

NOTICE
SPECIAL MEETING OF COUNCIL

Clerk's Office, Brook Park, Ohio

May 10, 2022

TO: COUNCILMEMBERS TROYER, MENCINI, ROBERTS, SCOTT, COYNE, POINDEXTER,
SALVATORE, COUNCIL PRESIDENT VECCHIO, AND MAYOR ORCUTT, LAW DIRECTOR
HORVATH, AND FINANCE DIRECTOR CINGLE

YOU ARE HEREBY NOTIFIED THAT A SPECIAL MEETING OF COUNCIL
HAS BEEN CALLED FOR THE PURPOSE OF:

XXX COUNCIL MEETING

 CAUCUS MEETING

 EXECUTIVE SESSION

 OTHER (Specify)

Such special meeting will accordingly be held on Wednesday the 11th day of May, 2022 at 7:00P.M. at the place of holding regular meetings. (*Refer to Rules of Council, No. 4, if applicable.)

A. ROLL CALL OF MEMBERS:

B. PLEDGE OF ALLEGIANCE:

J. OTHER COMMUNICATIONS AND PETITIONS, AND VERBAL APPROVAL: (INTRODUCTION OF NEW LEGISLATION):

SEE ATTACHMENTS.

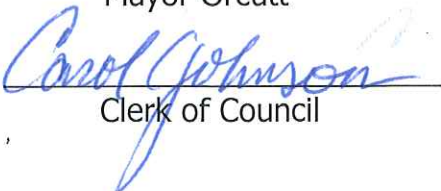
L. REMARKS FROM THE AUDIENCE ON ANY SUBJECT MATTER:

M. ORDINANCES AND RESOLUTIONS: FIRST READING:

P. ADJOURNMENT



Mayor Orcutt



Clerk of Council

Finance

CITY OF BROOK PARK, OHIO

ORDINANCE NO: _____

INTRODUCED BY: MAYOR ORCUTT

AN ORDINANCE
AUTHORIZING THE MAYOR TO ENTER INTO A MEMORANDUM OF
UNDERSTANDING ("MOU") WITH THE PATROLMEN'S BENEVOLENT
ASSOCIATION, AND DECLARING AN EMERGENCY

WHEREAS, a Memorandum of Understanding (hereinafter "MOU") between the City and the Brook Park and the Patrolmen's Benevolent Association, has been presented to Council.

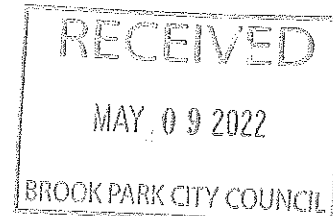
NOW THEREFORE, BE IT ORDAINED, by the Council of the City of Brook Park, State of Ohio, that:

SECTION 1: The Mayor is hereby authorized to enter into a MOU on behalf of the City with the Patrolmen's Benevolent Association effective January 1, 2022 through December 31, 2022, a copy of said MOU is attached hereto as Exhibit "A" and made a part hereof as if fully rewritten herein.

SECTION 2: The money needed for the aforesaid transaction shall be paid from the general fund no. 100, theretofore appropriated for said purpose.

SECTION 3: It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 4: This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the municipality and inhabitants thereof, and for the further reason to enter into a MOU with the Patrolmen's Benevolent Association, therefore, provided this Ordinance receives the affirmative vote of at least five (5) members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earliest period allowed by law.



PASSED: _____

PRESIDENT OF COUNCIL

ATTEST: _____
Clerk of Council

APPROVED: _____
MAYOR

DATE

I HEREBY APPROVE THE WITHIN
INSTRUMENT AS TO LEGAL FORM
AND CORRECTNESS



DIRECTOR OF LAW



EXHIBIT

"A"

Memorandum of Understanding (MOU)

This Memorandum of Understanding is entered into between the City of Brook Park ("City" or "Employer") and the Ohio Patrolmen's Benevolent Association ("Union" or "OPBA") (collectively, "Parties") and memorializes the following acknowledgements, understandings, and agreements pursuant to the provisions in Article 14.1 (2022 wage re-opener) and Article 16.5 (2022 health care re-opener) of the Collective Bargaining Agreement between the City and the OPBA (effective January 1, 2021 through December 23, 2023):

Wage Increase for The 2022 Calendar Year

The salaries of members in OPBA will increase by 2.5% for the 2022 year (see Exhibit A). Also, a one-time lump sum payment of \$750, non-pensionable, will be paid out to members of OPBA. The effective date of the 2.5% wage increase will be 1/1/2022. The retroactive pay will be included in a separate check on or by May 06, 2022. The \$750, non-pensionable, one-time lump sum payment will be included in a separate check on or by June 01, 2022.

Healthcare Employee Premiums for the 2022 Plan Year

Both parties agree to the negotiated healthcare premiums for employee contributions for the 2022 year (see Exhibit B). The City and OPBA agree that the members of OPBA will not have to pay the employee healthcare premium contribution one (1) time. The City of Brook Park will pay the employee contributions for the members of OPBA one time for the payroll period of 12/05/2022 - 12/18/2022. Employee healthcare premium contribution will NOT be deducted from the 12/23/2022 pay check.

This Memorandum of Understanding is entered into this 11th day of April, 2022.


Edward A. Orcutt, Mayor

4-11-2022
Date


OPBA / George Sakellakis

April 11, 2022
Date



EXHIBIT A
Updated Chart on Page 13 of CBA to Reflect 2022 Year
(Sergeant & Lieutenant)

Section 14.1 Effective January 1, 2022, the salary paid to Sergeants and Lieutenants shall be as follows:

SERGEANTS (+16% of Patrolmen Certificate of Proficiency rate)	
After 24 Months	\$79,267.06
After 5 years	\$85,717.39
After 10 years	\$86,206.07
After 15 years	\$86,695.94
After 20 years	\$87,186.99
After 25 years	\$87,681.62

LIEUTENANTS (+14% of Sergeant rate)	
After 24 Months	\$90,364.45
After 5 years	\$97,717.82
After 10 years	\$98,274.92
After 15 years	\$98,833.37
After 20 years	\$99,393.17
After 25 years	\$99,957.05

*** The wages shown above include the \$200.00 cost-of-living bonus which has been rolled into the base rate



Exhibit B

2022 Healthcare Rates Per Pay

<u>Single 10%</u>	
Medical 10%	\$ 29.70
Dental	\$ 1.33
Vision	\$ 0.28

<u>Single 15%</u>	
Medical 15%	\$ 47.72
Dental	\$ 1.33
Vision	\$ 0.28

<u>Employee & Spouse</u>	
Medical 10%	\$ 62.37
Dental	\$ 2.72
Vision	\$ 0.65

<u>Employee & Spouse</u>	
Medical 15%	\$ 100.20
Dental	\$ 2.72
Vision	\$ 0.65

<u>Employee & Child(ren)</u>	
Medical 10%	\$ 41.58
Dental	\$ 3.25
Vision	\$ 0.65

<u>Employee & Child(ren)</u>	
Medical 15%	\$ 66.80
Dental	\$ 3.25
Vision	\$ 0.65



Exhibit B (Continued)

