

**INTERLOCAL AGREEMENT  
BETWEEN THE COUNTY OF OAKLAND  
AND CITY OF ROCHESTER HILLS**

**WRC VACTOR VEHICLE MAINTENANCE,  
WATER METER TESTING SERVICES  
AND  
OTHER RELATED WATER & SEWER MAINTENANCE SERVICES**

THIS AGREEMENT is made and entered into as of the \_\_\_\_ day of \_\_\_\_\_, 2012, by and between the COUNTY OF OAKLAND, a Michigan constitutional corporation ("COUNTY"), whose address is 1200 N. Telegraph, Pontiac, Michigan and the CITY OF ROCHESTER HILLS, a Michigan municipal corporation, whose address is, 1000 Rochester Hills Drive, Rochester Hills, MI 48309 ("ROCHESTER HILLS"). In this Agreement, either the COUNTY and/or ROCHESTER HILLS may also be referred to individually as a "Party" or jointly as "Parties."

**RECITALS:**

WHEREAS, the Michigan Constitution of 1963, Article 7, § 28, and the Urban Cooperation Act of 1967, being MCL 124.501, et. seq. (the "Act"), authorizes a political subdivision to exercise jointly with any other political subdivision any power, privilege or authority which such political subdivisions share in common with which each might exercise separately; and

WHEREAS, due to the fact that municipal vehicles have specific performance requirements which require specialized service and maintenance work, it is difficult for public entities to locate service facilities that are able to perform those specialized services, economically, properly and timely; and

WHEREAS, ROCHESTER HILLS has a facility at its Department of Public Services building located at 511 East Auburn Road, Rochester Hills, MI 48309, that contains the Rochester Hills Fleet Division. The Rochester Hills Fleet Division operates a vehicle repair facility and has personnel capable of repairing and maintaining municipal vehicles for ROCHESTER HILLS and, by this and other interlocal agreements, other public entities; and

WHEREAS, ROCHESTER HILLS' Department of Public Services also has equipment capable of water meter testing; and,

WHEREAS, ROCHESTER HILLS' Department of Public Services has qualified personnel capable of providing other services related to water and sewer maintenance; and,

WHEREAS, ROCHESTER HILLS represents, and COUNTY acknowledges, that ROCHESTER HILLS has the necessary facility, tools, equipment and personnel to repair and maintain COUNTY'S vactor trucks and other vehicles under the direction of the WRC

(hereinafter referred to as "WRC Vehicles"), to provide water meter testing equipment and/or provide other services related to water and sewer maintenance; and,

WHEREAS, the Parties mutually desire to enter into this Agreement to allow ROCHESTER HILLS to provide the services set forth herein on an as-needed and as-requested basis; and

WHEREAS, pursuant to resolutions adopted by their respective legislative bodies, the Parties each have been authorized to execute this Agreement to allow ROCHESTER HILLS to repair or maintain WRC Vehicles on an as-requested basis according to the terms and conditions set forth below.

THEREFORE, the Parties agree, as follows:

1. WRC Vehicle Repair and Maintenance. COUNTY engages ROCHESTER HILLS' Fleet Division to provide repair and maintenance services during ROCHESTER HILLS' regular business hours consisting of the following work: service and/or maintenance on WRC Vehicles as requested by COUNTY. ROCHESTER HILLS will arrange to have a technician on call, if needed, 24 hours a day, 7 days per week. For services performed after or before regular business hours, or on weekends or holidays, COUNTY will be billed at premium rate with a minimum billing of three (3) hours of service. COUNTY understands and acknowledges that ROCHESTER HILLS' first priority is to service ROCHESTER HILLS' vehicles. However, ROCHESTER HILLS will make every reasonable effort to timely complete work for COUNTY.
  - (a) ROCHESTER HILLS will perform repair and maintenance services on WRC Vehicles in accordance with accepted industry standards and practices. The WRC will administer the terms and conditions of this Agreement on behalf of the COUNTY.
  - (b) Subject to an annual adjustment of rates as provided in Paragraph 4, COUNTY shall pay ROCHESTER HILLS for the maintenance and repair services provided by ROCHESTER HILLS' Fleet Division in accordance with the rates set forth in Exhibit "A".
  - (c) COUNTY shall also pay the costs for all parts and supplies used in the repair and/or maintenance of WRC Vehicles.
  
2. WRC Water Meter Testing Equipment. COUNTY engages ROCHESTER HILLS' to provide access to water meter testing equipment and facilities during ROCHESTER HILLS' regular business hours as requested by COUNTY. COUNTY understands and acknowledges that ROCHESTER HILLS' first priority is to service ROCHESTER HILLS'.
  - (a) ROCHESTER HILLS will provide equipment and facilities to test water meters in accordance with accepted industry standards and practices. The WRC will administer the terms and conditions of this Agreement on behalf of the COUNTY.

