

Amendment  
Collective Bargaining Agreement  
County of Jackson County & IAFF Local No. 42  
2009 - 2012

ARTICLE XVIII  
ANNUAL COMPENSATION

Section 2. Salaries

B. Performance Increases

- 1. Due to significant revenue constraints on the County, no performance based step increases are provided for in 2009.

Effective January 1, 2010, and each year thereafter, eligible bargaining unit members may receive step increases on July 1<sup>st</sup> of each year.

However, for fiscal year 2011, the parties agree that eligible bargaining unit members will receive performance based step increases retroactive to January 1, 2011 as part of a negotiated agreement.

Further, in support of implementation of the compensation study undertaken pursuant to Section 7, Appendix A is amended to adjust the minimum step and the maximum step.

AMENDED APPENDIX A  
SEE ATTACHED

FOR THE UNION:

[Signature]  
[Signature]

FOR THE EMPLOYER:

[Signature]  
Prosecuting Attorney  
[Signature]  
County Executive

Dated this 22 Day of July, 2011.

APPROVED AS TO FORM:

By [Signature]  
W. Stephen Nixon  
County Counselor

ATTEST BY:

[Signature]  
Mary Jo Spino  
Clerk of the County Legislature

**FILED**  
AUG 05 2011  
MARY JO SPINO  
COUNTY CLERK

