

**Floater Position  
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 this agreement is to establish a floater position.

**III. AGREEMENT**

The following article sections do not apply to floater positions: Article 4: sections 1, 2, 3 and 4;

A "floater position" is a budgeted position that has been formally designated by the human resources department as a "floater." The position will be within a specific classification and is an employee that rotates between specific shifts, days of work or site locations within a department for purposes including but not limited to vacation coverage, leave of absences, training, projects and meetings.

The County may change a floater's scheduled shift with fifteen (15) calendar days advanced notice to the employee. The County may also change a floater's work days with at least forty-eight (48) hours advanced notice to the employee. The notice shall contain the effective date of change, the duration and the reasons for the change. The advanced notice can be waived with mutual agreement by both parties.

A floater's schedule, work days, and assignments are designed to be flexible in order to accommodate the day to day operations of the department. Nothing in this agreement shall restrict an employee and the county from temporarily modifying the scheduled shift and work days in emergency situations, for operational necessity, or when both parties mutually agree to the change.

In addition to the wage rates established by this agreement, the employer shall pay employees assigned to a "floater position" a five percent (5%) differential to compensate for the irregularity of the schedule.

**IV. CONCLUSION**

The chief administrative officer, appropriate elected official or department head, human resources, and the designated representatives of the Union, to be valid, must sign any letters of agreement. 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.

Termination of agreement: unless otherwise negotiated through the bargaining process this agreement shall end June 30, 2022.

Agreed this date: May 20, 2020

For the Union

  
Latricia Straw (May 2, 2020)  
Latricia Straw  
President, MCEA/Local 294

  
Keith Quick (May 11, 2020)  
Keith Quick  
Bargaining Coordinator, SEIU Local 503, OPEU

  
Melissa Unger (May 3, 2020)  
Melissa Unger  
Executive Director, SEIU Local 503, OPEU

For the County

  
Jan Fritz  
Jan Fritz  
Chief Administrative Officer

  
Colleen Coors-Chaffins  
Colleen Coors-Chaffins  
Business Services Director

  
Bruce Armstrong  
Bruce Armstrong  
County Legal Representative

  
Michelle Shelton  
Michelle Shelton  
Chief Human Resources Officer