- (b) Subject to an annual adjustment of rates as provided in Paragraph 4, COUNTY shall pay ROCHESTER HILLS for the use of water meter testing equipment and facilities in accordance with the rates set forth in Exhibit "B".
  
- 3. WRC Water & Sewer Maintenance. COUNTY engages ROCHESTER HILLS to provide as needed water and sewer maintenance services. COUNTY understands and acknowledges that ROCHESTER HILLS first priority is to service ROCHESTER HILLS. However, ROCHESTER HILLS will make every reasonable effort to timely complete work for COUNTY.
  - (a) ROCHESTER HILLS will arrange to have qualified personnel on call, if needed, 24 hours a day, 7 days per week. For services performed after regular business hours, or on weekends or holidays, COUNTY will be billed at a premium rate with a minimum billing of three (3) hours of service.
  - (b) Subject to an annual adjustment of rates as provided in Paragraph 4, COUNTY shall pay ROCHESTER HILLS for water and sewer maintenance services provided by ROCHESTER HILLS in accordance with the rates set forth in Exhibit "B".
  
- 4. Before April 1<sup>st</sup> of each year, starting in 2013, ROCHESTER HILLS shall review its personnel costs, including technician's time and technician's premium time, and any costs affecting the ability of ROCHESTER HILLS to provide services under this Agreement. If those costs have increased, ROCHESTER HILLS shall notify COUNTY in writing of the amount of and reason for the increased costs for services under the Agreement. The WRC is authorized to approve changes in the service rates. Those increased costs will become effective for services provided after April 30 of each year and Exhibit A to this Agreement shall be revised accordingly.
  
- 5. ROCHESTER HILLS shall invoice COUNTY on a monthly basis for services provided under this agreement, including, if applicable, parts provided for WRC Vehicles during the preceding month. COUNTY shall pay ROCHESTER HILLS' invoices within thirty (30) days of the invoice date.
  
- 6. ROCHESTER HILLS reserves the right to, in its discretion, to refuse the repair or maintenance of any WRC Vehicle; test water meters, or undertake other related water and sewer services. COUNTY is not obligated to use the services of ROCHESTER HILLS exclusively.
  
- 7. This Agreement does not, and is not intended to include or connote any warranties, promises or guaranties by ROCHESTER HILLS of any nature whatsoever, concerning the repair or maintenance of WRC Vehicles. SPECIFICALLY, NO WARRANTY OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE OR ANY OTHER WARRANTY IS MADE OR TO BE IMPLIED BY ROCHESTER HILLS WITH RESPECT TO SERVICES OR PARTS PROVIDED UNDER THIS AGREEMENT. IN NO EVENT SHALL ROCHESTER HILLS BE LIABLE FOR ANY INDIRECT, INCIDENTAL, PUNITIVE, EXEMPLARY OR CONSEQUENTIAL DAMAGES WHATSOEVER UNDER CONTRACT, TORT OR OTHERWISE.

8. The Agreement shall continue in effect until terminated by either Party. Either Party may terminate this Agreement, for any reason (including the convenience of any Party), without penalty. Either Party may deliver a written notice of termination of the Agreement to the other Party in accordance with the notice provision of Paragraph 17. Termination shall become effective thirty (30) days from the date of the notice unless ROCHESTER HILLS or COUNTY specifies a later termination date in the notice supplied to the other Party.
  - (a) If ROCHESTER HILLS has vehicles belonging to COUNTY on its site, COUNTY shall state in its termination notice whether it authorizes ROCHESTER HILLS to complete work on those vehicles or whether ROCHESTER HILLS should discontinue work on the vehicles, in which case COUNTY shall retrieve the vehicles within five (5) days of the notice of termination. If ROCHESTER HILLS completes work on the vehicles based on instructions from COUNTY after termination of the Agreement, all costs, terms and conditions of this Agreement shall apply as to those vehicles.
  
9. Upon receipt of notice of termination of the Agreement by ROCHESTER, ROCHESTER HILLS shall, within thirty (30) days, deliver a final invoice to COUNTY for any current charges and outstanding balances that have not previously been invoiced or paid. COUNTY shall continue to be responsible for payment for the cost of services, parts and supplies either invoiced prior to termination or performed or purchased by ROCHESTER HILLS before the notice of termination.
  - (a) ROCHESTER HILLS will attempt to return any used parts and supplies to suppliers that it is unable to use on other vehicles being serviced by ROCHESTER HILLS. If COUNTY is unable to obtain full refunds or only obtains partial refunds, COUNTY will be invoiced for those non-refundable and/or partially refundable parts and supplies. COUNTY shall pay ROCHESTER HILLS' invoice within 30 days from the date of the invoice.
  
