

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**OFFICE OF THE STATE PUBLIC DEFENDER**  
**SOCIAL WORKERS**  
**AND**  
**AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES**  
**(AFSCME) COUNCIL 9**

This memorandum of understanding is entered into by the Office of the State Public Defender herein referred to as the Employer, and the American Federation of State, County, and Municipal Employees (AFSCME), herein referred to as the Union.

This memorandum of understanding modifies the 094-095 collective bargaining agreement for 2017-2019.

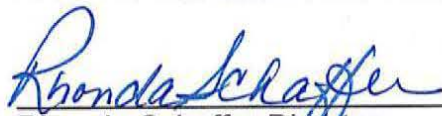
Effective July 1, 2017 through June 30, 2019 Social Workers who have a master's degree in Social Work, Psychology, or Sociology will be increased to 5% over entry wage.

Social Worker's who have a LCSW licensure will receive an additional 5% effective the date the licensure was obtained, between July 1, 2017 and June 30, 2019.

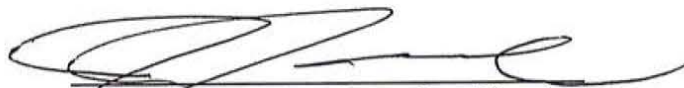
Social Workers who are currently eligible will receive these adjustments upon signature of the MOU. The employee will receive retroactive pay, in accordance with the category they fall into as noted above, between July 1, 2017 and August 3, 2018.

This Memorandum of Agreement will sunset on June 30, 2019.

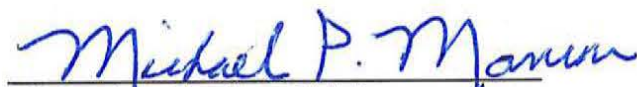
DATED: This 30<sup>th</sup> day of July, 2018.



Rhonda Schaffer Director  
Office of State Public Defender



Timm Twardoski, Executive Director  
AFSCME Council 9



Michael P. Manion, Chief  
State Office of Labor Relations