2022 Healthcare Rates Per Pay

Family	
Medical 10%	\$ 87.62
Dental	\$ 4.63
Vision	\$ 0.65

Family	
Medical 15%	\$ 140.76
Dental	\$ 4.63
Vision	\$ 0.65

Finance

CITY OF BROOK PARK, OHIO

ORDINANCE NO: _____

INTRODUCED BY: MAYOR ORCUTT

AN ORDINANCE

AUTHORIZING THE MAYOR TO ENTER INTO A MEMORANDUM OF
UNDERSTANDING ("MOU") WITH THE FRATERNAL ORDER OF POLICE LODGE
NO. 15, AND DECLARING AN EMERGENCY

WHEREAS, a Memorandum of Understanding (hereinafter "MOU") between the City and the Brook Park and the Fraternal Order of Police Lodge No. 15, has been presented to Council.

NOW THEREFORE, BE IT ORDAINED, by the Council of the City of Brook Park, State of Ohio, that:

SECTION 1: The Mayor is hereby authorized to enter into a MOU on behalf of the City with the Fraternal Order of Police Lodge No. 15, effective January 1, 2022 through December 31, 2022, a copy of said MOU is attached hereto as Exhibit "A" and made a part hereof as if fully rewritten herein.

SECTION 2: The money needed for the aforesaid transaction shall be paid from the general fund no. 100, theretofore appropriated for said purpose.

SECTION 3: It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 4: This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the municipality and inhabitants thereof, and for the further reason to enter into a MOU with the Fraternal Order of Police Lodge No. 15, therefore, provided this Ordinance receives the affirmative vote of at least five (5) members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earliest period allowed by law.

RECEIVED

MAY 09 2022

PASSED: _____

PRESIDENT OF COUNCIL

ATTEST: _____
Clerk of Council

APPROVED: _____
MAYOR

DATE

I HEREBY APPROVE THE WITHIN
INSTRUMENT AS TO LEGAL FORM
AND CORRECTNESS


DIRECTOR OF LAW



Memorandum of Understanding (MOU)

This Memorandum of Understanding is entered into between the City of Brook Park ("City" or "Employer"), Fraternal Order of Police Lodge No. 15 ("Union" or "Lodge No. 15") and memorializes the following acknowledgements, understandings, and agreements:

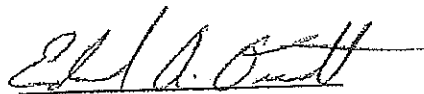
Wage Increase for The 2022 Calendar Year

Pursuant to agreement by the members of Lodge No. 15, the salaries of members in Lodge No. 15 will increase by 2.5% for the 2022 year (see Exhibit A). Also, a one-time lump sum payment of \$750, non-pensionable, will be paid out to members of Lodge No. 15. The effective date of the 2.5% wage increase will be 1/1/2022. The retroactive pay will be included in a separate check on or by May 06, 2022. The \$750, non-pensionable, one-time lump sum payment will be included in a separate check on or by June 01, 2022.

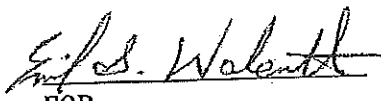

Healthcare Employee Premiums for the 2022 Plan Year

Pursuant to agreement by the members of Lodge No. 15, both parties agree to the negotiated healthcare premiums for employee contributions for the 2022 year (see Exhibit B). The City of Brook Park and Lodge No. 15 agree that the members of Lodge No. 15 will not have to pay the employee healthcare premium contribution one (1) time. The City of Brook Park will pay the employee contributions for the members of Lodge No. 15 one time for the payroll period of 12/05/2022 - 12/18/2022. Employee healthcare premium contribution will NOT be deducted from the 12/23/2022 pay check.

This Memorandum of Understanding is entered into this 11th day of April, 2022.


Edward A. Orcutt, Mayor

4.11.2022
Date


FOP


04-11-2022
Date
4.11.2022
6.1.2022



EXHIBIT A
Updated Chart on Page 12 of CBA to Reflect 2022 Year
(Patrol Officers)

	2021	2022
Start	\$59,591.00	\$61,080.78
After 24 Months	\$66,667.00	\$68,333.68
After 36 Months	\$69,259.00	\$70,990.48
After 48 Months	\$71,849.00	\$73,645.23
After 5 Years	\$72,092.00	\$73,894.30
After 10 Years	\$72,503.00	\$74,315.58
After 15 Years	\$72,915.00	\$74,737.88
After 20 Years	\$73,328.00	\$75,161.20
After 25 Years	\$73,744.00	\$75,587.60

*** The wages shown above include the \$200.00 cost-of-living bonus which has been rolled into the base rate



Exhibit B

2022 Healthcare Rates Per Pay

Single 10%	
Medical 10%	\$ 29.70
Dental	\$ 1.33
Vision	\$ 0.28

Single 15%	
Medical 15%	\$ 47.72
Dental	\$ 1.33
Vision	\$ 0.28

Employee & Spouse	
Medical 10%	\$ 62.37
Dental	\$ 2.72
Vision	\$ 0.65

Employee & Spouse	
Medical 15%	\$ 100.20
Dental	\$ 2.72
Vision	\$ 0.65

Employee & Child(ren)	
Medical 10%	\$ 41.58
Dental	\$ 3.25
Vision	\$ 0.65

Employee & Child(ren)	
Medical 15%	\$ 66.80
Dental	\$ 3.25
Vision	\$ 0.65



Exhibit B (Continued)

2022 Healthcare Rates Per Pay

Family	
Medical 10%	\$ 87.62
Dental	\$ 4.63
Vision	\$ 0.65

Family	
Medical 15%	\$ 140.76
Dental	\$ 4.63
Vision	\$ 0.65

Finance

CITY OF BROOK PARK, OHIO

ORDINANCE NO: _____

INTRODUCED BY: MAYOR ORCUTT

AN ORDINANCE

AUTHORIZING THE MAYOR TO ENTER INTO A MEMORANDUM OF UNDERSTANDING ("MOU") WITH THE TEAMSTERS UNION LOCAL 436, AND DECLARING AN EMERGENCY

WHEREAS, a Memorandum of Understanding (hereinafter "MOU") between the City and the Brook Park and the Teamsters Union Local 436, has been presented to Council.

NOW THEREFORE, BE IT ORDAINED, by the Council of the City of Brook Park, State of Ohio, that:

SECTION 1: The Mayor is hereby authorized to enter into a MOU on behalf of the City with the Teamsters Union Local 436, effective January 1, 2022 through December 31, 2022, a copy of said MOU is attached hereto as Exhibit "A" and made a part hereof as if fully rewritten herein.

