

**ADDENDUM TO 2007-2009 CONTRACT
ARTICLE 31, WAGES, SECTION 1.E.
FOR THE
DEPARTMENT OF JOB AND FAMILY SERVICES**

BETWEEN

**BOARD OF COUNTY COMMISSIONERS
OF MONTGOMERY COUNTY, OHIO**



AND

**AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES,
A.F.L.-C.I.O., COUNCIL 8, LOCAL #101
THE DAYTON PUBLIC SERVICE UNION**

**"MONTGOMERY COUNTY IS AN EQUAL
OPPORTUNITY EMPLOYER"**

2008 - 2009

**RESOLUTION NO. 08-1857
DECEMBER 2, 2008**

RESOLUTION AUTHORIZING THE APPROVAL OF THE IMPLEMENTATION OF THE NEW JOB AND FAMILY SERVICES (JFS) PAY RANGE STRUCTURE FOR 2008 AND 2009 (FULL AND PART-TIME EMPLOYEES), AS AN ADDENDUM TO THE 2007-2009 CONTRACT LANGUAGE, ARTICLE 31, WAGES, SECTION 1.E. FOR THE DEPARTMENT OF JOB AND FAMILY SERVICES AS PART OF A CONTRACT BETWEEN THE MONTGOMERY COUNTY BOARD OF COMMISSIONERS AND OHIO COUNCIL 8, LOCAL 101, AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, A.F.L.-C.I.O.

WHEREAS, the Montgomery County Board of Commissioners and Ohio Council 8, Local 101, American Federation of State, County and Municipal Employees, A.F.L.-C.I.O., engaged in good faith bargaining and entered into an Agreement for the implementation of the new JFS Pay Range Structure 2008-2009 (full and part-time employees) as an addendum to the 2007-2009 Contract Language, Article 31, Wages, Section 1.E. for the Department of Job and Family Services.

WHEREAS, such good faith bargaining will serve to resolve differences to the mutual satisfaction of the Parties and create a harmonious working relationship for all parties concerned.

NOW, THEREFORE, BE IT RESOLVED that the implementation of the new JFS Pay Range Structure 2008-2009 as an addendum to the 2007-2009 Contract Language, Article 31, Wages, Section 1.E. for the Department of Job and Family Services, be and is hereby authorized.

BE IT FURTHER RESOLVED that the Clerk of Commission certify this resolution and make an imaged copy of this resolution available on the Montgomery County, Ohio, website at <http://www.mcoho.org/>.

JFS


PAGE 2
RESOLUTION NO. 08-1857
DECEMBER 2, 2008

Mrs. Lieberman moved the adoption of the foregoing resolution. It was seconded by Mr. Foley, and upon call of the roll the following vote resulted:

Mrs. Lieberman, aye; Mr. Foley, aye; Ms. Dodge, aye: Carried.

I hereby certify that the foregoing is a true and correct copy of a resolution duly adopted by the Board of County Commissioners of Montgomery County, Ohio, the 2nd day of December, 2008.

THE BOARD OF COUNTY COMMISSIONERS HEREBY FINDS AND DETERMINES THAT ALL FORMAL ACTIONS RELATIVE TO THE ADOPTION OF THIS RESOLUTION WERE TAKEN IN AN OPEN MEETING OF THIS BOARD OF COUNTY COMMISSIONERS, AND THAT ALL DELIBERATIONS OF THIS BOARD OF COUNTY COMMISSIONERS, AND OF ITS COMMITTEES, IF ANY WHICH RESULTED IN FORMAL ACTION, WERE TAKEN IN MEETINGS OPEN TO THE PUBLIC, IN FULL COMPLIANCE WITH APPLICABLE LEGAL REQUIREMENTS, INCLUDING SECTION 121.22 OF THE REVISED CODE.


Carol A. Prewitt, Clerk
Board of County Commissioners
Montgomery County, Ohio

**ADDENDUM TO 2007-2009 CONTRACT LANGUAGE, ARTICLE 31, WAGES,
Section 1. E. for Department of Job and Family Services**

Implementation of New Pay Range Structure for 2008/2009

Process for Implementation:

Step One – Implement New Pay Structure effective: January 1, 2008

- **Employees whose current pay is below the maximum of the new structure**
 - All employees placed on the next higher step in the new structure up to the new maximum
 - All employees will receive a minimum increase of 2.0%
 - If the “On-Step” adjustment is less than 2.0%, they will be moved to the next higher step in the new structure unless they are already at the maximum
- **Employees whose current pay is at or above the maximum of the new structure**
 - Employees whose current pay is at or above the new maximum, will receive a 2.0% lump sum payment based on their current rate of pay

Step Two – Implement New Classifications and Process Classification

Reassignments for Affected Employees – effective date: The earliest effective date following conclusion of negotiations or as soon, as is practicable.

