

**MEMORANDUM OF UNDERSTANDING
BETWEEN
DELTA COLLEGE and
DELTA COLLEGE FACILITIES Management UNION
AFSCME ASSOCIATION NO. 845 Council 25**

Mechanical Maintenance Classification

This Memorandum of Understanding ("MOU") is entered into between Delta College (hereinafter referred to as the "College") and AFSCME, Local Union No. 845 (hereinafter referred to as "Union") (individually, a "Party" and collectively, the "Parties"). The Parties hereby agree to the following terms, understanding that this MOU cannot be changed unless by a written agreement signed by an authorized representative of each Party

It is hereby understood and agreed purpose of this MOU is to establish a clear and equitable process for progression and classification within the Mechanical Maintenance Classification. This MOU defines the classification structure, duties, and wage rates associated with each level, the parties agree as follows:

Classification Definitions – (For Complete Job Descriptions Contact Human Resources)

Mechanical Maintenance – I: Employees at this level possess a general understanding and knowledge of HVAC systems, plumbing systems, and basic mechanical maintenance.

Mechanical Maintenance – II: Employees at this level have demonstrated proficiency and independence in the performance of mechanical maintenance duties. They must be able to perform plumbing repairs (including soldering, welding, threading, and Propress), evaluate maintenance issues, communicate effectively, and demonstrate solid understanding of maintained systems.

Mechanical Maintenance – III: Employees at this level demonstrate mastery in all aspects of Level 2 duties and possess the ability to coordinate and lead complex maintenance operations, prioritize activities, coordinate contractors, manage materials, and ensure adherence to industry-standard maintenance practices.

Classification and Wage Rates

Classification	Number of Full-Time Positions	2025-2026 Wage Rate
Mechanical Maintenance – I	2	\$23.79
Mechanical Maintenance – II	3	\$27.79
Mechanical Maintenance – III	1	\$31.79

Initial Implementation

Initial implementation of new classifications will not result in a decrease of wage rate for existing employees.

Mechanical Maintenance I – Open

Mechanical Maintenance II – Larry Causley, Craig Bowen, John Tissaw

Mechanical Maintenance III – Tom Kienbaum

Annual Increases

Annual increases will follow Appendix B of the CBA for the remainder of the contract.

Seniority and Shift Preference

Shift preference based on seniority may only be exercised among employees within the same classification and level in the Mechanical Maintenance classification.

Amendments

Any modifications to this MOU must be made in writing and signed by both the College and the Union.

All terms in the CBA and in other MOUs between the Parties, not inconsistent with this MOU, shall continue to apply. This MOU is not precedent-setting and cannot be used as evidence of a practice or policy at the College. Once this MOU is signed by each Party, it shall be effective immediately.

Signatures

DELTA COLLEGE


BY: _____
Jon Foco
VP Business & Finance

DATE: 11-4-25

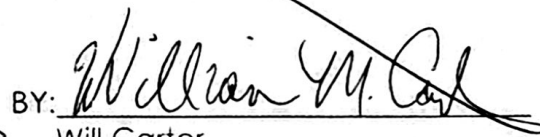
AFSCME, LOCAL UNION NO. 845


BY: _____
Jonathan Young
AFSCME Michigan Representative

DATE: 11/4/2025


BY: _____
Rob Young
Director of Facilities Management

DATE: 11/4/2025


BY: _____
Will Carter
Acting Local President

DATE: 11-4-2025