SECTION 2: The money needed for the aforesaid transaction shall be paid from the general fund no. 100, city income tax fund no. 210 and admissions tax fund no. 215; theretofore appropriated for said purpose.

SECTION 3: It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 4: This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the municipality and inhabitants thereof, and for the further reason to enter into a MOU with the Local 436, therefore, provided this Ordinance receives the affirmative vote of at least five (5) members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earliest period allowed by law.

RECEIVED

MAY 09 2022

PASSED: _____

PRESIDENT OF COUNCIL

ATTEST: _____
Clerk of Council

APPROVED: _____
MAYOR

DATE

I HEREBY APPROVE THE WITHIN
INSTRUMENT AS TO LEGAL FORM
AND CORRECTNESS


DIRECTOR OF LAW



EXHIBIT

Memorandum of Understanding (MOU)

This Memorandum of Understanding is entered into between the City of Brook Park ("City" or "Employer"), Local 436 ("Union" or "Local 436") and memorializes the following acknowledgements, understandings, and agreements:

Wage Increase for The 2022 Calendar Year

Pursuant to agreement by the members of Local 436, the salaries of members in Local 436 will increase by 2.5% for the 2022 year (see Exhibit A). Also, a one-time lump sum payment of \$750, non-pensionable, will be paid out to members of Local 436. The effective date of the 2.5% wage increase will be 1/1/2022. The retroactive pay will be included in a separate check on or by May 06, 2022. The \$750, non-pensionable, one-time lump sum payment will be included in a separate check on or by June 01, 2022.

Healthcare Employee Premiums for the 2022 Plan Year

Pursuant to agreement by the members of Local 436, both parties agree to the negotiated healthcare premiums for employee contributions for the 2022 year (see Exhibit B). The City of Brook Park and Local 436 agree that the members of Local 436 will not have to pay the employee healthcare premium contribution one (1) time. The City of Brook Park will pay the employee contributions for the members of Local 436 one time for the payroll period of 12/05/2022 - 12/18/2022. Employee healthcare premium contribution will NOT be deducted from the 12/23/2022 pay check.

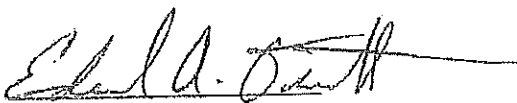
The City and the Union agree that this MOU is part and parcel to the applicable collective bargaining agreement. The percentage-based wage increases applicable in the 2022 calendar year (as set forth in Exhibit A) will be incorporated within the parties' next collective bargaining agreement, with any additional wage increases being added thereto. Any dispute over the meaning of the MOU is subject to the collective bargaining agreement's grievance and arbitration provisions.



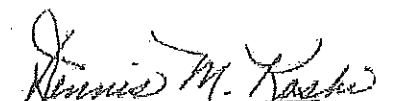
City of Brook Park
City Hall

Edward A. Orcutt, Mayor

This Memorandum of Understanding is entered into this ____ day of April, 2022.


Edward A. Orcutt, Mayor

4-12-22
Date


Dennis Kashi, President Local 436

4-11-2022
Date


Fred Crow Jr., Secretary Treasurer

4-11-2022
Date



EXHIBIT A

Updated Chart on Page 9 of CBA to Reflect 2022 Year

Position	2022		
	Start	6 Months	1 Year
Administrative Assistant	\$62,121.03	\$64,709.40	\$67,405.63
Admin / Office of Aging	\$51,030.36	\$53,156.63	\$55,371.49
Secretaries	\$51,030.36	\$53,156.63	\$55,371.49
Finance Clerk	\$51,030.36	\$53,156.63	\$55,371.49
Financial Analyst	\$56,260.99	\$58,605.20	\$61,047.07
Office Specialist	\$44,548.17	\$46,404.34	\$48,337.86
Assistant Superintendents	\$31.12	\$32.42	\$33.76
Superintendents	\$70,049.53	\$72,968.25	\$76,008.59
Assistant Service Director	\$71,751.04	\$74,740.67	\$77,854.86
Assistant Building Commissioner	\$85,281.23	\$88,834.63	\$92,536.07
Inspector	\$69,346.35	\$72,235.79	\$75,245.62
Program Coordinators	\$67,455.02	\$70,265.66	\$73,193.38
Assistant Recreation Directors	\$67,455.02	\$70,265.66	\$73,193.38
Community Ctr. Supervisor	\$50,996.54	\$53,121.39	\$55,334.79
Deputy Tax Director	\$71,426.66	\$74,402.77	\$77,502.89
Assistant Deputy Finance Director	\$53,581.90	\$55,814.47	\$58,140.07
Information & Data Processing Specialist	\$48,296.65	\$50,309.01	\$52,405.23
Information & Data Processing Specialist / LEADS Certified Specialist	\$48,296.65	\$50,309.01	\$52,405.23



Exhibit B

2022 Healthcare Rates Per Pay

Single 10%	
Medical 10%	\$ 29.70
Dental	\$ 1.33
Vision	\$ 0.28

Single 15%	
Medical 15%	\$ 47.72
Dental	\$ 1.33
Vision	\$ 0.28

Employee & Spouse	
Medical 10%	\$ 62.37
Dental	\$ 2.72
Vision	\$ 0.65

Employee & Spouse	
Medical 15%	\$ 100.20
Dental	\$ 2.72
Vision	\$ 0.65

Employee & Child(ren)	
Medical 10%	\$ 41.58
Dental	\$ 3.25
Vision	\$ 0.65

Employee & Child(ren)	
Medical 15%	\$ 66.80
Dental	\$ 3.25
Vision	\$ 0.65



Exhibit B

2022 Healthcare Rates Per Pay

Family	
Medical 10%	\$ 87.62
Dental	\$ 4.63
Vision	\$ 0.65

Family	
Medical 15%	\$ 140.76
Dental	\$ 4.63
Vision	\$ 0.65

Finance

CITY OF BROOK PARK, OHIO

ORDINANCE NO: _____

INTRODUCED BY: MAYOR ORCUTT

AN ORDINANCE

AUTHORIZING THE MAYOR TO ENTER INTO A MEMORANDUM OF UNDERSTANDING ("MOU") WITH LOCAL 860, AND DECLARING AN EMERGENCY

WHEREAS, a Memorandum of Understanding (hereinafter "MOU") between the City and the Brook Park and Local 860, has been presented to Council.

NOW THEREFORE, BE IT ORDAINED, by the Council of the City of Brook Park, State of Ohio, that:

SECTION 1: The Mayor is hereby authorized to enter into a MOU on behalf of the City with Local 860 effective January 1, 2022 through December 31, 2022, a copy of said MOU is attached hereto as Exhibit "A" and made a part hereof as if fully rewritten herein.

