

Memorandum of Agreement

The parties agree to the following change:

ServiceNet will raise the starting rate for all Counselor positions, except Overnight Asleep counselors, to \$12/hr. The start rate for asleep overnight staff will increase to \$11/per hour. These changes will be effective November 5, 2016 and be paid in the payroll of November 25, 2016. Any Current Counselors making less than \$12.00/hr, will be increased to that rate. Any Current Overnight Asleep Counselors making less than \$11.00/hr, will be increased to that rate. The Senior Counselors start rate will increase to \$12.53/hr. Any Senior Counselor currently earning less than \$12.53 will go up to that rate. The Flex Counselor start rate will increase to \$13/hour. Any Flex Counselor currently earning less than \$13.00 will go up to that rate.

<u>J. Brad Alley</u>	<u>12-6-16</u>	<u>[Signature]</u>	<u>12/6/16</u>
Union Representative	Date	ServiceNet Representative	Date