- All current employees who have ten (10) years experience with Montgomery County Department of Job and Family Services will have the educational requirements in the JFS Specialist I & II and CSEA Specialist I & II positions waived as to their placement in the above referenced positions.
- Attachments: MCJFS Classification Matrix
Proposed 2008 and 2009 Grades and Ranges
New Class Concepts JFS Specialist I & II, and CSEA Specialist., and
New MCJFS Represented Class concepts

January 1, 2008 Job & Family Services Wage Schedule

Step -->	0	1	2	3	4	5	6	7
DP01	\$ 10.81	\$ 11.07	\$ 11.39	\$ 11.85	\$ 12.24	\$ 12.50	\$ 12.76	\$ 13.02
DP02	\$ 11.40	\$ 11.68	\$ 12.02	\$ 12.50	\$ 12.92	\$ 13.19	\$ 13.47	\$ 13.74
DP03	\$ 12.10	\$ 12.39	\$ 12.76	\$ 13.27	\$ 13.71	\$ 14.00	\$ 14.29	\$ 14.58
DP04	\$ 12.96	\$ 13.28	\$ 13.67	\$ 14.21	\$ 14.68	\$ 15.00	\$ 15.31	\$ 15.62
DP05	\$ 13.95	\$ 14.29	\$ 14.71	\$ 15.30	\$ 15.80	\$ 16.14	\$ 16.47	\$ 16.81
DP06	\$ 15.16	\$ 15.53	\$ 15.99	\$ 16.63	\$ 17.17	\$ 17.54	\$ 17.90	\$ 18.27
DP07	\$ 16.58	\$ 16.98	\$ 17.48	\$ 18.18	\$ 18.78	\$ 19.18	\$ 19.58	\$ 19.98
DP08	\$ 18.27	\$ 18.71	\$ 19.26	\$ 20.03	\$ 20.69	\$ 21.13	\$ 21.57	\$ 22.01
DP09	\$ 20.25	\$ 20.74	\$ 21.35	\$ 22.20	\$ 22.94	\$ 23.42	\$ 23.91	\$ 24.40
DP10	\$ 22.68	\$ 23.22	\$ 23.91	\$ 24.86	\$ 25.68	\$ 26.23	\$ 26.77	\$ 27.32

January 1, 2009 Job & Family Services Wage Schedule

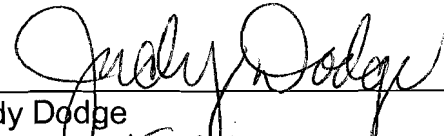
Step -->	0	1	2	3	4	5	6	7
DP01	\$ 11.13	\$ 11.40	\$ 11.73	\$ 12.21	\$ 12.61	\$ 12.88	\$ 13.14	\$ 13.41
DP02	\$ 11.74	\$ 12.03	\$ 12.38	\$ 12.88	\$ 13.31	\$ 13.59	\$ 13.87	\$ 14.15
DP03	\$ 12.46	\$ 12.76	\$ 13.14	\$ 13.67	\$ 14.12	\$ 14.42	\$ 14.72	\$ 15.02
DP04	\$ 13.35	\$ 13.68	\$ 14.08	\$ 14.64	\$ 15.12	\$ 15.45	\$ 15.77	\$ 16.09
DP05	\$ 14.37	\$ 14.72	\$ 15.15	\$ 15.76	\$ 16.27	\$ 16.62	\$ 16.96	\$ 17.31
DP06	\$ 15.61	\$ 16.00	\$ 16.47	\$ 17.13	\$ 17.69	\$ 18.07	\$ 18.44	\$ 18.82
DP07	\$ 17.08	\$ 17.49	\$ 18.00	\$ 18.73	\$ 19.34	\$ 19.76	\$ 20.17	\$ 20.58
DP08	\$ 18.82	\$ 19.27	\$ 19.84	\$ 20.63	\$ 21.31	\$ 21.76	\$ 22.22	\$ 22.67
DP09	\$ 20.86	\$ 21.36	\$ 21.99	\$ 22.87	\$ 23.63	\$ 24.12	\$ 24.63	\$ 25.13
DP10	\$ 23.36	\$ 23.92	\$ 24.63	\$ 25.61	\$ 26.45	\$ 27.02	\$ 27.57	\$ 28.14

