

**AGREEMENT BETWEEN THE CITY OF MUNCIE
AND
AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES
COUNCIL 62 LOCAL 3656
FOR THE YEAR OF 2009**

THIS AGREEMENT, MADE AND ENTERED INTO by and between the CITY OF MUNCIE, INDIANA, (hereinafter referred to as the "Employer," or the "City") acting by and through its proper authorities, and AFSCME LOCAL 3656, (hereinafter referred to as the "Union") acting through its proper officers:

The City herein agrees to the extension of the current January 1, 2006 through December 31, 2008 Union agreement by both parties through December 31, 2009. The remainder of the agreement will be applicable with the following exceptions:

ARTICLE 14- WAGES

Section 14.01 Wages. From January 1, 2009, through December 31, 2009, all bargaining unit employees shall receive a zero percent (0 %) annual pay increase for the calendar year 2009. However, the parties hereto agree that the Mayor has the ultimate authority to set wages for all City employees, including all bargaining unit employees, and the Common Council of the City of Muncie, Indiana, has the authority to reduce such wages.

ARTICLE 46-TERMINATION OF AGREEMENT

Section 46.01. Term; Termination. This Agreement shall be effective from January 1, 2009, and shall continue in full force and effect until midnight, December 31, 2009, and from year to year thereafter, unless at least sixty (60) calendar days prior to the aforesaid date, or prior to any subsequent annual anniversary date thereafter, either party gives to the other written notice by certified mail, return receipt requested, of its desire to renegotiate this Agreement. In the event such notice is given, renegotiations shall begin not later than thirty (30) calendar days after the notification is given. Provided, however, so that negotiations can be complete in advance of the budget-making process, the parties agree to commence negotiations by March 1, 2009 and complete the negotiations by May 31, 2009.

STATEMENT OF UNDERSTANDING SALARY INCREASE

If any of the remaining two (2) unions (IFAA, FOP) in the City of Muncie receive a minimum base wage increase benefit granted by the City of Muncie, AFSCME 3656 will receive the identical wage benefit granted to them.

IN WITNESS WHEREOF, the parties have executed this Agreement as set forth below
on _____.

AFSCME COUNCIL 62
LOCAL 3656

CITY OF MUNCIE INDIANA

By: _____
G. William Clouse
International Representative

By: _____
Sharon McShurley
Mayor

By: _____
Rosemary Lipscomb
Local 3656 President

By: _____
Richard Shirey
Deputy Mayor

By: _____
Bob Patterson
Local 3656 Vice President

By: _____
Wayne Huffman
Director Human Resources

By: _____
Rebecca Clark
Recording Secretary

By: _____
Sam Marshall
President, City Council

By: _____
Lonnie Buchanan
Executive Board Member

By: _____
Kelly K. Christy
President, Board of Works

By: _____
Todd Moore
Executive Board Member

By: _____
Chad Simpson
Executive Board Member

Copy – Muncie City Council