Longevity Pay Workgroup
Letter of Agreement

I. PARTIES

The parties to this agreement are 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 create a workgroup composed of management and one (1) member of each bargaining unit throughout the County to consider the longevity pay methodology. The Union will have one (1) bargaining unit member of their choosing participate in the workgroup.

III. AGREEMENT

The County is expected to select a new Enterprise Resource Planning (ERP) software system within the first quarter of 2025. This workgroup will begin to meet as soon as the final selection is determined. This workgroup will develop a proposal for a longevity pay methodology, which will be presented with a fiscal impact statement for consideration. The final longevity pay methodology recommendation will be presented to the Board of Commissioners. Nothing in this LOA will preclude the Union from bargaining over longevity pay methodology in the future.

IV. CONCLUSION

The chief administrative officer, spokespersons, 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

FOR THE COUNTY

_____
Kristina Ballow
President, MCEA/Local 294

_____
Jan Fritz
Chief Administrative Officer

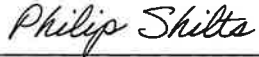__07/09/24_____
Date

____7/10/2024_____
Date

H.J. Be

Heather Blankenheim
Bargaining Strategist, SEIU Local 503, OPEU

07/09/24
Date

Salvador Llerenas
Chief Human Resources Officer

7/10/24
Date

Philip Shilts

Philip Shilts
Public Services Director, SEIU Local 503, OPEU

07/09/24
Date