

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the City of Kent (Employer) and Local 379 Ohio Council 8, AFSCME (Union) and sets forth the following understandings and agreements regarding ARTICLE 36 WAGE RATES Section 36.03 as it relates to ARTICLE 17 TRANSFERS AND WORK ASSIGNMENTS Section 17.03.

- A. During negotiations for the current Collective Bargaining Agreement the parties adopted the following language in Article 36 Section 36.03 *An employee who is temporarily filling a promotional position in a higher class, shall be paid at the current step in the higher class.*
- B. The above language conflicts with the language found in Article 17Section 17.03 which states, *An employee who is temporarily assigned to work in a higher paying classification shall receive a 5% wage increase above their current hourly wage rate, not to exceed the maximum wage rate in the higher paying classification, for the hours worked during the temporary assignment. An employee who is temporarily assigned to work in a lower paying classification shall continue to receive their current wage rate.*
- C. The intent of the parties was to follow the new language in Article 36 Section 36.03 when employees work out of classification in a higher paying classification.
- D. Therefor the Union and the Employer agree that when employees are assigned to work in a higher classification under Article 17.03 the language in Article 36.03 will prevail.

FOR OHIO COUNCIL 8, AFSCME &
LOCAL 379:



Michael Beck

FOR THE CITY OF KENT:



Michael A. Bauer

APPROVED AS TO FORM



James R. Silver, Law Director
City of Kent, Ohio