

MEMORANDUM OF UNDERSTANDING
Modifying the Agreement Between
LINN-BENTON COMMUNITY COLLEGE AND
THE INDEPENDENT ASSOCIATION OF CLASSIFIED EMPLOYEES
July 1, 2008 to June 30, 2013 AGREEMENT

BACKGROUND

In order to address the present reduction in State funding, the Independent Association of LBCC Classified Employees (IACE) and the Linn Benton Community College Board of Education (the Board) enter into the following agreement.

AGREEMENT

- A. In the present agreement Appendix C will remain in effect from July 1, 2010 through December 31, 2010. Appendix C-1 will replace Appendix C and remain in effect from January 1, 2011 through June 30, 2011. The parties agree that Appendix D-1 will replace Appendix D in the event that the State appropriation to the Community College Support Fund (CCSF) is between \$395 million and \$405 million. Appendix D-1 will be effective on July 1, 2011.
- B. If the State appropriation to the CCSF is greater than \$405 million for 2011-2013, and these amounts are available for distribution to LBCC, appendix D-1 will be increased 0.068% for each \$1 million of the appropriation greater than \$400 million. In no event will Appendix D-1 be increased more than 3.26% during the term of this amended agreement.
- C. If the State appropriation to the CCSF is less than \$395 million for 2011-2013, and these amounts are available for distribution to LBCC, appendix D-1 will be decreased 0.068% for each \$1 million of the appropriation less than \$400 million. In no event will Appendix D-1 be decreased more than 3.26% during the term of this amended agreement.
- D. Effective December 1, 2010 any unallocated Classified Professional Development funds will be removed from the Professional Development budget. The regular allocation articulated in Article 23, (A) (4) of the current agreement will be restored July 1, 2011.
- E. For the 2010-2011 plan year, the parties agree that there will be no change to the present 90% / 10% health plan premium sharing arrangement between the College and Classified employees.
- F. The parties agree that through June 30, 2013, the College shall not withhold from Association members' salaries the employee contributions/payments required by the Public Employee Retirement System (PERS) and/or Oregon Public Service Retirement Plan (OPSRP). The College shall assume and pay the six percent (6%) employee contribution for members participating in PERS or OPSRP. Such paid employee contributions shall be credited to employee accounts and shall be considered to be employee contributions for purpose of applicable law.
- G. If the 2011-2012 adopted budget for currently existing Classified general fund positions is more than \$50,000 below expected costs within the current budget model (adjusted for any change resulting from paragraph B or C above) less the Classified staff proportional share of targeted savings, then:
 - 1) 0.5% will be added to the Classified base salaries for each \$50,000 that the adopted budget is below that which is expected in the present budget model. No more than 3.26% total will be added to the salary schedule when combined with any additions made under paragraph B above.
 - 2) In the event that the salary schedule is restored to the levels that existed prior to this amendment, then the Board and the Association will meet to discuss the possibility of restoring work days.
 - 3) A position that is eliminated but later restored will count toward the total budget for the purpose of this paragraph.

- H. Article 31, (D) of the current agreement remains in full force and effect.
- I. Effective July 1, 2012, The Classified salary schedule will revert to previous levels prior to this MOU unless further negotiations are conducted and another agreement is reached in accordance with the Memorandum of Understanding dated November 10, 2010.

For the College:

Greg Hamann, President

Date

For the Association:

Whit Hamilton

Date

APPENDIX C

Classified Salary Schedule Effective July 1, 2010 through December 31, 2010

Grade	10-11 Step 1	10-11 2	10-11 3	10-11 4	10-11 5	10-11 6	10-11 7	10-11 8	10-11 9	10-11 10	10-11 11	10-11 12	10-11 13	10-11 14	10-11 15	10-11 16
6	20,621	21,043	21,471	21,909	22,355	22,811	23,276	23,750	24,235	24,728	25,233	25,746	26,271	26,806	27,352	27,911
7	21,532	21,970	22,418	22,875	23,341	23,817	24,303	24,796	25,302	25,819	26,344	26,882	27,429	27,989	28,559	29,141
8	22,493	22,953	23,420	23,897	24,385	24,882	25,389	25,906	26,434	26,973	27,522	28,083	28,655	29,239	29,835	30,444
9	23,508	23,987	24,476	24,975	25,484	26,003	26,532	27,074	27,626	28,188	28,763	29,350	29,947	30,558	31,180	31,818
10	24,578	25,079	25,590	26,112	26,644	27,188	27,741	28,306	28,884	29,472	30,073	30,687	31,311	31,948	32,600	33,266
11	25,707	26,233	26,767	27,312	27,870	28,438	29,016	29,608	30,211	30,826	31,455	32,095	32,750	33,417	34,099	34,794
12	26,897	27,446	28,006	28,576	29,159	29,752	30,359	30,980	31,609	32,254	32,910	33,583	34,267	34,965	35,678	36,404
13	28,155	28,729	29,314	29,910	30,521	31,143	31,776	32,425	33,086	33,761	34,449	35,150	35,866	36,596	37,344	38,106
14	29,481	30,081	30,695	31,320	31,958	32,609	33,273	33,952	34,644	35,350	36,070	36,805	37,557	38,321	39,103	39,900
15	30,881	31,510	32,152	32,807	33,476	34,158	34,855	35,564	36,289	37,028	37,784	38,554	39,338	40,141	40,960	41,793
16	32,355	33,014	33,689	34,376	35,076	35,789	36,520	37,263	38,022	38,798	39,588	40,396	41,220	42,059	42,914	43,790
17	33,912	34,604	35,308	36,028	36,763	37,510	38,275	39,056	39,851	40,665	41,491	42,338	43,199	44,080	44,981	45,897
18	35,554	36,280	37,018	37,771	38,542	39,326	40,127	40,945	41,781	42,633	43,500	44,386	45,292	46,215	47,157	48,119
19	37,287	38,047	38,821	39,612	40,421	41,244	42,084	42,942	43,818	44,710	45,621	46,552	47,500	48,468	49,456	50,463
20	39,114	39,911	40,724	41,555	42,401	43,265	44,146	45,047	45,965	46,901	47,855	48,834	49,827	50,843	51,878	52,935
21	41,045	41,881	42,734	43,606	44,494	45,401	46,327	47,271	48,234	49,217	50,219	51,244	52,287	53,353	54,441	55,549
22	43,078	43,955	44,851	45,765	46,698	47,650	48,620	49,610	50,622	51,654	52,707	53,780	54,876	55,995	57,136	58,301
23	45,211	46,132	47,073	48,032	49,011	50,011	51,027	52,068	53,128	54,211	55,318	56,444	57,593	58,768	59,967	61,188

APPENDIX C-1 (3.16% reduction)**241 day- Classified Salary Schedule Effective January 1, 2011 through June 30, 2011**

Grade	Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
6	19,969	20,378	20,793	21,217	21,649	22,090	22,540	23,000	23,469	23,947	24,436	24,932	25,441	25,959	26,488	27,029
7	20,852	21,276	21,710	22,152	22,603	23,064	23,535	24,012	24,502	25,003	25,512	26,033	26,562	27,105	27,657	28,220
8	21,782	22,228	22,680	23,142	23,614	24,096	24,587	25,087	25,599	26,121	26,652	27,196	27,750	28,315	28,892	29,482
9	22,765	23,229	23,703	24,186	24,679	25,181	25,694	26,218	26,753	27,297	27,854	28,423	29,001	29,592	30,195	30,813
10	23,801	24,287	24,781	25,287	25,802	26,329	26,864	27,412	27,971	28,541	29,123	29,717	30,322	30,938	31,570	32,215
11	24,895	25,404	25,921	26,449	26,989	27,539	28,099	28,672	29,256	29,852	30,461	31,081	31,715	32,361	33,021	33,695
12	26,047	26,579	27,121	27,673	28,238	28,812	29,400	30,001	30,610	31,235	31,870	32,522	33,184	33,860	34,551	35,254
13	27,265	27,821	28,388	28,965	29,557	30,159	30,772	31,400	32,040	32,694	33,360	34,039	34,733	35,440	36,164	36,902
14	28,549	29,130	29,725	30,330	30,948	31,579	32,222	32,879	33,549	34,233	34,930	35,642	36,370	37,110	37,867	38,639
15	29,905	30,514	31,136	31,770	32,418	33,079	33,754	34,440	35,142	35,858	36,590	37,336	38,095	38,873	39,666	40,472
16	31,333	31,971	32,624	33,290	33,968	34,658	35,366	36,085	36,821	37,572	38,337	39,119	39,917	40,730	41,558	42,406
17	32,840	33,511	34,192	34,890	35,601	36,325	37,066	37,822	38,592	39,380	40,180	41,000	41,834	42,687	43,560	44,447
18	34,430	35,134	35,848	36,577	37,324	38,083	38,859	39,651	40,461	41,286	42,125	42,983	43,861	44,755	45,667	46,598
19	36,109	36,845	37,594	38,360	39,144	39,941	40,754	41,585	42,433	43,297	44,179	45,081	45,999	46,936	47,893	48,868
20	37,878	38,650	39,437	40,242	41,061	41,898	42,751	43,624	44,513	45,419	46,343	47,291	48,252	49,236	50,239	51,262
21	39,748	40,558	41,384	42,228	43,088	43,966	44,863	45,777	46,710	47,662	48,632	49,625	50,635	51,667	52,721	53,794
22	41,717	42,566	43,434	44,319	45,222	46,144	47,084	48,042	49,022	50,022	51,041	52,081	53,142	54,226	55,331	56,459
23	43,782	44,674	45,585	46,514	47,462	48,431	49,415	50,423	51,449	52,498	53,570	54,660	55,773	56,911	58,072	59,254