SECTION 2: The money needed for the aforesaid transaction shall be paid from the general fund no. 100, Street Construction, Maintenance and Repair No. 240, and State Highway Improvement Fund No. 241; theretofore appropriated for said purpose.

SECTION 3: It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 4: This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the municipality and inhabitants thereof, and for the further reason to enter into a MOU with Local 860, therefore, provided this Ordinance receives the affirmative vote of at least five (5) members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earliest period allowed by law.

RECEIVED

MAY 09 2022

PASSED: _____

PRESIDENT OF COUNCIL

ATTEST: _____
Clerk of Council

APPROVED: _____
MAYOR

DATE

I HEREBY APPROVE THE WITHIN
INSTRUMENT AS TO LEGAL FORM
AND CORRECTNESS


DIRECTOR OF LAW



City of Brook Park
City Hall

Edward A. Orcutt, Mayor



Memorandum of Understanding (MOU)

This Memorandum of Understanding is entered into between the City of Brook Park ("City" or "Employer"), Local 860 ("Union" or "Local 860") and memorializes the following acknowledgements, understandings, and agreements:

Wage Increase for The 2022 Calendar Year

Pursuant to agreement by the members of Local 860, the salaries of members in Local 860 will increase by 2.5% for the 2022 year (see Exhibit A). Also, a one-time lump sum payment of \$750, non-pensionable, will be paid out to members of Local 860. The effective date of the 2.5% wage increase will be 1/1/2022. The retroactive pay will be included in a separate check on or by May 06, 2022. The \$750, non-pensionable, one-time lump sum payment will be included in a separate check on or by June 01, 2022.

Healthcare Employee Premiums for the 2022 Plan Year

Pursuant to agreement by the members of Local 860, both parties agree to the negotiated healthcare premiums for employee contributions for the 2022 year (see Exhibit B). The City of Brook Park and Local 860 agree that the members of Local 860 will not have to pay the employee healthcare premium contribution one (1) time. The City of Brook Park will pay the employee contributions for the members of Local 860 one time for the payroll period of 12/05/2022 - 12/18/2022. Employee healthcare premium contribution will NOT be deducted from the 12/23/2022 pay check.

This Memorandum of Understanding is entered into this 15th day of April, 2022.

Edward A. Orcutt, Mayor

4.15.2022
Date

Anthony D. Liberator Jr.

April 15, 2022
Date



EXHIBIT A

Updated Charts in Appendix A of the CBA to Reflect 2022 Year

HMO Light	2020 & 2021	2022
Start	\$22.52	\$23.08
After 1 Year	\$22.65	\$23.22
After 2 Years	\$24.71	\$25.33
After 3 Years	\$26.59	\$27.25
After 5 Years	\$26.78	\$27.45
After 10 Years	\$26.94	\$27.61
After 15 Years	\$27.11	\$27.79
After 20 Years	\$27.26	\$27.94
After 25 Years	\$27.42	\$28.11

HMO Heavy	2020 & 2021	2022
Start	\$24.14	\$24.74
After 1 Year	\$24.27	\$24.88
After 2 Years	\$26.35	\$27.01
After 3 Years	\$28.21	\$28.92
After 5 Years	\$28.41	\$29.12
After 10 Years	\$28.57	\$29.28
After 15 Years	\$28.73	\$29.45
After 20 Years	\$28.89	\$29.61
After 25 Years	\$29.05	\$29.78



EXHIBIT A (Continued)

Updated Charts in Appendix A of the CBA to Reflect 2022 Year

Mechanic / Welder / Body Repair	2020 & 2021	2022
Start	\$25.46	\$26.10
After 1 Year	\$26.35	\$27.01
After 2 Years	\$27.14	\$27.82
After 3 Years	\$29.46	\$30.20
After 5 Years	\$29.65	\$30.39
After 10 Years	\$29.84	\$30.59
After 15 Years	\$30.01	\$30.76
After 20 Years	\$30.19	\$30.94
After 25 Years	\$30.39	\$31.15

Maintenance Craftsman	2020 & 2021	2022
Start	\$25.46	\$26.10
After 1 Year	\$26.35	\$27.01
After 2 Years	\$27.14	\$27.82
After 3 Years	\$29.46	\$30.20
After 5 Years	\$29.65	\$30.39
After 10 Years	\$29.84	\$30.59
After 15 Years	\$30.01	\$30.76
After 20 Years	\$30.19	\$30.94
After 25 Years	\$30.39	\$31.15



EXHIBIT A (Continued)

Updated Charts in Appendix A of the CBA to Reflect 2022 Year

Janitor	2020 & 2021	2022
Start	\$17.05	\$17.48
After 1 Year	\$17.65	\$18.09
After 2 Years	\$18.18	\$18.63
After 3 Years	\$20.34	\$20.85
After 5 Years	\$20.49	\$21.00
After 10 Years	\$20.63	\$21.15
After 15 Years	\$20.81	\$21.33
After 20 Years	\$20.93	\$21.45
After 25 Years	\$21.07	\$21.60

General Foreman	2020 & 2021	2022
Start	\$29.97	\$30.72
After 1 Year	\$30.91	\$31.68
After 2 Years	\$32.07	\$32.87
After 3 Years	\$33.99	\$34.84
After 5 Years	\$34.17	\$35.02
After 10 Years	\$34.36	\$35.22
After 15 Years	\$34.54	\$35.40
After 20 Years	\$34.71	\$35.58
After 25 Years	\$34.91	\$35.78



EXHIBIT A (Continued)

Updated Charts in Appendix A of the CBA to Reflect 2022 Year

Foreman	2020 & 2021	2022
Start	\$28.58	\$29.29
After 1 Year	\$29.58	\$30.32
After 2 Years	\$30.47	\$31.23
After 3 Years	\$31.40	\$32.19
After 5 Years	\$31.55	\$32.34
After 10 Years	\$31.74	\$32.53
After 15 Years	\$31.92	\$32.72
After 20 Years	\$32.10	\$32.90
After 25 Years	\$32.30	\$33.11

Animal Warden	2020 & 2021	2022
Start	\$19.73	\$20.22
After 1 Year	\$20.42	\$20.93
After 2 Years	\$21.03	\$21.56
After 3 Years	\$23.22	\$23.80
After 5 Years	\$23.38	\$23.96
After 10 Years	\$24.99	\$25.61
After 15 Years	\$25.19	\$25.82
After 20 Years	\$26.87	\$27.54
After 25 Years		



EXHIBIT A (Continued)

Updated Charts in Appendix A of the CBA to Reflect 2022 Year

Shop Dispatcher	2020 & 2021	2022
Start	\$22.23	\$22.79
After 1 Year	\$23.01	\$23.59
After 2 Years	\$23.71	\$24.30
After 3 Years	\$25.72	\$26.36
After 5 Years	\$25.87	\$26.52
After 10 Years	\$26.02	\$26.67
After 15 Years	\$26.17	\$26.82
After 20 Years	\$26.31	\$26.97
After 25 Years	\$26.46	\$27.12