10. At all times and for all purposes under this Agreement, the Parties' relationship to each other is that of an independent contractor. No liability, right or benefit arising out of any employer/employee relationship, either express or implied, shall arise or accrue to any Party as a result of this Agreement.
  
11. All of the privileges and immunities from liability, and exemptions from laws, ordinances and rules, and all pensions, relief, disability, worker's compensation and other benefits which apply to the activity of officers, agency, or employees of any public agency when performing their respective functions within the territorial limits of their respective agencies shall apply to the same degree and extent to the performance of such functions, services and duties under this Agreement. Furthermore, the Parties believe that their performance of services and duties pursuant to this Agreement will be in the exercise or discharge of a governmental function.
  
12. Subject to the disclaimer of warranties and limitation of damages in paragraph 6 hereof, ROCHESTER HILLS shall indemnify, defend and hold harmless COUNTY from any and all claims of damage against COUNTY for damages to WRC Vehicles proximately caused by the gross negligence of ROCHESTER HILLS, including its

officers, employees or agents, in the provision of services, maintenance and/or repairs for COUNTY under this Agreement. The duty to indemnify, defend and hold harmless shall include all costs of litigation or defense of claims including attorney fees, costs and expert fees.

13. With respect to water meter testing equipment or other related water and sewer services, and to the extent permitted by law, ROCHESTER HILLS shall indemnify, defend and hold harmless the COUNTY from any and all claims imposed upon, incurred by, or asserted against COUNTY by any Rochester Hills' employee or agent, or any third party that arise from or relate to the services provided by ROCHESTER HILLS, its officers, employees or agents, under this Agreement. The duty to indemnify, defend and hold harmless shall include all costs of litigation or defense of claims including attorney fees, costs and expert fees.
14. ROCHESTER HILLS acknowledges that it is currently insured with proper coverage and limits. ROCHESTER HILLS agrees to keep its current insurance, or insurance of a similar nature, in effect during the term of this Agreement. Upon requested COUNTY, ROCHESTER HILLS shall provide a Certificate of Insurance as evidence of its coverage.
15. The Parties agree that they shall promptly deliver to the other Party written notice and copies of any claims, complaints, charges, or any other accusations or allegations of negligence or other wrongdoing, whether civil or criminal in nature, that the other Party becomes aware of which involves, in any way the facility, equipment, personnel and/or services under this Agreement. Unless otherwise provided by law and/or the Michigan Court Rules, the parties agree to cooperate with one another in any investigation conducted by the other party of any acts or performances of any services under this Agreement.
16. The Parties agree that all indemnification and hold harmless promises, waivers of liability, representations, insurance coverage obligations, liabilities, payment obligations and/or any other related obligations provided for in this Agreement with regard to any acts, occurrences, events, transactions, or claims, either occurring or having their basis in any events or transaction that occurred before termination of this Agreement, shall survive the termination.
17. Any written notice required or permitted under the Agreement shall be considered delivered to a party as of the date that such notice is deposited, with sufficient postage, with the U.S. Postal Service. Unless specifically otherwise set out in the Agreement, all writing sent to ROCHESTER HILLS shall be sent to Mayor, City of Rochester Hills, 1000 Rochester Hills Dr. Rochester Hills MI 48309. All writing sent to COUNTY shall be sent to the Water Resources Commissioner, 1 Public Works Drive, Building 95-West, Waterford, MI 48328.
18. This Agreement sets forth the entire Agreement between the Parties and supersedes any prior understandings or agreements. Amendment or modification of this Agreement shall be in writing signed, dated and approved by both Parties. The language of this Agreement shall be construed as a whole according to its fair meaning and not constructed strictly for or against any party, as both Parties



participating in the drafting of this Agreement. The Parties have taken all actions and secured all approvals necessary to authorize and complete this Agreement.

19. If a Court of competent jurisdiction finds any provision of this Agreement invalid or unenforceable, then that provision shall be deemed severed from the Agreement. The remainder of this Agreement shall remain in full force.
20. This Agreement is made and entered into in the State of Michigan and shall in all respects be interpreted, enforced and governed under the laws of the State of Michigan. Except as otherwise required by law or court rule, any action brought to enforce, interpret or decide any claim arising under this Agreement shall be brought in the 6<sup>th</sup> Judicial Circuit Court, the 52-3 District Court, or the United States District Court for the Eastern District of Michigan, Southern Division as dictated by the applicable jurisdiction of the court. Except as otherwise required by law or court rule, venue is proper in the courts set forth above.
21. The recitals shall be considered an integral part of the Agreement.
22. Except as expressly provided herein, this Agreement does not create, by implication or otherwise, any direct or indirect obligation, duty, promise, benefit, right of indemnification (i.e., contractual, legal, equitable, or by implication) right of subrogation as to any Party's rights in this Agreement, or any other right of any kind in favor of any third party beneficiary, individual or legal entity.
23. Each Party shall be responsible for obtaining and maintaining, throughout the term of this Agreement, all licenses, permits, certificates, and governmental authorizations for its employees and/or agents necessary to perform all of its obligations under this Agreement. Upon request, a party shall furnish copies of any permit, license, certificate or governmental authorization to the requested party.
24. Absent a written waiver, no fact, failure or delay by a Party to pursue or enforce any rights or remedies under this Agreement shall constitute a waiver of those rights with regard to any existing or subsequent breach of this Agreement. No waiver of any term, condition, or provision of this Agreement, whether by conduct or otherwise, in one or more instances shall be deemed or construed as a continuing waiver of any term, condition, or provision of this Agreement. No waiver by either Party shall subsequently affect its right to require strict performance of this Agreement.