APPENDIX D-1 (3.5% COLA)**241 day- Classified Salary Schedule Effective July 1, 2011 through June 30, 2012**

Grade	Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
6	20,668	21,091	21,521	21,960	22,407	22,863	23,329	23,805	24,290	24,785	25,291	25,805	26,331	26,868	27,415	27,975
7	21,582	22,021	22,470	22,927	23,394	23,871	24,359	24,852	25,360	25,878	26,405	26,944	27,492	28,054	28,625	29,208
8	22,544	23,006	23,474	23,952	24,440	24,939	25,448	25,965	26,495	27,035	27,585	28,148	28,721	29,306	29,903	30,514
9	23,562	24,042	24,533	25,033	25,543	26,062	26,593	27,136	27,689	28,252	28,829	29,418	30,016	30,628	31,252	31,891
10	24,634	25,137	25,648	26,172	26,705	27,251	27,804	28,371	28,950	29,540	30,142	30,757	31,383	32,021	32,675	33,343
11	25,766	26,293	26,828	27,375	27,934	28,503	29,082	29,676	30,280	30,897	31,527	32,169	32,825	33,494	34,177	34,874
12	26,959	27,509	28,070	28,642	29,226	29,820	30,429	31,051	31,681	32,328	32,985	33,660	34,345	35,045	35,760	36,488
13	28,219	28,795	29,382	29,979	30,591	31,215	31,849	32,499	33,161	33,838	34,528	35,230	35,949	36,680	37,430	38,194
14	29,548	30,150	30,765	31,392	32,031	32,684	33,350	34,030	34,723	35,431	36,153	36,889	37,643	38,409	39,192	39,991
15	30,952	31,582	32,226	32,882	33,553	34,237	34,935	35,645	36,372	37,113	37,871	38,643	39,428	40,234	41,054	41,889
16	32,430	33,090	33,766	34,455	35,157	35,871	36,604	37,348	38,110	38,887	39,679	40,488	41,314	42,156	43,013	43,890
17	33,989	34,684	35,389	36,111	36,847	37,596	38,363	39,146	39,943	40,758	41,586	42,435	43,298	44,181	45,085	46,003
18	35,635	36,364	37,103	37,857	38,630	39,416	40,219	41,039	41,877	42,731	43,599	44,487	45,396	46,321	47,265	48,229
19	37,373	38,135	38,910	39,703	40,514	41,339	42,180	43,040	43,918	44,812	45,725	46,659	47,609	48,579	49,569	50,578
20	39,204	40,003	40,817	41,650	42,498	43,364	44,247	45,151	46,071	47,009	47,965	48,946	49,941	50,959	51,997	53,056
21	41,139	41,978	42,832	43,706	44,596	45,505	46,433	47,379	48,345	49,330	50,334	51,362	52,407	53,475	54,566	55,677
22	43,177	44,056	44,954	45,870	46,805	47,759	48,732	49,723	50,738	51,773	52,827	53,904	55,002	56,124	57,268	58,435
23	45,314	46,238	47,180	48,142	49,123	50,126	51,145	52,188	53,250	54,335	55,445	56,573	57,725	58,903	60,105	61,328