



2014 CONTRACT AMENDMENT
(Grant County – Solid Waste Employees)

This Contract Amendment is entered into by and between Grant County, hereinafter referred to as the "Employer," and International Union of Operating Engineers, Local No. 280, hereinafter referred to as the "Union".

The Union and Employer have settled the wage, step and one non-economic topic reopener addressed in Articles 8, 12, 18 and 20 of the current CBA. While the agreement calls for negotiations of only one non-economic topic, the Union and Employer agreed the proposed non-economic changes presented by the Employer would be considered and negotiated.

In regards to Section 8.1 – Job Posting, the employer and the Union discussed the need to revise the section to accurately reflect the new electronic job posting and application procedures.

In regards to Section 12.2 Job Classification and Wages, the Union and Employer discussed the state of the County's financial resources leading up to the re-opener settlement.

In regards to Article 18.1 and 18.2 – Maternity/Paternity Leave, the Union and Employer discussed the need to update the language to reflect the current Federal FMLA regulations.

In regards to Article 20.1, 20.2 and 20.3 – Health & Welfare, the Union and Employer discussed the need to update the language as the examples listed were outdated and no longer applicable.

The Union and Employer have agreed to the following language for each applicable article in the 2012 - 2014 CBA:

ARTICLE 8 - JOB POSTING

8.1 If a position becomes available in a department, the position will be posted at all department reporting locations and on the County website for a period of five (5) working days, except in the event of an emergency. In the event of an emergency, the department head has the right to fill said position immediately without any job posting. After the emergency is over, the department head will post for the position in accordance with the provisions of this Article. In normal circumstances, employees within the department in which the position vacancy occurs will be provided first consideration for the position if they are qualified as

determined by the department head. If the department head determines there are no qualified employees within the department, then employees in other County departments will be provided the opportunity to fill the vacant position, subject to the department head's determination as to the qualifications of those employees. If the department head determines that it is in the best interests of the particular department to advertise and seek applicants from outside current County employees, the Employer has the right to advertise and seek outside applications along with current County employee applications without any obligation to provide preference and/or first consideration to existing County employees within the department and/or outside the affected department. The department head shall have the right to determine which applicant is the best qualified for the position regardless of whether the applicant is a current County employee or outside of current County employment.

ARTICLE 12 - JOB CLASSIFICATION AND WAGES

- 12.2 Effective January 1, 2014 the applicable and affected 2013 wage classifications will increase by (2.5) two and one half percent 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. New employees hired will receive step increases in accordance with the salary administration procedures in Addendum A and B. This section, Addendum A and Addendum B are not subject to the grievance procedure.

ARTICLE 18 - MATERNITY / PATERNITY LEAVE

- 18.1 The Family and Medical Leave Policy and Procedures will be set forth in the "Grant County Policy & Procedure Manual" Policy.

ARTICLE 20 - HEALTH AND WELFARE

- 20.1 Medical coverage shall commence on the first day of the month following completion of sixty (60) days of satisfactory performance for regular full-time and regular part-time employees who work at least 20 or more hours per week,

and hourly employees who work on average 30 or more hours per week during a 12 month period.

- 20.2 Effective for 2012, 2013 and 2014, the employees will have access to two (2) insurance plans. Either the Core Plan (Option 2) or the Buy-Up Plan (Option 1).

Core Plan (Option 2) Premium Share Contributions
Effective beginning January 1, 2009:

Employee Only Tier:

<u>Employer Portion</u>	<u>Employee Portion</u>
100%	0%

All Dependent Tiers:

<u>Employer Portion</u>	<u>Employee Portion</u>
85%	15%

Employer will pay toward the Core Plan (Option 2) one hundred percent (100%) of the funding level as established by the board for the employee-only tier. The Employer will pay eighty-five percent (85%) of the funding level as established by the board for the Core Plan (Option 2) for all dependent tiers, and employees shall pay fifteen percent (15%) of the dependent funding level by payroll deduction.

Buy-Up Plan (Option 1) Premium Share Contributions
Effective beginning January 1, 2009

Employer and Employee premium share contributions for the Buy-Up Plan (Option 1) are derived from the Employer and Employee premium share contributions of the Core Plan (Option 2) funding levels shown above. The Employer will contribute the equivalent value of the Core Plan (Option 2) premium share contribution toward the Buy-Up Plan (Option 1) premiums. Any amounts exceeding the Core Plan (Option 2) funding level Employer contribution shall be the sole responsibility of the employees and shall be paid by payroll deduction.