SIGNATURES ON FOLLOWING PAGE

IN WITNESS WHEREOF, this Agreement if executed by the Parties on the date hereafter set forth.

COUNTY OF OAKLAND

By: \_\_\_\_\_  
Michael J. Gingell, Chairperson  
Oakland County Board of Commissioners

By: \_\_\_\_\_  
Bill Bullard, Jr.,  
Oakland County Clerk/Register of Deeds

CITY OF ROCHESTER HILLS

By: \_\_\_\_\_  
Bryan K. Barnett, Mayor

By: \_\_\_\_\_  
Jane Leslie, Clerk

## **Exhibit A**

### **Interlocal Agreement**

#### **County of Oakland and City of Rochester Hills**

- Fleet Division – Fully Burdened Labor Rate (by Classification)
- Local 1917 2011-2013 CBA Pay Grade Classifications
- Local 1917 2011-2013 CBA Wage Tables
- AFSME Local 2491 Pay Grade Classifications
- AFSME Local 2491 Classifications and Wage Tables 12/19/2011 – 12/16/2012
- AFSME Local 2491 Classifications and Wage Tables 12/17/2012 – 12/15/2013



**City of Rochester Hills Fleet Division = Fully Burdened Labor Base Rate**

	PER HOUR Mechanic III A-11	PER HOUR Mechanic II A-6	Per Hour Mechanic Weighted
	2	1	
Hourly Rate	\$ 27.208	\$ 23.579	\$ 25.998
Longevity	5.50%	5.50%	5.50%
<b>Wages Subtotal:</b>	<b>\$ 28.704</b>	<b>\$ 24.876</b>	<b>\$ 27.428</b>

Pension	14.00%	\$ 4.02	\$ 3.48	\$ 3.84
Retiree Health	4.00%	\$ 1.15	\$ 1.00	\$ 1.10
Medicare	1.45%	\$ 0.42	\$ 0.36	\$ 0.40
Social Security	6.20%	\$ 1.78	\$ 1.54	\$ 1.70
Medical & Dental		\$ 8.11	\$ 8.11	\$ 8.11
Other Benefits		\$ 1.44	\$ 1.44	\$ 1.44
<b>Benefits Subtotal:</b>		<b>\$ 16.92</b>	<b>\$ 15.93</b>	<b>\$ 16.59</b>

<b>Wages + Benefits Subtotal:</b>	<b>\$ 45.62</b>	<b>\$ 40.81</b>	<b>\$ 44.02</b>
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Fixed Shop Charges:			Per Billable Hour
Interfund: Fleet Admin.	\$ 36,400	\$ 8.07	\$ 8.07
Interfund: MIS	\$ 17,870	\$ 3.96	\$ 3.96
Interfund: Facilities	\$ 113,320	\$ 25.12	\$ 25.12
Interfund: Insurance	\$ 15,000	\$ 3.32	\$ 3.32
Training	\$ 2,050	\$ 0.45	\$ 0.45
Equipment Maintenance	\$ 6,750	\$ 1.50	\$ 1.50
Uniform & Equipment Rental	\$ 3,900	\$ 0.86	\$ 0.86
<b>Shop Charges Subtotal:</b>	<b>\$ 43.28</b>	<b>\$ 43.28</b>	<b>\$ 43.28</b>

<b>Fleet Base Rate:</b>	<b>\$ 88.90</b>	<b>\$ 84.09</b>	<b>\$ 87.30</b>
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0%

Billable Hours Calculation	
Total Hours Base / EE	2,080
- Out of "Shop" / EE	(200)
= Possible Billable Hours / EE	1,880
* APWA Billable Proportion	80%
= Billable Hours / EE	1,504
* # of Mechanics	3
<b>= Billable Hours</b>	<b>4,512</b>

Holidays, VAC, etc...