Trade Craft	2020 & 2021	2022
Start	\$25.46	\$26.10
After 1 Year	\$26.35	\$27.01
After 2 Years	\$27.14	\$27.82
After 3 Years	\$28.30	\$29.01
After 5 Years	\$29.46	\$30.20
After 10 Years	\$29.84	\$30.59
After 15 Years	\$30.00	\$30.75
After 20 Years	\$30.19	\$30.94
After 25 Years	\$30.39	\$31.15



EXHIBIT A (Continued)

Updated Charts in Appendix A of the CBA to Reflect 2022 Year

Vehicle Maintenance Foreman	2020 & 2021	2022
Start	\$29.97	\$30.72
After 1 Year	\$30.91	\$31.68
After 2 Years	\$32.07	\$32.87
After 3 Years	\$33.99	\$34.84
After 5 Years	\$34.17	\$35.02
After 10 Years	\$34.36	\$35.22
After 15 Years	\$34.54	\$35.40
After 20 Years	\$34.71	\$35.58
After 25 Years	\$34.91	\$35.78

** Employees must have five (5) or more years of service in order to be eligible for the positions of Foreman and General Foreman.

*** The positions of General Foreman, Trades Craft, and HMO Heavy are appointed positions that serve at the pleasure of the Mayor.



Exhibit B

2022 Healthcare Rates Per Pay

<u>Single 10%</u>	
Medical 10%	\$ 29.70
Dental	\$ 1.33
Vision	\$ 0.28

<u>Single 15%</u>	
Medical 15%	\$ 47.72
Dental	\$ 1.33
Vision	\$ 0.28

<u>Employee & Spouse</u>	
Medical 10%	\$ 62.37
Dental	\$ 2.72
Vision	\$ 0.65

<u>Employee & Spouse</u>	
Medical 15%	\$ 100.20
Dental	\$ 2.72
Vision	\$ 0.65

<u>Employee & Child(ren)</u>	
Medical 10%	\$ 41.58
Dental	\$ 3.25
Vision	\$ 0.65

<u>Employee & Child(ren)</u>	
Medical 15%	\$ 66.80
Dental	\$ 3.25
Vision	\$ 0.65



Exhibit B

2022 Healthcare Rates Per Pay

<u>Family</u>	
Medical 10%	\$ 87.62
Dental	\$ 4.63
Vision	\$ 0.65

<u>Family</u>	
Medical 15%	\$ 140.76
Dental	\$ 4.63
Vision	\$ 0.65

Finance

CITY OF BROOK PARK, OHIO

ORDINANCE NO: _____

INTRODUCED BY: MAYOR ORCUTT

AN ORDINANCE

AUTHORIZING THE MAYOR TO ENTER INTO A MEMORANDUM OF UNDERSTANDING ("MOU") WITH THE PATROLMEN'S BENEVOLENT ASSOCIATION, AND DECLARING AN EMERGENCY

WHEREAS, a Memorandum of Understanding (hereinafter "MOU") between the City and the Brook Park and the Patrolmen's Benevolent Association, has been presented to Council.

NOW THEREFORE, BE IT ORDAINED, by the Council of the City of Brook Park, State of Ohio, that:

SECTION 1: The Mayor is hereby authorized to enter into a MOU on behalf of the City with the Patrolmen's Benevolent Association effective January 1, 2022 through December 31, 2022, a copy of said MOU is attached hereto as Exhibit "A" and made a part hereof as if fully rewritten herein.

SECTION 2: The money needed for the aforesaid transaction shall be paid from the general fund no. 100, theretofore appropriated for said purpose.

SECTION 3: It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 4: This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the municipality and inhabitants thereof, and for the further reason to enter into a MOU with the Patrolmen's Benevolent Association, therefore, provided this Ordinance receives the affirmative vote of at least five (5) members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earliest period allowed by law.



PASSED: _____

PRESIDENT OF COUNCIL

ATTEST: _____
Clerk of Council

APPROVED: _____
MAYOR

DATE

I HEREBY APPROVE THE WITHIN
INSTRUMENT AS TO LEGAL FORM
AND CORRECTNESS



DIRECTOR OF LAW



EXHIBIT

"A"

Memorandum of Understanding (MOU)

This Memorandum of Understanding is entered into between the City of Brook Park ("City" or "Employer") and the Ohio Patrolmen's Benevolent Association ("Union" or "OPBA") (collectively, "Parties") and memorializes the following acknowledgements, understandings, and agreements pursuant to the provisions in Article 14.1 (2022 wage re-opener) and Article 16.5 (2022 health care re-opener) of the Collective Bargaining Agreement between the City and the OPBA (effective January 1, 2021 through December 23, 2023):

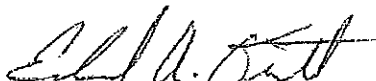
Wage Increase for The 2022 Calendar Year

The salaries of members in OPBA will increase by 2.5% for the 2022 year (see Exhibit A). Also, a one-time lump sum payment of \$750, non-pensionable, will be paid out to members of OPBA. The effective date of the 2.5% wage increase will be 1/1/2022. The retroactive pay will be included in a separate check on or by May 06, 2022. The \$750, non-pensionable, one-time lump sum payment will be included in a separate check on or by June 01, 2022.

Healthcare Employee Premiums for the 2022 Plan Year

Both parties agree to the negotiated healthcare premiums for employee contributions for the 2022 year (see Exhibit B). The City and OPBA agree that the members of OPBA will not have to pay the employee healthcare premium contribution one (1) time. The City of Brook Park will pay the employee contributions for the members of OPBA one time for the payroll period of 12/05/2022 - 12/18/2022. Employee healthcare premium contribution will NOT be deducted from the 12/23/2022 pay check.

This Memorandum of Understanding is entered into this 11th day of April, 2022.


Edward A. Orcutt, Mayor

4-11-2022
Date


OPBA / George Sakellakis

April 11, 2022
Date



EXHIBIT A
Updated Chart on Page 13 of CBA to Reflect 2022 Year
(Sergeant & Lieutenant)

Section 14.1 Effective January 1, 2022, the salary paid to Sergeants and Lieutenants shall be as follows:

SERGEANTS (+16% of Patrolmen Certificate of Proficiency rate)

After 24 Months	\$79,267.06
After 36 months	\$82,348.95
After 48 months	\$85,428.46
After 5 years	\$85,717.39
After 10 years	\$86,206.07
After 15 years	\$86,695.94
After 20 years	\$87,186.99
After 25 years	\$87,681.92

LIEUTENANTS (+14% of Sergeant rate)

After 24 Months	\$90,364.45
After 36 months	\$93,877.80
After 48 months	\$97,388.44
After 5 years	\$97,717.82
After 10 years	\$98,274.92
After 15 years	\$98,833.37
After 20 years	\$99,393.17
After 25 years	\$99,957.05

