

**Journeyman's Card or Trades License  
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 and 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.

**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, 2026.

FOR THE UNION



\_\_\_\_\_  
Kristina Ballow  
President, MCEA/Local 294

\_\_\_\_\_  
07/09/24

Date

FOR THE COUNTY

  
\_\_\_\_\_  
Jan Fritz  
Chief Administrative Officer

\_\_\_\_\_  
7/10/2024

Date

*H.T. Blankenheim*

\_\_\_\_\_  
Heather Blankenheim  
Bargaining Strategist, SEIU Local 503, OPEU

07/09/24  
\_\_\_\_\_  
Date

*Salvador Llerenas*

\_\_\_\_\_  
Salvador Llerenas  
Chief Human Resources Officer

7/10/2024  
\_\_\_\_\_  
Date

*Philip Shilts*

\_\_\_\_\_  
Philip Shilts  
Public Services Director, SEIU Local 503, OPEU

07/09/24  
\_\_\_\_\_  
Date