Pay Grades

<b>Classification/Position Title</b>	<b>Pay Grade</b>
Parks Maintenance Supervisor	S1
Facilities Operations Manager	S2
Supervisor of Inspection Services	S2
Supervisor of Ordinance Services	S2
Supervisor of Interpretive Services	S3
Parks Operations Manager	S3
Forestry Operations Manager	S3
Fleet Manager	S4
General Foreman	S6
General Foreman	S6
General Superintendent	S7

Employees who enter the unit (through promotion or new hire) after January 1, 2011 shall be placed on a new wage table which provides a wage rate 5% below existing wage rates for each classification pay grade and step.

**Effective 12/20/2010 thru 12/15 /2013**  
(Less 5% for Employees Hired After 1/1/2011)

<u>GRADE</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
<b>S1</b>	\$52,271	\$56,116	\$59,958	\$63,797	\$67,642
Hourly	\$25.130	\$26.979	\$28.826	\$30.672	\$32.520
<b>S2</b>	\$54,889	\$58,920	\$62,955	\$66,990	\$71,023
Hourly	\$26.389	\$28.327	\$30.267	\$32.207	\$34.146
<b>S3</b>	\$57,630	\$61,867	\$66,103	\$70,338	\$74,576
Hourly	\$27.707	\$29.744	\$31.780	\$33.816	\$35.854
<b>S4</b>	\$60,513	\$64,959	\$69,409	\$73,857	\$78,305
Hourly	\$29.093	\$31.230	\$33.370	\$35.508	\$37.647
<b>S5</b>	\$63,536	\$68,208	\$72,881	\$77,548	\$82,217
Hourly	\$30.546	\$32.792	\$35.039	\$37.283	\$39.528
<b>S6</b>	\$66,714	\$71,620	\$76,525	\$81,427	\$86,331
Hourly	\$32.074	\$34.433	\$36.791	\$39.148	\$41.506
<b>S7</b>	\$70,053	\$75,201	\$80,350	\$85,498	\$90,647
Hourly	\$33.679	\$36.154	\$38.630	\$41.105	\$43.580

**Effective 12/20/2010 thru 12/15 /2013**  
(for Employees Hired before 1/1/2011)

<u>GRADE</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
<b>S1</b>	\$55,022	\$59,070	\$63,113	\$67,155	\$71,203
Hourly	\$26.453	\$28.399	\$30.343	\$32.286	\$34.232
<b>S2</b>	\$57,778	\$62,021	\$66,269	\$70,516	\$74,761
Hourly	\$27.778	\$29.818	\$31.860	\$33.902	\$35.943
<b>S3</b>	\$60,663	\$65,123	\$69,582	\$74,040	\$78,501
Hourly	\$29.165	\$31.309	\$33.453	\$35.596	\$37.741
<b>S4</b>	\$63,698	\$68,378	\$73,062	\$77,744	\$82,426
Hourly	\$30.624	\$32.874	\$35.126	\$37.377	\$39.628
<b>S5</b>	\$66,880	\$71,797	\$76,717	\$81,630	\$86,545
Hourly	\$32.154	\$34.518	\$36.883	\$39.245	\$41.608
<b>S6</b>	\$70,225	\$75,390	\$80,552	\$85,713	\$90,875
Hourly	\$33.762	\$36.245	\$38.727	\$41.208	\$43.690
<b>S7</b>	\$73,740	\$79,159	\$84,579	\$89,997	\$95,418
Hourly	\$35.452	\$38.057	\$40.663	\$43.268	\$45.874

Corrections Highlighted 11/4/11

CITY OF ROCHESTER HILLS  
 AFSCME LOCAL #2491  
 CLASSIFICATION / PAY GRADES  
 As of September 12, 2011

Classification	Title	Previous Pay Grade	Pay Grade	New Pay Grade Effective Date
ACCOUNT CLERK I	Account Clerk I		A3	
ACCOUNT CLERK II	Account Clerk II		A7	
ACCOUNTING TECHNICIAN	Accounting Tech-A/P		A9	
	Accounting Tech-Billing		A9	
	Accounting Tech-Payroll		A9	
APPRAISER I	Appraiser I		A8N	
APPRAISER II	Appraiser II		A13N	
ASSESSING TECHNICIAN	Assessing Technician		A6N	
BOOKKEEPER II	Bookkeeper-Treasury		A5	
BUILDING INSP/PLAN REVIEWER	Building Inspector/Plan Reviewer		A14N	
BUILDING PERMIT TECHNICIAN	Building Permit Technician	A4	A7	6/7/2011
BUSINESS DEVELOPER I	Business Developer I		A6	<i>Inactive</i> 1/1/2010
BUSINESS DEVELOPER II	Business Developer II		A10	<i>Inactive</i>
CHIEF APPRAISER	Chief Appraiser		A17N	<i>Inactive</i>
CLERK A	Clerk-Parks & Forestry		A1	
	Museum Clerk		A1	4/13/2009
	Utility Clerk		A1	
CLERK B	Clerk-Assessing		A2	
	Clerk-Planning Dept.		A2	
	Customer Service Clerk		A2	
	Cust Serv/Elections Clerk		A2	6/1/2009
	Forestry Clerk		A2	
	Mail Clerk		A2	
	Payroll Clerk		A2	
	Permit Clerk		A2	

