

LETTER AGREEMENT # 3

The following Letter Agreement is adopted as part of the Collective Bargaining Agreement between Louisville/Jefferson County Metro Government and American Federation of State, County, Municipal Employees, AFL-CIO Local 2629 (AFSCME) representing, among others the Air Pollution Control District, being the same Collective Bargaining Agreement (hereinafter "CBA") beginning July 1, 2008 through its expiration date of June 30, 2012.

WHEREAS, employees in the classification of Environmental Specialists in the Air Pollution Control District recently petitioned to be represented by the American Federation of State, County, Municipal Employees, AFL-CIO Local 2629 pursuant to LMO 35.052; and

WHEREAS, Louisville/Jefferson County Metro Government has accepted the signed cards of all eight of the employees in that classification as determining their unanimous vote to be represented; and

WHEREAS, the employees in the bargaining unit in the Air Pollution Control District have a CBA concerning wages, hours and terms and conditions of employment; NOW THEREFORE, the parties hereto agree that:

Section 1. Addendum A of the Collective Bargaining Agreement between Louisville/Jefferson County Metro Government and American Federation of State, County, Municipal Employees, AFL-CIO Local 2629 (AFSCME) is hereby amended by the addition of the following classification:

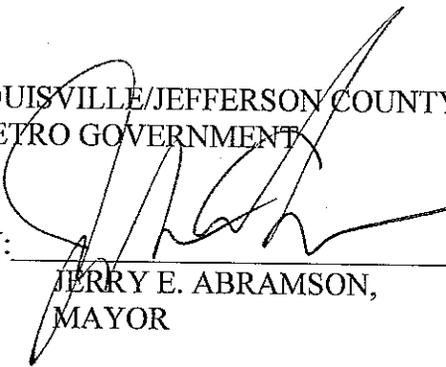
| Job Title | Grade |
|----------------------------------|--------------|
| Environmental Specialists | 21 |

Section 2. Current employees in the classification of Environmental Specialists shall be transferred into this bargaining unit as of the effective date of this Letter Agreement. The rate of pay for each individual employee within Grade 21 shall be set so as to give credit for years of service with Metro Government as follows: one and one-half (1 ½ %) percent increase in the Member's rate of pay upon the Member's anniversary hire date at the completion of: six (6) months, one year, three years, five years, seven years, and nine years; and two (2%) percent increase in the Member's rate of pay upon the Member's anniversary hire date at the completion of: eleven years, thirteen years, fifteen years, seventeen years and eighteen years. Provided however, if a Member's rate of pay before transfer is higher than it would be under this Letter Agreement, the Member shall continue to receive the higher pay. When the Member's pay rate no longer exceeds the pay designated for the Member's years of service, that Member shall resume receiving longevity increases.

IN WITNESS WHEREOF, the Parties have affixed their signatures this 25th day of September, 2008.

LOUISVILLE/JEFFERSON COUNTY
METRO GOVERNMENT

AFSCME LOCAL 2629

BY: 

JERRY E. ABRAMSON,
MAYOR

BY: 

RICK BANNISTER

APPROVED AS TO FORM:


JEFFERSON COUNTY ATTORNEY