

Letter of Agreement

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, Senior Building Maintenance Specialists and Facilities Maintenance Systems Coordinators 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.

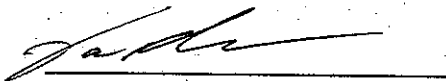
III. Agreement

The parties agree that employees who possess, have made it known to their supervisor, and have 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.

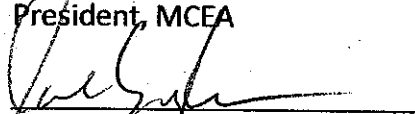
Any letters of agreement must be signed by the Chief Administrative Officer, appropriate elected official or department head, Human Resources Supervisor, and the designated representatives of the Union, to be valid. Such letters of agreement shall be attached and made part of the collective bargaining 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 4/23/2010

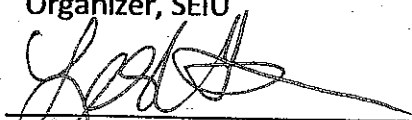
For the Union



Van Khieu
President, MCEA

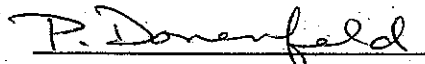


Joe Schaeffer
Organizer, SEIU



Leslie Frane
Executive Director, SEIU

For the County



Pat Donenfeld
Human Resources Supervisor



Dave Henderson
Business Services Director



John Lattimer
Chief Administrative Officer