CLERK C	Assessing Aide		A3	
	Clerk/Cashier		A3	
	Forestry/Museum Clerk		A3	8/17/2009
CLERK D	Building & Grounds Clerk		A5	
	Clerk - CSR		A5	
	Payables/Payroll Clerk		A5	1/1/2009
	Project Management Clerk		A5	
CLERK E	Inventory Clerk		A7	
	Elections Specialist		A7	9/29/2010
	Records Clerk		A7	
	Vital Stats Clerk		A7	
CREW LEADER	Crew Leader-Facilities		A12	
	Crew Leader-Road Maintenance		A12	
	Crew Leader-Roads		A12	
	Crew Leader-Traffic Signs		A12	
	Crew Leader-Water Taps		A12	
CREW LEADER - METERS	Crew Leader-Meters		A11	
CUSTODIAN I	Custodian I		A2	
CUSTODIAN II	Custodian II	A7	A6N	1/1/2010
CUSTODIAN-MUSEUM	Museum Custodian		A5	<i>Inactive</i>
DEPARTMENT SECRETARY A			A4	
DEPARTMENT SECRETARY B	Department Secretary-Engineering		A5	
	Building Department Secretary		A5	
ECON DEVELOPMENT ASST	Economic Devel Assistant		A7	9/1/2009
ELECTION COORDINATOR	Election Coordinator		A13	<i>Inactive</i>
ENG CONSTRUCTION INSPECTOR I	Engineer Construction Inspector I		A6	
ENG CONSTRUCTION INSPECTOR II	Engineer Construction Inspector II		A9	
ENGINEERING AIDE	Engineering Aide		A5	
	Traffic Aide		A5	

ENGINEERING TECHNICIAN	Engineering Tech-Roads		A8	<i>Inactive</i>
	Engineering Tech-Utilities		A8	10/12/2010
	Engineering Tech-Stormwater		A8	
	Survey Technician		A8	
EQUIPMENT OPERATOR	Equipment Operator-Parks		A5	
FORESTRY RANGER I	Forestry Ranger I		A10	
FORESTRY RANGER II	Forestry Ranger II		A13	
GIS TECHNICIAN	GIS Technician		A12	
GRADE TECHNICIAN	Grade Technician		A8	<i>Inactive</i>
GROUNDSKEEPER	Groundskeeper		A5	
HEAVY EQUIPMENT OPERATOR	Heavy Equipment Operator		A11	
LABORER I	Laborer I		A1	
	Laborer I-Cemetery		A1	
LABORER II	Laborer II		A3	
	Laborer II-Cemetery		A3	9/16/2009
LANDSCAPE ARCHITECT	Landscape Architect		A16N	<i>Inactive</i>
LEAD MECHANIC	Lead Mechanic		A14	
LIGHT EQUIPMENT OPERATOR	Light Equipment Operator		A7	
MECHANIC AIDE	Mechanic Aide		A1	
MECHANIC I	Mechanic I		A3	
MECHANIC II	Mechanic II		A6	
MECHANIC III	Mechanic III		A11	
METER TECHNICIAN	Meter Technician		A3	
MISS DIG COORD/CONST INSP I	MISS DIG Coord/Const Insp I		A7	
MUSEUM INTERPRETIVE SPECIALIST	Museum Interpretive Specialist		A12	<i>Inactive</i>
MUSEUM PROGRAM COORDINATOR	Museum Program Coordinator		A12	<i>Inactive</i>
OFFICE COORDINATOR A			A6	



