



# County of Lackawanna

Lackawanna County  
Administration Building  
200 Adams Avenue  
Scranton, Pennsylvania  
18503

**Certified Copy**

**Resolution: 16-0032**

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**File Number: 16-0032**

Entering into a Collective Bargaining Addendum Agreement

**BE IT RESOLVED**, that the Board of Commissioners of Lackawanna County does hereby enter into a Collective Bargaining Addendum Agreement, for the Area Agency on Aging, by and between the County of Lackawanna and the Service Employees International Union (SEIU) AFL-CIO, Local 668. Agreement to commence January 1, 2013 and expire on December 31, 2016.

**ADOPTED** at a regular meeting of the Board of Commissioners of Lackawanna

County held on February 10, 2016.


**COUNTY OF LACKAWANNA**

  
PATRICK M. O'MALLEY

  
LAUREEN A. CUMMINGS

  
JERRY NOTARIANNI

**ATTEST:**

  
ANDREW M. WALLACE  
CHIEF OF STAFF

Approved as to form and legality:

  
JOHN J. BRAZIL, JR.  
COUNTY SOLICITOR

**ADDENDUM TO COLLECTIVE BARGAINING AGREEMENT  
LACKAWANNA COUNTY  
AREA AGENCY ON AGING  
ALL CLERICAL, CASE MANAGERS, R.N.'S AND FISCAL**

**WAGES:**

January 1, 2014 – 2.0% (retro-active to 1/1/14)

January 1, 2015 – 3.0% (retro-active to 1/1/15)

January 1, 2016 – 2.25%

\$3,000.00 increase to the base salary for ACM's, RN's, Fiscal

\$1,500.00 increase to the base salary for Clerical & Fiscal Assistant

Effective January 1, 2016, the starting rates for new hires will be as follows:

ACM I's - \$27,000.00\*

ACM II 's - \$28,500.00\*

\*ACM I & II's who are not at the starting rate after the above salary increases, will be raised up to the starting rate.

The County agrees to pay \$400.00 per year toward Employees' (who use their private vehicle for work purposes) car insurance. Payment will be administered as has been past practice.

**On-Call Policy:**

County agrees to include Friday as part of weekend rate of pay.

Employees who are required to perform protective services, either voluntary or mandated, shall be compensated in the following manner:

Weekdays - \$65.00

Weekends - \$96.88

Holidays - \$190.00

Half Days - \$95.00

**Masters' Degree:**

For the term of this contract, Employees who currently hold or acquire a Master's Degree in a field directly related to the Employee's duties shall receive a flat dollar increment to his/her salary.

The salary increment will be \$1,000.00 for a Masters' Degree, which will be added to the annual salary once during the Employees tenure.

**Tuition Reimbursement:**

Section 1: Regular full time Employees who have completed twelve (12) months of satisfactory service shall be eligible to apply for tuition reimbursement for accredited courses given at a duly accredited college university provided such course:


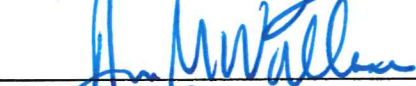

- a. Are directly job related;
- b. Are directly towards retaining a degree, certification and or licensure required to the Employee's present training and positions; and
- c. Are approved (as appropriate for reimbursement) in advance by the Executive Director of the AAA and other appropriate County officials.

Section 2: An Employee whose application for reimbursement has been approved shall be reimbursed up to 100% of the tuition of the approved course upon his/her presentation of his/her transcript to the Executive Director showing successful completion thereof (a grade of C or higher) and his/her tuition receipt, provided he/she is currently employed by the Area Agency on Aging at that time. The maximum tuition reimbursement available to any Employee in anniversary year shall not exceed \$1,950 per semester for the term of this contract.

All current policies will remain in effect for the life of this Agreement and are retro-active to January 1, 2013.

**LACKAWANNA COUNTY  
SIGNATURE**

**DATE**

  
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2-11-2016  
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**UNION**

**DATE**

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