

MEMORANDUM OF UNDERSTANDING AS TO WAGES
BETWEEN THE CITY OF BELVIDERE
AND
THE INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL 150

WHEREAS, the City of Belvidere and the International Union of Operating Engineers Local 150 (IUOE) entered into a Collective Bargaining Agreement Effective May 1, 2011 and expiring April 30, 2014 (the CBA); and

WHEREAS, the CBA established various terms and conditions of employment including compensation to be paid to members of the bargaining unit defined in the CBA; and

WHEREAS, Exhibit A of the CBA established wages for the fiscal year beginning May 1, 2011, but did not address wages for the fiscal years beginning May 1, 2012 and May 1, 2013 (FY 2013 and FY 2014) respectively; and

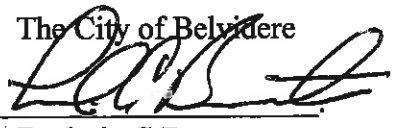
WHEREAS, the parties agreed, in the CBA, to negotiate the wages for FY 2013 and FY 2014 after January 1, 2012; and

WHEREAS, the parties have reached an agreement for wages for FY 2013 and FY 2014.

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

- 1) The foregoing recitals are incorporated herein by this reference.
- 2) Appendixes A and B of the CBA are amended to insert the wages as set forth in the Attached Exhibit 1, which is incorporated by this reference.
- 3) The wages set forth on the attached Exhibit 1 represent across the board raises of 1.5% on May 1, 2012 and 2.5% on May 1, 2013.
- 4) The parties agree that this Memorandum of Understanding shall be deemed a part of the CBA and enforceable under its terms.

By: The City of Belvidere

By: 
Frederic C Brereton
Mayor

Date: 03/22/2012

By: The International Union of Operating Engineers Local 150

By: 
James M. Sweeney

By: 
Marshall Douglas

By: 
Mark Szula

Date: 3/22/2012

EXHIBIT 1

APPENDIX A

Clerical Employees

(Employees Hired before May 1, 2006)	5/1/2011	5/1/2012	5/1/2013
At Hire (A-3)	\$16.33	\$16.57	\$16.98
After 90 Days (A-2)	\$18.58	\$18.86	\$19.33
After 1 Year (A-2)	\$21.07	\$21.39	\$21.92
(A-1) Rates are below			
 (Employees Hired after May 1, 2006)			
At Hire (A-3)	\$15.77	\$16.01	\$16.41
After 90 Days (A-2)	\$17.09	\$17.35	\$17.78
After 1 Year (A-2)	\$18.41	\$18.69	\$19.16
After 2 Years (A-1)	\$19.73	\$20.03	\$20.53
After 3 Years (A-1)	\$21.07	\$21.39	\$21.92

APPENDIX B
WAGE SCHEDULE

Non – Clerical

(Employees Hired before May 1, 2006)	5/1/2011	5/1/2012	5/1/2013
At Hire	\$23.39	\$23.74	\$24.33
After 90 Days	\$24.40	\$24.77	\$25.39
After 1 yr., 3 mos.	\$25.39	\$25.77	\$26.41
After 2 yrs., 3 mos.	\$27.59	\$28.00	\$28.70
Foreman/	\$29.78	\$30.23	\$30.99
 (Employees Hired after May 1, 2006)			
At Hire	\$20.51	\$20.82	\$21.34
After 90 Days	\$21.52	\$21.84	\$22.39
After 1 yr.	\$22.53	\$22.87	\$23.44
After 2 yrs.	\$23.54	\$23.89	\$24.49
After 2 yrs., 6 mos.	\$24.56	\$24.93	\$25.55
After 3 yrs.	\$25.57	\$25.95	\$26.60
After 4 yrs.	\$26.58	\$26.98	\$27.65
After 5 yrs.	\$27.59	\$28.00	\$28.70
Foreman/Specialist	\$29.78	\$30.23	\$30.99