OFFICE COORDINATOR B	Office Coordinator-Garage		A7	
	Office Coordinator-Planning		A7	
OFFICE COORDINATOR C	Office Coordinator-B/OC		A8	
OFFICE COORDINATOR D	Office Coordinator-DPS		A10	
	Office Coordinator-P&F		A10	
ORDINANCE INSPECTOR	Ordinance Inspector		A14N	
ORDINANCE TECHNICIAN	Ordinance Technician		A4	
PARK RANGER I	Park Ranger I		A10	
PARK RANGER II	EEC Coordinator		A14	<i>Inactive</i>
	Naturalist		A14	1/1/2011
	Park Ranger II		A14	
PARK RANGER/PROG COORD	Park Ranger/Prog Coord		A12	
PERMIT COORDINATOR	Permit Coordinator - DPS	A6	A8	
PERSONAL PROPERTY AUDITOR	Personal Property Auditor		A13N	
PLANNER I	Planner I		A10	<i>Inactive</i>
PLANNER II	Planner II		-	
			A13	<i>Inactive</i>
PLANNER III	Planner III		-	
			A15	<i>Inactive</i>
PLANNING ASSISTANT	Planning Assistant		A7	
PLANNING COORDINATOR	Planning Coordinator		A9	<i>Inactive</i>
PUMP MAINTENANCE OPERATOR I	Pump Maintenance Operator I		A8	<i>Pending</i>
PUMP MAINTENANCE OPERATOR II	Pump Maintenance Operator II		A10	
PUMP MAINTENANCE TRAINEE	Pump Maintenance Trainee		A5	
RECORDING SECRETARY	Recording Secretary-Planning Commission		A5	<i>Inactive</i>
	Recording Secretary-ZBA		A5	<i>Inactive</i>
SENIOR APPRAISER	Senior Appraiser		A15N	<i>Inactive</i>
SENIOR ENGINEER	Senior Engineer		A13	<i>Inactive</i>

SENIOR PERSONAL PROPERTY AUDITOR	Senior Personal Property Auditor		A15N	
SEXTON	Sexton		A13	
STAFF ENGINEER	Staff Engineer		A12N	<i>Inactive</i>
TRADES INSPECTOR/PLAN REVIEWER I	Cross Conn/Plumbing Inspector/Plan Reviewer		A14N	
	Electrical Inspector/Plan Reviewer		A14N	
	HVAC Inspector/Plan Reviewer		A14N	
	Plumbing Inspector/Plan Reviewer		A14N	
TRADES INSPECTOR/PLAN REVIEWER II	Mech/Fire Protection Insp		A16N	
	Electrical/Fire Alarm Inspector		A16N	1/1/2011
	Multiple Trades Inspector		A16N	
TRAFFIC TECHNICIAN	Traffic Technician		A13	
TREASURY TECHNICIAN	Treasury Technician		A7	
WATER METER READER	Water Meter Reader		A2	<i>Inactive</i>

Note: Pay Grades for positions with negotiated rates are designated with an "n", e.g., "A17n".

**City of Rochester Hills**  
**AFSCME Local #2491**  
**Effective December 19, 2011 through December 16, 2012**

<b>Pay Grade</b>	<b>85%</b>	<b>90%</b>	<b>95%</b>	<b>100%</b>
<b>A1</b>	\$ 34,156.91 16.422	\$ 36,165.27 17.387	\$ 38,179.94 18.356	\$ 40,184.10 19.319
<b>A2</b>	\$ 36,083.34 17.348	\$ 38,203.05 18.367	\$ 40,324.86 19.387	\$ 42,446.66 20.407
<b>A3</b>	\$ 37,717.76 18.134	\$ 39,936.21 19.200	\$ 42,154.65 20.267	\$ 44,371.00 21.332
<b>A4</b>	\$ 39,469.83 18.976	\$ 41,795.42 20.094	\$ 44,116.80 21.210	\$ 46,436.08 22.325
<b>A5</b>	\$ 40,013.94 19.237	\$ 42,362.63 20.367	\$ 44,719.73 21.500	\$ 47,072.63 22.631
<b>A6</b>	\$ 41,686.17 20.041	\$ 44,139.91 21.221	\$ 46,591.54 22.400	\$ 49,045.28 23.579
<b>A7</b>	\$ 42,866.82 20.609	\$ 45,387.78 21.821	\$ 47,910.84 23.034	\$ 50,436.01 24.248
<b>A8</b>	\$ 44,049.57 21.178	\$ 46,646.16 22.426	\$ 49,234.35 23.670	\$ 51,826.74 24.917
<b>A9</b>	\$ 45,665.09 21.954	\$ 48,354.11 23.247	\$ 51,041.04 24.539	\$ 53,727.96 25.831
<b>A10</b>	\$ 46,673.47 22.439	\$ 49,421.32 23.760	\$ 52,164.96 25.079	\$ 54,908.61 26.398
<b>A11</b>	\$ 48,102.02 23.126	\$ 50,936.00 24.488	\$ 53,765.77 25.849	\$ 56,593.45 27.208
<b>A12</b>	\$ 48,793.18 23.458	\$ 51,664.97 24.839	\$ 54,534.67 26.219	\$ 57,404.36 27.598
<b>A13</b>	\$ 50,818.35 24.432	\$ 53,807.79 25.869	\$ 56,793.03 27.304	\$ 59,780.36 28.741
<b>A14</b>	\$ 54,940.12 26.414	\$ 58,171.15 27.967	\$ 61,402.18 29.520	\$ 64,635.31 31.075
<b>A15</b>	\$ 56,862.35 27.338	\$ 60,208.93 28.947	\$ 63,551.30 30.554	\$ 66,897.88 32.162
<b>A16</b>	\$ 59,080.80 28.404	\$ 62,557.62 30.076	\$ 66,030.24 31.745	\$ 69,641.52 33.482
<b>A17</b>	\$ 61,383.28 29.511	\$ 64,996.65 31.248	\$ 68,607.93 32.985	\$ 72,498.61 34.855

