

I. Parties

The parties to this agreement are the Marion County Business Services Department and Marion County, (hereinafter the County) and SEIU Local 503, OPEU/MCEA Local 294, (hereinafter the Union)

II. Purpose of the Agreement

The purpose of the agreement is to provide a five percent (5%) differential pay to those Building Maintenance Specialists and Senior Building Maintenance Specialists who possess a valid Journeyman's card or trades license related to the performance of maintenance and repair work essential to the function of County buildings, which allows the County to complete work that would otherwise be contracted out at a greater expense.

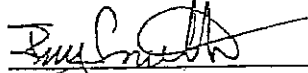
III. Agreement

The parties agree that employees who possess, have made it known to their supervisor, and provided verification of a valid and current Journeyman's card or trades license related to the performance of maintenance and repair work essential to the function of County buildings shall receive a five percent (5%) differential for all hours worked while in possession of a valid Journeyman's card or trades license. Maintenance of valid and current Journeyman's card or trades license will be the sole responsibility of the employee. If the Journeyman's card or trades license is suspended, revoked or in anyway invalid the employee shall no longer qualify for the five percent (5%) differential.

Any letters of agreement must be signed by the County Administrator, appropriate elected official or department head and the Employee Relations Manager and the designated representatives of the Union to be valid. Such letters of agreement shall be attached and made part of the labor agreement. This agreement is made without precedent to either party and may not be used by either party in current or future negotiations.

Agreed this date AUG 4, 2005

For the Union

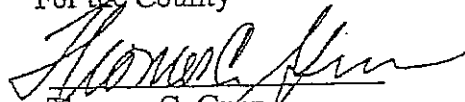


Jerry Smith
President MCEA

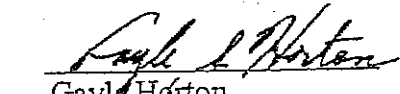


Bobbi Muncief
Organizer SEIU


For the County



Thomas C. Gunn
Employee Relations
Manager



Gayle Horton
Business Services
Department Head



John Lattimer
Board of Commissioners
Chief Administrative Officer