*** The wages shown above include the \$200.00 cost-of-living bonus which has been rolled into the base rate



Exhibit B

2022 Healthcare Rates Per Pay

<u>Single 10%</u>	
Medical 10%	\$ 29.70
Dental	\$ 1.33
Vision	\$ 0.28

<u>Single 15%</u>	
Medical 15%	\$ 47.72
Dental	\$ 1.33
Vision	\$ 0.28

<u>Employee & Spouse</u>	
Medical 10%	\$ 62.37
Dental	\$ 2.72
Vision	\$ 0.65

<u>Employee & Spouse</u>	
Medical 15%	\$ 100.20
Dental	\$ 2.72
Vision	\$ 0.65

<u>Employee & Child(ren)</u>	
Medical 10%	\$ 41.58
Dental	\$ 3.25
Vision	\$ 0.65

<u>Employee & Child(ren)</u>	
Medical 15%	\$ 66.80
Dental	\$ 3.25
Vision	\$ 0.65



Exhibit B (Continued)

2022 Healthcare Rates Per Pay

Family	
Medical 10%	\$ 87.62
Dental	\$ 4.63
Vision	\$ 0.65

Family	
Medical 15%	\$ 140.76
Dental	\$ 4.63
Vision	\$ 0.65

Finance

CITY OF BROOK PARK, OHIO

ORDINANCE NO: _____

INTRODUCED BY: MAYOR ORCUTT

AN ORDINANCE

AUTHORIZING THE MAYOR TO ENTER INTO A MEMORANDUM OF UNDERSTANDING ("MOU") WITH THE FRATERNAL ORDER OF POLICE LODGE NO. 15, AND DECLARING AN EMERGENCY

WHEREAS, a Memorandum of Understanding (hereinafter "MOU") between the City and the Brook Park and the Fraternal Order of Police Lodge No. 15, has been presented to Council.

NOW THEREFORE, BE IT ORDAINED, by the Council of the City of Brook Park, State of Ohio, that:

SECTION 1: The Mayor is hereby authorized to enter into a MOU on behalf of the City with the Fraternal Order of Police Lodge No. 15, effective January 1, 2022 through December 31, 2022, a copy of said MOU is attached hereto as Exhibit "A" and made a part hereof as if fully rewritten herein.

SECTION 2: The money needed for the aforesaid transaction shall be paid from the general fund no. 100, theretofore appropriated for said purpose.

SECTION 3: It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 4: This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the municipality and inhabitants thereof, and for the further reason to enter into a MOU with the Fraternal Order of Police Lodge No. 15, therefore, provided this Ordinance receives the affirmative vote of at least five (5) members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earliest period allowed by law.

RECEIVED

MAY 09 2022

BROOK PARK CITY COUNCIL

PASSED: _____

PRESIDENT OF COUNCIL

ATTEST: _____
Clerk of Council

APPROVED: _____
MAYOR

DATE

I HEREBY APPROVE THE WITHIN
INSTRUMENT AS TO LEGAL FORM
AND CORRECTNESS


DIRECTOR OF LAW



Memorandum of Understanding (MOU)

This Memorandum of Understanding is entered into between the City of Brook Park ("City" or "Employer"), Fraternal Order of Police Lodge No. 15 ("Union" or "Lodge No. 15") and memorializes the following acknowledgements, understandings, and agreements:

Wage Increase for The 2022 Calendar Year

Pursuant to agreement by the members of Lodge No. 15, the salaries of members in Lodge No. 15 will increase by 2.5% for the 2022 year (see Exhibit A). Also, a one-time lump sum payment of \$750, non-pensionable, will be paid out to members of Lodge No. 15. The effective date of the 2.5% wage increase will be 1/1/2022. The retroactive pay will be included in a separate check on or by May 06, 2022. The \$750, non-pensionable, one-time lump sum payment will be included in a separate check on or by June 01, 2022.

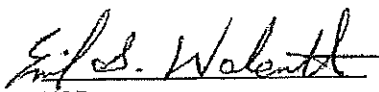
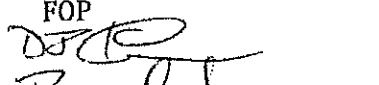

Healthcare Employee Premiums for the 2022 Plan Year

Pursuant to agreement by the members of Lodge No. 15, both parties agree to the negotiated healthcare premiums for employee contributions for the 2022 year (see Exhibit B). The City of Brook Park and Lodge No. 15 agree that the members of Lodge No. 15 will not have to pay the employee healthcare premium contribution one (1) time. The City of Brook Park will pay the employee contributions for the members of Lodge No. 15 one time for the payroll period of 12/05/2022 - 12/18/2022. Employee healthcare premium contribution will NOT be deducted from the 12/23/2022 pay check.

This Memorandum of Understanding is entered into this 11th day of April, 2022.


Edward A. Orcutt, Mayor

4.11.2022
Date


FOP



04-11-2022
Date
4.11.2022
4.11.2022



EXHIBIT A
Updated Chart on Page 12 of CBA to Reflect 2022 Year
(Patrol Officers)

	2021	2022
Start	\$59,591.00	\$61,080.78
After 24 Months	\$66,667.00	\$68,333.68
After 36 Months	\$69,259.00	\$70,990.48
After 48 Months	\$71,849.00	\$73,645.23
After 5 Years	\$72,092.00	\$73,894.30
After 10 Years	\$72,503.00	\$74,315.58
After 15 Years	\$72,915.00	\$74,737.88
After 20 Years	\$73,328.00	\$75,161.20
After 25 Years	\$73,744.00	\$75,587.60

*** The wages shown above include the \$200.00 cost-of-living bonus which has been rolled into the base rate



Exhibit B

2022 Healthcare Rates Per Pay

Single 10%	
Medical 10%	\$ 29.70
Dental	\$ 1.33
Vision	\$ 0.28

Single 15%	
Medical 15%	\$ 47.72
Dental	\$ 1.33
Vision	\$ 0.28

Employee & Spouse	
Medical 10%	\$ 62.37
Dental	\$ 2.72
Vision	\$ 0.65

Employee & Spouse	
Medical 15%	\$ 100.20
Dental	\$ 2.72
Vision	\$ 0.65

Employee & Child(ren)	
Medical 10%	\$ 41.58
Dental	\$ 3.25
Vision	\$ 0.65

Employee & Child(ren)	
Medical 15%	\$ 66.80
Dental	\$ 3.25
Vision	\$ 0.65



Exhibit B (Continued)

2022 Healthcare Rates Per Pay

Family	
Medical 10%	\$ 87.62
Dental	\$ 4.63
Vision	\$ 0.65

Family	
Medical 15%	\$ 140.76
Dental	\$ 4.63
Vision	\$ 0.65

Finance

CITY OF BROOK PARK, OHIO

ORDINANCE NO: _____

INTRODUCED BY: MAYOR ORCUTT

AN ORDINANCE
AUTHORIZING THE MAYOR TO ENTER INTO A MEMORANDUM OF
UNDERSTANDING ("MOU") WITH THE TEAMSTERS UNION LOCAL 436,
AND DECLARING AN EMERGENCY

WHEREAS, a Memorandum of Understanding (hereinafter "MOU") between the City and the Brook Park and the Teamsters Union Local 436, has been presented to Council.

