolann Swartz
Carolann Swartz, Chairperson

By: Cindy Carter
Cindy Carter, Co-Chairperson

By: Richard Stevens
Richard Stevens, Commissioner

GRANT INTEGRATED SERVICES

By: LeRoy Allison
LeRoy Allison
Grant Integrated Services
Executive Director

TEAMSTERS LOCAL UNION No. 760

By: Leonard J. Crouch
Leonard Crouch, 4.17.14
Secretary/Treasurer

ADDENDUM A
Salary Administration Procedure

A new hire will be placed at the appropriate salary range at step 1 based on the study and subject to prior review by the Human Resources Office and subject to prior approval by the Board of County Commissioners. An employee will progress to step 2 after 6 months of successful service and, subsequently, to step 3 after another 6 months of successful service. Thereafter, incumbents will progress to next higher steps in *annual* increments until reaching range maximum.

Exceptions:

- New hires may be placed at rates above step 1 in rare instances where the person brings exceptional experience, training, specialized knowledge and/or essential credentials. This may be done subject to prior review by the Human Resources Office and subject to prior approval by the Board of County Commissioners.
- Present employees promoted into a job with a higher band allocation may be placed at the new salary range step that would result in a “promotional” salary increase subject to prior review and recommendation of the Human Resources Office and subject to prior approval by the Board of County Commissioners. Promotional salary increase means the step in the new salary range which provides the employee with an increase in pay not necessarily the same step as the prior salary range step.
- In rare instances, severe market pressures on specific jobs may be considered for recruitment of candidates in very high demand subject to prior review of the Human Resources Office and subject to prior approval by the Board of County Commissioners. Normally, a new recruit will not be placed in a salary step higher than any present incumbent in the same job class who is performing at a fully competent level except in circumstances where the person brings exceptional experience, training, specialized knowledge and/or essential credentials to the job. This assessment is subject to prior review by the Human Resources Office and subject to prior approval by the Board of County Commissioners.

Progression Increases:

Incumbents whose salary rate is in a step lower than step 7 and whose performance is entirely satisfactory on a continuing basis as determined by the Elected Official(s) or Office Heads with review by the Human Resources Office, will progress to next higher step at annual salary adjustment time, until their salaries reach step 7.

First Year of Implementation:

Current persons will be paid at the band and step appropriate for their job and years of service in said job in accordance with the study results and subject to review by the Human Resources Office and subject to prior approval by the Board of County Commissioners. In cases where the person's current wage is higher than the appropriate step, such persons will be placed into the step which will result in a pay increase at implementation. Incumbents paid at step 7 at implementation, will remain at this maximum rate of pay until a salary adjustment is made to the Grant County Salary Structure as determined by the Board of County Commissioners. Incumbents with over one year in their job and not paid at step 7 at implementation will progress to each next step after one (1) year of successful service, as set forth in the Progression Increases section above, until step 7 is reached.

Persons with less than one (1) year service will progress through the Grant County Salary Structure in accordance with the old pay plan under which they were hired. For those employees hired prior to implementation of the new salary structure, the Employer will adhere to the old pay plan, even though this may mean that those incumbents will progress through the new salary structure in less than five (5) years. Progression is subject to review by the Human Resources Office and subject to prior approval by the Board of County Commissioners.

Present persons whose current salary rates are higher than the adopted range maximum for their salary band will not receive a *salary* decrease. Their salaries will remain at their present rates until the salary range for their assigned band catches up to their present salary rates. Those persons may be considered for promotion to higher level positions when organizational conditions and an employee's qualifications warrant such allocation subject to review by the Human Resources Office and subject to prior approval by the Board of County Commissioners. [Editorial note: Increases in workloads or changes in the way that work is carried out or performed will not necessarily result in sufficient basis for reclassification.]

ADDENDUM B

Salary Schedule
2014

POSITION	BAND		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Crisis Intervention Specialist	11	Bi-Weekly	\$1,790.1231	\$1,842.6346	\$1,895.1462	\$1,948.1308	\$2,000.6423	\$2,053.1538	\$2,106.1385
		Hour	\$22.3765	\$23.0329	\$23.6893	\$24.3516	\$25.0080	\$25.6644	\$26.3267
		Year	\$46,543.2000	\$47,908.5000	\$49,273.8000	\$50,651.4000	\$52,016.7000	\$53,382.0000	\$54,759.6000
Initial Services Specialist	13	Bi-Weekly	\$1,986.4500	\$2,045.1115	\$2,103.3000	\$2,161.9615	\$2,220.1500	\$2,278.8115	\$2,337.0000
		Hour	\$24.8306	\$25.5639	\$26.2913	\$27.0245	\$27.7519	\$28.4851	\$29.2125
		Year	\$51,647.7000	\$53,172.9000	\$54,685.8000	\$56,211.0000	\$57,723.9000	\$59,249.1000	\$60,762.0000
Crisis Response Specialist	14	Bi-Weekly	\$2,275.5000	\$2,342.2038	\$2,409.3808	\$2,476.0846	\$2,542.7885	\$2,609.9654	\$2,676.6692
		Hour	\$28.4438	\$29.2775	\$30.1173	\$30.9511	\$31.7849	\$32.6246	\$33.4584
		Year	\$59,163.0000	\$60,897.3000	\$62,643.9000	\$64,378.2000	\$66,112.5000	\$67,859.1000	\$69,593.4000

Step Progression is subject to the provisions of Addendum A.