



**YOUNGSTOWN
STATE
UNIVERSITY**

LETTER OF UNDERSTANDING
between
YOUNGSTOWN STATE UNIVERISTY
AND
ASSOCIATION OF CLASSIFIED EMPLOYEES (ACE)

In accordance with a Letter of Understanding executed between the University and YSU-ACE on June 29, 2021, the parties met on **December 20, 2022** to discuss compensation changes for the **Software Integration Analyst Series**. The compensation changes are set forth below and, if applicable, will be updated in the Classification Plan. Details are listed below:

- Starting Rate Software Integration Analyst 1 PG 71 - \$29.41
- Year 1- PG 71- \$29.85
- Year 2- PG 71- \$30.30
- Year 3- PG 71- \$30.75

- Starting Rate Software Integration Analyst 2 PG 74 - \$33.00
- Year 1- PG 74- \$33.50
- Year 2- PG 74- \$34.00
- Year 3- PG 74- \$34.51

If applicable, Organizational Development will create a plan to move all existing employees into the pay grades for the above-mentioned classifications and will consult with Union representatives prior to implementation, as needed.

For the University:

Kevin M. Kralj
Kevin M. Kralj
Director, Labor and Employee Relations

Date: 2/17/23

For the Union:

Connie Kolarik
Connie Kolarik
President, YSU-ACE

Date: 2/17/23