**DEPARTMENT OF JOB AND FAMILY SERVICES
CLASSIFICATIONS CONTAINING BARGAINING UNIT**

CLASSIFICATION	CLASS NO	RANGE
Account Clerk 1	H16511	DP04
Account Clerk 2	16512C	DP05
Account Clerk 3	16513C	DP06
Child Support Enforcement Agency Account Clerk I	16515	DP06
Child Support Enforcement Agency Account Clerk II	16516	DP07
Child Support Enforcement Agency Specialist I	69400	DP07
Child Support Enforcement Agency Specialist II	69401	DP08
Child Support Enforcement Agency Team Leader	69402	DP09
Contract Evaluator/Negotiator	66551	DP08
Economic Support Specialist	69312	DP06
Facilities Specialist	14851C	DP05
Investigator 2	H26212	DP07
Job & Family Services Aide	69310C	DP04
Job & Family Services Program Assistant 1	63129	DP05
Job & Family Services Specialist I	69405	DP07
Job & Family Services Specialist II	69406	DP08
Job & Family Services Team Leader	69407	DP09
Office Assistant II	16820	DP03
Purchasing Specialist	64520C	DP05
Records Assistant I	16520	DP03
Records Assistant II	16522	DP04
Social Services Specialist	69323	DP09
Social Services Worker 3	H69313	DP08
Social Program Analyst	69322	DP09

IN WITNESS WHEREOF, the Parties to this Agreement (Negotiation and Implementation of the New Pay Range Structure for the Department of Job and Family Services, all Full and Part-Time Employees with the American Federation of State, County and Municipal Employees, The Dayton Public Service Union) have set their hands this 11th day of December, 2008.

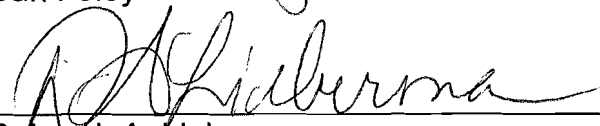
**BOARD OF COUNTY COMMISSIONERS
MONTGOMERY COUNTY, OHIO**



Judy Dodge

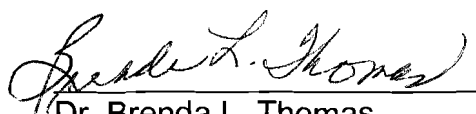


Dan Foley

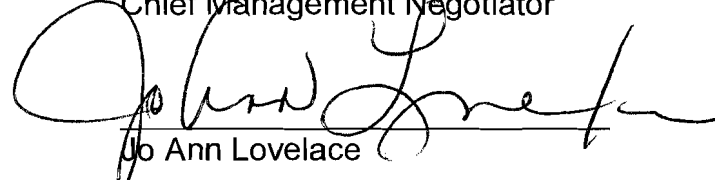


Deborah A. Lieberman


ON BEHALF OF MANAGEMENT:




Dr. Brenda L. Thomas
Chief Management Negotiator



Jo Ann Lovelace

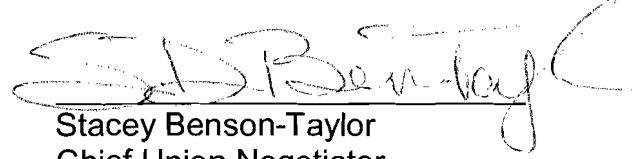


Marcell Dezarn

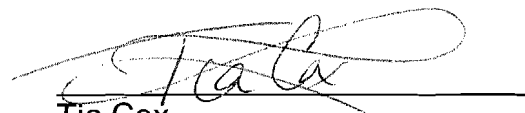


Robert L. Guehl

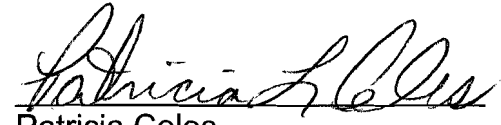
ON BEHALF OF THE UNION:



Stacey Benson-Taylor
Chief Union Negotiator



Tia Cox



Patricia Celes