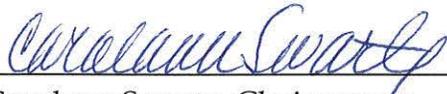
If the employee selects the Buy-Up (Option 1), then the employee pays all amounts above the employer eighty-five percent (85%) based on the Core Plan (Option 2) only.

All calculations shall be determined by the Human Resources Director.

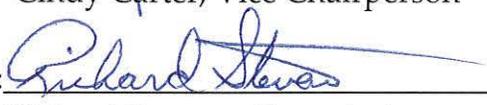
DATED this 10th day of March, 2014.

FOR THE EMPLOYER:

BOARD OF COUNTY
COMMISSIONERS

By: 
Carolann Swartz, Chairperson

By: 
Cindy Carter, Vice Chairperson

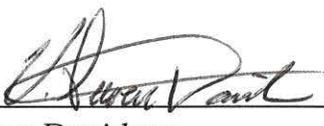
By: 
Richard Stevens, Commissioner

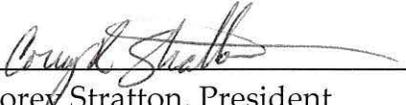
GRANT COUNTY PUBLIC WORKS
DEPARTMENT

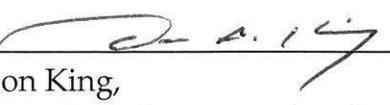
By: 
Jeff Tincher, Director of Public
Works/County Engineer

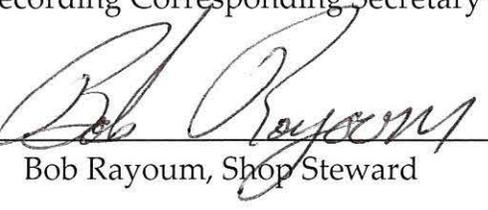
FOR THE UNION:

OPERATING ENGINEERS LOCAL NO.
280

By: 
Steve Davidson,
Business Representative

By: 
Corey Stratton, President

By: 
Don King,
Recording Corresponding Secretary

By: 
Bob Rayoum, Shop Steward

ADDENDUM B
2014 Pay Plan

The bands on the Pay Plan are those which apply to employees within the bargaining unit. Employees remain in the same band but may be eligible for a step increase subject to the provisions of Addendum A.

Position	Band
Landfill Attendant	5
Solid Waste Laborer	6
Solid Waste Operator	7

Band		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
5	Bi-Weekly	\$ 1,376.1808	\$ 1,416.3923	\$ 1,457.0769	\$ 1,497.2885	\$ 1,537.9731	\$ 1,578.6577	\$ 1,618.8692
	Hour	\$ 17.2023	\$ 17.7049	\$ 18.2135	\$ 18.7161	\$ 19.2247	\$ 19.7332	\$ 20.2359
	Year	\$ 35,780.7000	\$ 36,826.2000	\$ 37,884.0000	\$ 38,929.5000	\$ 39,987.3000	\$ 41,045.1000	\$ 42,090.6000
6	Bi-Weekly	\$ 1,427.7462	\$ 1,469.8500	\$ 1,511.9538	\$ 1,554.0577	\$ 1,595.6885	\$ 1,637.7923	\$ 1,679.8962
	Hour	\$ 17.8468	\$ 18.3731	\$ 18.8994	\$ 19.4257	\$ 19.9461	\$ 20.4724	\$ 20.9987
	Year	\$ 37,121.4000	\$ 38,216.1000	\$ 39,310.8000	\$ 40,405.5000	\$ 41,487.9000	\$ 42,582.6000	\$ 43,677.3000
7	Bi-Weekly	\$ 1,486.8808	\$ 1,530.4038	\$ 1,574.4000	\$ 1,617.9231	\$ 1,661.9192	\$ 1,705.4423	\$ 1,748.9654
	Hour	\$ 18.5860	\$ 19.1300	\$ 19.6800	\$ 20.2240	\$ 20.7740	\$ 21.3180	\$ 21.8621
	Year	\$ 38,658.9000	\$ 39,790.5000	\$ 40,934.4000	\$ 42,066.0000	\$ 43,209.9000	\$ 44,341.5000	\$ 45,473.1000

