

OS CONTACT PAY – PERMANENT SALARY INCREASE

MEMORANDUM OF UNDERSTANDING

Between

Plymouth Housing Group

and

Office and Professional Employees International Union, Local 8

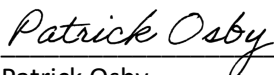
Plymouth Housing, the Employer and Office and Professional Employees International Union, Local 8, the Union mutually agree to include Plymouth Housing's current Temporary On-Site Contact Premium (\$3/hour) as a permanent addition to all OPEIU salaries beginning October 7, 2021.

Both parties mutually agree to forgo the COLA (2%) increase for 2022 in exchange for implementing the \$3.00 an hour OS Contact Premium to all wages permanently as of October 7, 2021.

Adjustments are reflected in the attached 2021 OPEIU Wage Table effective on October 7, 2021, and the 2022 OPEIU Wage Table reflecting a \$3/hour permanent On-Site Contact Premium increase to the wage table.

Agreed this 7<sup>th</sup> day of October 2021

For Plymouth Housing

  
\_\_\_\_\_  
Patrick Osby  
Chief Human Resources Officer

\_\_\_\_\_  
Ida Kovacic  
OPEIU Local 8 Union Representative

10/12/21  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

## Appendix A

### 2022 Wage Table incl Permanent OS Contact Pay

	2021 Former Base without OS Contact Pay	2022 OS Contact Pay Adjustment (New Base)	Step									
		<b>\$3.00</b>	<b>1.00%</b>									
	<b>Base</b>	<b>New Base</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
BUILDING ASSISTANT	<b>18.49</b>	<b>21.49</b>	21.70	21.92	22.14	22.36	22.58	22.81	23.04	23.27	23.50	23.74
BUILDING COORDINATOR	<b>19.79</b>	<b>22.79</b>	23.02	23.25	23.48	23.71	23.95	24.19	24.43	24.67	24.92	25.17
HOUSING CASE MANAGER	<b>22.44</b>	<b>25.44</b>	25.69	25.95	26.21	26.47	26.73	27.00	27.27	27.54	27.82	28.10
HOUSING CASE MANAGER FLOAT	<b>23.21</b>	<b>26.21</b>	26.47	26.73	27.00	27.27	27.54	27.82	28.10	28.38	28.66	28.95
JANITOR	<b>18.36</b>	<b>21.36</b>	21.57	21.79	22.01	22.23	22.45	22.67	22.90	23.13	23.36	23.59
JANITOR SRO/FLOAT	<b>19.13</b>	<b>22.13</b>	22.35	22.57	22.80	23.03	23.26	23.49	23.72	23.96	24.20	24.44
MAINTENANCE FACILITATOR	<b>25.41</b>	<b>28.41</b>	28.69	28.98	29.27	29.56	29.86	30.16	30.46	30.76	31.07	31.38
MAINTENANCE TECHNICIAN I	<b>21.18</b>	<b>24.18</b>	24.42	24.66	24.91	25.16	25.41	25.66	25.92	26.18	26.44	26.70
MAINTENANCE TECHNICIAN II	<b>27.06</b>	<b>30.06</b>	30.36	30.66	30.97	31.28	31.59	31.91	32.23	32.55	32.88	33.21
TENANT SUPPORT AIDE	<b>19.26</b>	<b>22.26</b>	22.48	22.70	22.93	23.16	23.39	23.62	23.86	24.10	24.34	24.58
FLOAT BUILDING ASSISTANT AND ON-CALL	<b>19.26</b>	<b>22.26</b>	22.48	22.70	22.93	23.16	23.39	23.62	23.86	24.10	24.34	24.58