**City of Rochester Hills**  
**AFSCME Local #2491**  
**Effective December 17, 2012 through December 15, 2013**

Pay Grade	85%	90%	95%	100%
<b>A1</b>	\$ 34,498.48 16.586	\$ 36,526.92 17.561	\$ 38,561.74 18.539	\$ 40,585.94 19.512
<b>A2</b>	\$ 36,444.17 17.521	\$ 38,585.08 18.551	\$ 40,728.10 19.581	\$ 42,871.13 20.611
<b>A3</b>	\$ 38,094.94 18.315	\$ 40,335.57 19.392	\$ 42,576.20 20.469	\$ 44,814.71 21.546
<b>A4</b>	\$ 39,864.53 19.166	\$ 42,213.37 20.295	\$ 44,557.97 21.422	\$ 46,900.44 22.548
<b>A5</b>	\$ 40,414.08 19.430	\$ 42,786.26 20.570	\$ 45,166.93 21.715	\$ 47,543.35 22.857
<b>A6</b>	\$ 42,103.04 20.242	\$ 44,581.31 21.433	\$ 47,057.46 22.624	\$ 49,535.73 23.815
<b>A7</b>	\$ 43,295.49 20.815	\$ 45,841.66 22.039	\$ 48,389.95 23.264	\$ 50,940.37 24.491
<b>A8</b>	\$ 44,490.07 21.389	\$ 47,112.62 22.650	\$ 49,726.69 23.907	\$ 52,345.00 25.166
<b>A9</b>	\$ 46,121.74 22.174	\$ 48,837.65 23.480	\$ 51,551.45 24.784	\$ 54,265.24 26.089
<b>A10</b>	\$ 47,140.21 22.664	\$ 49,915.53 23.998	\$ 52,686.61 25.330	\$ 55,457.70 26.662
<b>A11</b>	\$ 48,583.04 23.357	\$ 51,445.36 24.733	\$ 54,303.43 26.107	\$ 57,159.39 27.480
<b>A12</b>	\$ 49,281.11 23.693	\$ 52,181.62 25.087	\$ 55,080.01 26.481	\$ 57,978.40 27.874
<b>A13</b>	\$ 51,326.54 24.676	\$ 54,345.87 26.128	\$ 57,360.96 27.577	\$ 60,378.17 29.028
<b>A14</b>	\$ 55,489.52 26.678	\$ 58,752.86 28.247	\$ 62,016.20 29.815	\$ 65,281.67 31.385
<b>A15</b>	\$ 57,430.98 27.611	\$ 60,811.02 29.236	\$ 64,186.81 30.859	\$ 67,566.85 32.484
<b>A16</b>	\$ 59,671.61 28.688	\$ 63,183.20 30.377	\$ 66,690.55 32.063	\$ 70,337.94 33.816
<b>A17</b>	\$ 61,997.11 29.806	\$ 65,646.62 31.561	\$ 69,294.01 33.314	\$ 73,223.59 35.204

Exhibit B

**CITY OF ROCHESTER HILLS  
DEPARTMENT OF PUBLIC SERVICES**

**Water Meter Testing Table Hourly Rate**

Estimated Cost of Table & Equipment	\$	30,000
Estimated Service Years		20
Estimated Hours per Week		20
Estimated Inflation Increase		2.50%
Estimated Annual Maintenance/Supplies	\$	500.00
Units of Water Used per Day		2.00

<i>Estimated Replacement Cost</i>	\$	49,158.49
<i>Estimated Total Service Hours</i>		20,800

*Hourly Equipment Replacement Charge* \$ 2.36

*Hourly Maintenance Charge* \$ 0.48

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*Hourly Water Meter Testing Table Charge* \$ 2.84

*Plus: Water Usage @ \$4.80 per Unit* \$ 9.60

*Sewerage Usage @ \$4.47 per Unit* \$ 8.94

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\$ 18.54

Daily Water Meter Testing Table Charge \$ 22.75

Daily Water/Sewerage Usage Charge \$ 18.54

Building Rental @ 0.00919/sft per day for 1600 sft \$ 14.70

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**Subtotal Daily Charge** \$ **55.99**

Administration (20%) \$ 11.20

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**Grand Total Daily Charge** \$ **67.19**