

**Carroll County Commissioners
And
MVC Employees AFSCME 3685
2024-2027**

- 1.1 Remove: Physical Therapy Aide, Hairdresser, and Assistant Director of Nursing
Change: Social Services Assistant to Social Services Coordinator
Add to List of Excluded Positions: Unit Manager
- 5.1 Holidays
40 hours/week: 11 holidays
30-39 hours/week: 10 holidays (*one holiday added*)
20-29 hours/week: 6 holidays
- 6.7 "...will be required to provide a physician's note"
- 6.9 Change references to "vacation time" to "earned time" and include provision requiring each quarterly list to remain open for two (2) weeks and for County to provide approval/denial of leave time requests within two (2) weeks of closing each quarterly list.
- 7.4 Increase annual uniform reimbursement amount from \$125.00 to \$300.00
- 12.1 Change "...all permanent full-time employees" to "...all regular part-time (20+hours per week) and full time employees"
- 14 Change section title and in Section 14.5, clarify that this extended leave beyond FMAL does not include same job protection as FMLA
- 16.1 Change 'Husband/wife/spouse' to significant other" and clarify that "workday" means eight (8) hour shift
- 23.6 Delete "A copy of which is attached"
- 24 Wage Increases:
April 1, 2024 \$2.00/hour
April 1, 2025 \$1.50/hour
April 1, 2026 \$1.25/hour
- 24.2 Increase shift differential as follows:
Second Shift Increase from \$1.05/hour to \$1.50/hour
Third Shift Increase from \$1.15/hour to \$2.00/hour
Weekend Increase from \$1.35/hour to \$2.00/hour
- 24.4 Delete
- 24.6 Delete
- 25.1 Delete paragraph related to "All current 32 hour employees..."
- 25.2 Change to "County will pay 100% of the premium cost for employee only Core Dental Insurance"
- 30 April 1, 2024 through March 31, 2027

Other changes to the contract are housekeeping items to correct spelling and formatting errors.

11/30/23 Ratified by Carroll County Commissioners
12/1/23 Ratified by MVC Employees AFSCME 3685