NOW THEREFORE, BE IT ORDAINED, by the Council of the City of Brook Park, State of Ohio, that:

SECTION 1: The Mayor is hereby authorized to enter into a MOU on behalf of the City with the Teamsters Union Local 436, effective January 1, 2022 through December 31, 2022, a copy of said MOU is attached hereto as Exhibit "A" and made a part hereof as if fully rewritten herein.

SECTION 2: The money needed for the aforesaid transaction shall be paid from the general fund no. 100, city income tax fund no. 210 and admissions tax fund no. 215; theretofore appropriated for said purpose.

SECTION 3: It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 4: This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the municipality and inhabitants thereof, and for the further reason to enter into a MOU with the Local 436, therefore, provided this Ordinance receives the affirmative vote of at least five (5) members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earliest period allowed by law.

RECEIVED

MAY 09 2022

PASSED: _____

PRESIDENT OF COUNCIL

ATTEST: _____
Clerk of Council

APPROVED: _____
MAYOR

DATE

I HEREBY APPROVE THE WITHIN
INSTRUMENT AS TO LEGAL FORM
AND CORRECTNESS



DIRECTOR OF LAW



City of Brook Park
City Hall

Edward A. Orcutt, Mayor

EXHIBIT

"A"

Memorandum of Understanding (MOU)

This Memorandum of Understanding is entered into between the City of Brook Park ("City" or "Employer"), Local 436 ("Union" or "Local 436") and memorializes the following acknowledgements, understandings, and agreements:

Wage Increase for The 2022 Calendar Year

Pursuant to agreement by the members of Local 436, the salaries of members in Local 436 will increase by 2.5% for the 2022 year (see Exhibit A). Also, a one-time lump sum payment of \$750, non-pensionable, will be paid out to members of Local 436. The effective date of the 2.5% wage increase will be 1/1/2022. The retroactive pay will be included in a separate check on or by May 06, 2022. The \$750, non-pensionable, one-time lump sum payment will be included in a separate check on or by June 01, 2022.

Healthcare Employee Premiums for the 2022 Plan Year

Pursuant to agreement by the members of Local 436, both parties agree to the negotiated healthcare premiums for employee contributions for the 2022 year (see Exhibit B). The City of Brook Park and Local 436 agree that the members of Local 436 will not have to pay the employee healthcare premium contribution one (1) time. The City of Brook Park will pay the employee contributions for the members of Local 436 one time for the payroll period of 12/05/2022 - 12/18/2022. Employee healthcare premium contribution will NOT be deducted from the 12/23/2022 pay check.

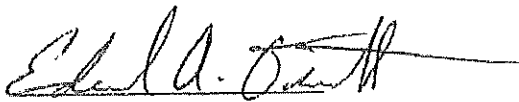
The City and the Union agree that this MOU is part and parcel to the applicable collective bargaining agreement. The percentage-based wage increases applicable in the 2022 calendar year (as set forth in Exhibit A) will be incorporated within the parties' next collective bargaining agreement, with any additional wage increases being added thereto. Any dispute over the meaning of the MOU is subject to the collective bargaining agreement's grievance and arbitration provisions.



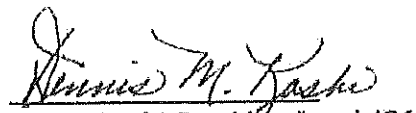
City of Brook Park
City Hall

Edward A. Orcutt, Mayor

This Memorandum of Understanding is entered into this ____ day of April, 2022.


Edward A. Orcutt, Mayor

4-12-22
Date


Dennis Kashi, President Local 436

4-11-2022
Date


Fred Crow Jr., Secretary Treasurer

4-11-2022
Date



EXHIBIT A

Updated Chart on Page 9 of CBA to Reflect 2022 Year

Position	2022		
	Start	6 Months	1 Year
Administrative Assistant	\$62,121.03	\$64,709.40	\$67,405.63
Admin / Office of Aging	\$51,030.36	\$53,156.63	\$55,371.49
Secretaries	\$51,030.36	\$53,156.63	\$55,371.49
Finance Clerk	\$51,030.36	\$53,156.63	\$55,371.49
Financial Analyst	\$56,260.99	\$58,605.20	\$61,047.07
Office Specialist	\$44,548.17	\$46,404.34	\$48,337.86
Assistant Superintendents	\$31.12	\$32.42	\$33.76
Superintendents	\$70,049.53	\$72,968.25	\$76,008.59
Assistant Service Director	\$71,751.04	\$74,740.67	\$77,854.86
Assistant Building Commissioner	\$85,281.23	\$88,834.63	\$92,536.07
Inspector	\$69,346.35	\$72,235.79	\$75,245.62
Program Coordinators	\$67,455.02	\$70,265.66	\$73,193.38
Assistant Recreation Directors	\$67,455.02	\$70,265.66	\$73,193.38
Community Ctr. Supervisor	\$50,996.54	\$53,121.39	\$55,334.79
Deputy Tax Director	\$71,426.66	\$74,402.77	\$77,502.89
Assistant Deputy Finance Director	\$53,581.90	\$55,814.47	\$58,140.07
Information & Data Processing Specialist	\$48,296.65	\$50,309.01	\$52,405.23
Information & Data Processing Specialist / LEADS Certified Specialist	\$48,296.65	\$50,309.01	\$52,405.23



Exhibit B

2022 Healthcare Rates Per Pay

Single 10%	
Medical 10%	\$ 29.70
Dental	\$ 1.33
Vision	\$ 0.28

Single 15%	
Medical 15%	\$ 47.72
Dental	\$ 1.33
Vision	\$ 0.28

Employee & Spouse	
Medical 10%	\$ 62.37
Dental	\$ 2.72
Vision	\$ 0.65

Employee & Spouse	
Medical 15%	\$ 100.20
Dental	\$ 2.72
Vision	\$ 0.65

Employee & Child(ren)	
Medical 10%	\$ 41.58
Dental	\$ 3.25
Vision	\$ 0.65

Employee & Child(ren)	
Medical 15%	\$ 66.80
Dental	\$ 3.25
Vision	\$ 0.65



Exhibit B

2022 Healthcare Rates Per Pay

<u>Family</u>	
Medical 10%	\$ 87.62
Dental	\$ 4.63
Vision	\$ 0.65

<u>Family</u>	
Medical 15%	\$ 140.76
Dental	\$ 4.63
Vision	\$ 0.65

Finance

CITY OF BROOK PARK, OHIO

ORDINANCE NO: _____

INTRODUCED BY: MAYOR ORCUTT

AN ORDINANCE

AUTHORIZING THE MAYOR TO ENTER INTO A MEMORANDUM OF
UNDERSTANDING ("MOU") WITH LOCAL 860, AND DECLARING AN
EMERGENCY

WHEREAS, a Memorandum of Understanding (hereinafter "MOU") between the City and the Brook Park and Local 860, has been presented to Council.

