



MEMORANDUM OF UNDERSTANDING
between
YOUNGSTOWN STATE UNIVERSITY
AND
ASSOCIATION OF PROFESSIONAL/ADMINISTRATIVE STAFF (APAS)

In-Grade Pay Adjustment

APAS and YSU enter into this agreement per Article 15.5 of the 2021-2024 collective bargaining agreement to establish a procedure on in-grade pay adjustments. This Memorandum of Understanding 2022.1 concerns Article 15.3: In-Grade Pay Adjustment. Article 15.3 states "Bargaining unit members seeking an in-grade pay adjustment shall use the Position Audit request form found on the Human Resources web page. If it is determined that a movement within a pay grade is to be made, the Chief Human Resources Officer or their designee will recommend a base salary adjustment ranging from one percent to five percent."

IN-GRADE PAY ADJUSTMENT PROCEDURE

1. A bargaining unit member may request at any time that their position be reviewed for the purpose of determining if they are eligible for an in-grade pay adjustment by submitting to hr@ysu.edu a completed Position Audit/In-Grade Adjustment Questionnaire found on the Human Resources web page (see attachment). The employee will receive acknowledgment of their submission through a response email.
2. Requests may not be submitted more than once every twelve (12) months.
3. In-grade pay adjustment requests shall be time stamped and will normally be evaluated in date order, subject to the discretion of the Office of Human Resources. If not evaluated in date order, the Office of Human Resources will electronically notify the Union President.
4. To be eligible for an in-grade pay adjustment, the bargaining unit member must be performing additional tasks, responsibilities, and duties that are not of a higher pay grade. The duties must be a continuing and recurrent part of the bargaining unit member's job duties and not temporary or infrequent job duties.
5. The University will inform the bargaining unit member of the results of the audit at the soonest possible time but no later than one hundred and eighty days from receipt of the request for the in-grade pay adjustment.
6. If it is determined that a movement within a pay grade is to be made, the Chief Human Resources Officer or their designee will recommend a base salary adjustment ranging from one (1) percent to five (5) percent (Article 15.3: In-Grade Pay Adjustment).

7. If the bargaining unit member is approved for an in-grade pay adjustment, the effective date of the increase shall be no later than the beginning of the pay period immediately after the receipt of the written request for the in-grade pay adjustment by the Office of Human Resources.
8. If an in-grade pay adjustment is denied, the Office of Human Resources will provide the bargaining unit member a report and analysis that addresses the denial of the request.
9. Appeal rights (Article 15.4: Position Audit and In-Grade Pay Adjustment Appeals). The Appeal Committee shall render its decision regarding an in-grade pay adjustment based solely on whether the bargaining unit member is performing an increase in tasks, duties, and responsibilities that are not of a higher pay grade.

For the University:

Kevin M. Kralj

Kevin M. Kralj (Mar 21, 2022 09:17 EDT)

Kevin M. Kralj
Director, Labor and Employee Relations

Date: 03/21/2022

For the Union:

alally@ysu.edu alally@ysu.edu

alally@ysu.edu alally@ysu.edu (Mar 21, 2022 09:19 EDT)

Anne Lally
President, YSU-APAS

Date: 03/21/2022

Susanne Miller

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Susanne Miller
Chief Negotiator, YSU-APAS

Date: 03/21/2022

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Michele Schaper
Executive Board Member, YSU-APAS

Date: 03/21/2022



Position Audit/In-Grade Adjustment Questionnaire

First Name: _____ Last Name: _____

Banner ID: _____ Hire Date: _____

Phone Extension: _____ Email Address: _____

Current Job Title/ Classification: _____

Department: _____

Immediate Supervisor: _____ Title of Immediate Supervisor: _____

What classification are you attempting to achieve through this audit process:

For APAS Only: Are you requesting an in-grade pay adjustment per Article 15.3?

Select

Regular Work Schedule/Hours (including exceptional hours e.g. weekends, on call etc.):

Equipment Operated Not on Current Position Description:

Please specify any Licensure(s) and/or Certifications obtained as they relate to your position:

Discretion/Judgement Exercised:

- I check with my supervisor before I do other than the established procedures.
- I develop new solutions that have not been previously applied and implement them.

List names and job titles of employees supervised (including student employees/graduate students):

Check supervisory responsibilities exercised:

- Approve timesheets
- Approve/disapprove leave requests
- Complete/sign evaluation forms
- Train employees
- Make work assignments
- Provide work direction
- Recommend disciplinary action
- Other (explain) _____

Check the appropriate Department of Labor Exertional Level:

- SEDENTARY:** work involves exerting up to 10 pounds of force occasionally or a negligible amount of force frequently to lift, carry, push, pull, or otherwise move objects, including the human body. Sedentary work involves sitting most of the time, but may involve walking or standing for brief periods of time. Jobs may be defined as Sedentary when walking and standing are required only occasionally and all other Sedentary criteria are met.
- LIGHT:** work involves exerting up to 20 pounds of force occasionally, or up to 10 pounds of force frequently, or a negligible amount of force constantly to move objects, requiring: (1) walking or standing to a significant degree; (2) sitting most of the time while pushing or pulling arm or leg controls; or (3) working at a production rate pace while constantly pushing or pulling materials even though the weight or the materials is negligible. (The constant stress and strain of maintaining a production rate pace, especially in an industrial setting, can be and is physically demanding of a worker even though the amount of force exerted is negligible.)
- MEDIUM:** work involves exerting 20 to 50 pounds of force occasionally, or 10 to 25 pounds of force frequently, or an amount greater than negligible and up to 10 pounds constantly to move objects.
- HEAVY:** work involves exerting 50 to 100 pounds of force occasionally, or 25 pounds of force constantly to move objects.
- VERY HEAVY:** work involves exerting 100 pounds of force occasionally, or 50 pounds of force constantly to move objects.

Unusual hazards or other extreme working conditions:

Please indicate any duties that have been eliminated from the existing position description; provide details as appropriate:

Please specify any additional or changed responsibilities; provide details as appropriate:

Instructions for Completing the Job Duties Section:

1. List and describe job duties and arrange them into groups of similar or related duties (see position description).
2. Estimate percentage of time spent on each group (to total 100%)
3. List most important duties first, regardless of percentage, insert additional pages if necessary.
4. Related materials/samples may be included if necessary.

Percent of Time %	Job Duties

Percent of Time %	Job Duties

Percent of Time %	Job Duties

I am requesting an audit of my current position.

I certify that the answers I have made to each and all of the questions in this form are complete and true to the best of my knowledge and belief.

Employee Signature

Date

Please submit all completed materials to the Office of Human Resources at hr@ysu.edu.