4823

#### LETTER OF AGREEMENT

#### **BETWEEN**

## SEIU LOCAL 503, OPEU LOCAL 985

## AND CURRY COUNTY

#### **RECITALS:**

WHEREAS, the Board of Curry County Commissioners is seeking uniformity regarding application of PERS contributions for county employees; and

WHEREAS, Teamsters Local 223 has ratified a new collective bargaining agreement effective July 1, 2014, which encompasses the changes reflected in this Letter of Agreement; and

WHEREAS, SEIU Local 503 is in agreement with the changes to the collective bargaining agreement which expires June 30, 2015, shown in this Letter of Agreement;

**THEREFORE:** SEIU Local 503, OPEU Local 985 and Curry County agree as outlined below:

All terms and conditions of the 2013-2015 collective bargaining agreement shall remain as previously agreed to, except the following modifications (new text is in bold, and deleted text is crossed through):

## 1) Article 20- Retirement

Section 1. The County will continue to participate in the Oregon Public Employees Retirement System or its successor as determined by the State of Oregon. Effective July 1, 2014, the employee's contribution to the PERS System will be paid by the County employee."

## 2) Article 19- Compensation

Section 1. Rates of Pay. "Each employee shall be paid at one of the rates in the salary range for the classification in which the employee is employed. The salary ranges are specified in Appendix A attached. [Updated salary ranges showing the increases effective July 1. 2014, described below, are attached.]

Effective July 1, 2013, the salary scale will remain unadjusted.

Effective July 1, 2014, the County will increase the salary tables 6.4% as an offset to 1) above.

Effective July 1, 2014, and after the increase provided above, the County will increase the salary scale 2.8% across the board.

This agreement is subject to ratification by the County and the Union membership and is effective upon execution by the parties below.

# For the County:

**BOARD OF CURRY COUNTY COMMISSIONERS** 

Susan Brown, Chair

6/30/14

Date

David Brock Smith, Vice Chair

Date

all if

7111

Date

For SEIU Local 503, OPEU

Heather Conroy, SEIU Cocal 503

**Executive Director** 

6-23-14

Date

Cena Crook, SEIU Local 503

**Bargaining Team Member** 

Date

					CURRY	COUNTY					
FISCAL VEAD 2014 4F					SALARY RANG	SALARY RANGE AND STEPS					
FISCAL TEAR 2014-15	STEP A		STEP B		STEP C		STEP D		STEP E		STEP F
	-	2	က	4	2	9	2	8	6	10	=
SEIU 37.5 HOUR WEEK								3			
RANGE 3	1897	1945	1992	2042	2094	2145	2197	2253	2307	2365	2423
KANGE 4	1994	2044	2094	2145	2197	2253	2307	2365	2423	2484	2544
RANGE 5	2307	2365	2423	2484	2544	2607	2671	2738	2803	2874	2943
DANGE 9	2544	7097	26/1	2/38	2803	2874	2943	3019	3092	3169	3245
NANGE 9	2803	28/4	2943	3019	3092	3169	3245	3327	3409	3493	3579
DANCE 0	3092	3169	3245	3327	3409	3493	3579	3668	3758	3851	3946
DANGE 30	3409	3493	35/9	3668	3/58	3851	3946	4045	4144	4247	4351
RANGE 11	3046	3851	3946	4045	4144	424/	4351	4459	4567	4681	4795
RANGE 12	4204	4308	4414	4523	4633	4459	456/	4987	4795 5110	4914 5237	5364
COMPLITER FLIND @ - 37 5 HB WK											
RANGE 6	2945	3021	3094	3172	3249	3329	3411	3495	3581	3670	3760
RANGE 7	3411	3495	3581	3670	3760	3853	3948	4047	4144	4247	4353
RANGE 8	3581	3670	3760	3853	3948	4047	4144	4247	4353	4463	4571
RANGE 9	4183	4286	4392	4502	4612	4726	4843	4963	5084	5211	5338
40 HOLIB WEEK											
RANGE 3	2024	2074	2125	2178	2233	2288	2343	2403	2461	2523	2585
RANGE 4	2127	2180	2233	2288	2343	2403	2461	2523	2585	2649	2714
RANGE 5	2461	2523	2585	2649	2714	2780	2850	2921	2990	3066	3139
RANGE 6	2714	2780	2850	2921	2990	3066	3139	3220	3598	3381	3461
RANGE 7	2990	3066	3139	3220	3298	3381	3461	3549	3636	3726	3818
KANGE 8	3298	3381	3461	3549	3636	3726	3818	3912	4009	4107	4209
RANGE 9	3636	3726	3818	3912	4009	4107	4209	4314	4420	4531	4641
DANGE 10	4009	4107	4209	4314	4420	4531	4641	4756	4871	4993	5115
RANGE 12	4209	4514	4420	4537	4641	4/56	4871	4993	5115	5241	5370
71	Cott	4080	41,00	4023	4947	/900	1810	5319	5451	9866	27.75
COMPUTER FUND @ - 40 HR WK											
RANGE 6	3142	3222	3300	2383	3466	2554	2630	2770	0000	25.47	1044
RANGE 7	3638	3728	3820	3914	3400	3331	3630	3/26	3820	39.14	4011
RANGE 8	3820	3914	4011	4110	4211	4317	4420	4531	4643	4761	4876
RANGE 9	4462	4572	4685	4802	4919	5041	5165	5294	5423	5559	5694
LONGEVITY PAY				3							
0 - 5 YEARS = 0.0%											
3 - 10 TEAKS = 1.5%											
15 - 20 YEARS = 3.5%			Hotel								
20+ YEARS = 5.0%											
- Adrian											