NOW THEREFORE, BE IT ORDAINED, by the Council of the City of Brook Park, State of Ohio, that:

SECTION 1: The Mayor is hereby authorized to enter into a MOU on behalf of the City with Local 860 effective January 1, 2022 through December 31, 2022, a copy of said MOU is attached hereto as Exhibit "A" and made a part hereof as if fully rewritten herein.

SECTION 2: The money needed for the aforesaid transaction shall be paid from the general fund no. 100, Street Construction, Maintenance and Repair No. 240, and State Highway Improvement Fund No. 241; theretofore appropriated for said purpose.

SECTION 3: It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 4: This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the municipality and inhabitants thereof, and for the further reason to enter into a MOU with Local 860, therefore, provided this Ordinance receives the affirmative vote of at least five (5) members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earliest period allowed by law.

RECEIVED

MAY 09 2022

PASSED: _____

PRESIDENT OF COUNCIL

ATTEST: _____
Clerk of Council

APPROVED: _____
MAYOR

DATE

I HEREBY APPROVE THE WITHIN
INSTRUMENT AS TO LEGAL FORM
AND CORRECTNESS



DIRECTOR OF LAW



Memorandum of Understanding (MOU)

This Memorandum of Understanding is entered into between the City of Brook Park ("City" or "Employer"), Local 860 ("Union" or "Local 860") and memorializes the following acknowledgements, understandings, and agreements:

Wage Increase for The 2022 Calendar Year

Pursuant to agreement by the members of Local 860, the salaries of members in Local 860 will increase by 2.5% for the 2022 year (see Exhibit A). Also, a one-time lump sum payment of \$750, non-pensionable, will be paid out to members of Local 860. The effective date of the 2.5% wage increase will be 1/1/2022. The retroactive pay will be included in a separate check on or by May 06, 2022. The \$750, non-pensionable, one-time lump sum payment will be included in a separate check on or by June 01, 2022.

Healthcare Employee Premiums for the 2022 Plan Year

Pursuant to agreement by the members of Local 860, both parties agree to the negotiated healthcare premiums for employee contributions for the 2022 year (see Exhibit B). The City of Brook Park and Local 860 agree that the members of Local 860 will not have to pay the employee healthcare premium contribution one (1) time. The City of Brook Park will pay the employee contributions for the members of Local 860 one time for the payroll period of 12/05/2022 - 12/18/2022. Employee healthcare premium contribution will NOT be deducted from the 12/23/2022 pay check.

This Memorandum of Understanding is entered into this 15th day of April, 2022.

Edward A. Orcutt, Mayor

4.15.2022
Date

Anthony D. Liberator Jr.

April 15, 2022
Date



EXHIBIT A

Updated Charts in Appendix A of the CBA to Reflect 2022 Year

HMO Light	2020 & 2021	2022
Start	\$22.52	\$23.08
After 1 Year	\$22.65	\$23.22
After 2 Years	\$24.71	\$25.33
After 3 Years	\$26.59	\$27.25
After 5 Years	\$26.78	\$27.45
After 10 Years	\$26.94	\$27.61
After 15 Years	\$27.11	\$27.79
After 20 Years	\$27.26	\$27.94
After 25 Years	\$27.42	\$28.11

HMO Heavy	2020 & 2021	2022
Start	\$24.14	\$24.74
After 1 Year	\$24.27	\$24.88
After 2 Years	\$26.35	\$27.01
After 3 Years	\$28.21	\$28.92
After 5 Years	\$28.41	\$29.12
After 10 Years	\$28.57	\$29.28
After 15 Years	\$28.73	\$29.45
After 20 Years	\$28.89	\$29.61
After 25 Years	\$29.05	\$29.78



EXHIBIT A (Continued)

Updated Charts in Appendix A of the CBA to Reflect 2022 Year

Mechanic / Welder / Body Repair	2020 & 2021	2022
Start	\$25.46	\$26.10
After 1 Year	\$26.35	\$27.01
After 2 Years	\$27.14	\$27.82
After 3 Years	\$29.46	\$30.20
After 5 Years	\$29.65	\$30.39
After 10 Years	\$29.84	\$30.59
After 15 Years	\$30.01	\$30.76
After 20 Years	\$30.19	\$30.94
After 25 Years	\$30.39	\$31.15

Maintenance Craftsman	2020 & 2021	2022
Start	\$25.46	\$26.10
After 1 Year	\$26.35	\$27.01
After 2 Years	\$27.14	\$27.82
After 3 Years	\$28.30	\$29.01
After 5 Years	\$29.46	\$30.20
After 10 Years	\$29.84	\$30.59
After 15 Years	\$30.00	\$30.75
After 20 Years	\$30.19	\$30.94
After 25 Years	\$30.39	\$31.15



EXHIBIT A (Continued)

Updated Charts in Appendix A of the CBA to Reflect 2022 Year

Janitor	2020 & 2021	2022
Start	\$17.05	\$17.48
After 1 Year	\$17.65	\$18.09
After 2 Years	\$18.18	\$18.63
After 3 Years	\$20.34	\$20.85
After 5 Years	\$20.49	\$21.00
After 10 Years	\$20.63	\$21.15
After 15 Years	\$20.81	\$21.33
After 20 Years	\$20.93	\$21.45
After 25 Years	\$21.07	\$21.60

General Foreman	2020 & 2021	2022
Start	\$29.97	\$30.72
After 1 Year	\$30.91	\$31.68
After 2 Years	\$32.07	\$32.87
After 3 Years	\$33.99	\$34.84
After 5 Years	\$34.17	\$35.02
After 10 Years	\$34.36	\$35.22
After 15 Years	\$34.54	\$35.40
After 20 Years	\$34.71	\$35.58
After 25 Years	\$34.91	\$35.78



EXHIBIT A (Continued)

Updated Charts in Appendix A of the CBA to Reflect 2022 Year

Foreman	2020 & 2021	2022
Start	\$28.58	\$29.29
After 1 Year	\$29.58	\$30.32
After 2 Years	\$30.47	\$31.23
After 3 Years	\$31.40	\$32.19
After 5 Years	\$31.55	\$32.34
After 10 Years	\$31.74	\$32.53
After 15 Years	\$31.92	\$32.72
After 20 Years	\$32.10	\$32.90
After 25 Years	\$32.30	\$33.11

Animal Warden	2020 & 2021	2022
Start	\$19.73	\$20.22
After 1 Year	\$20.42	\$20.93
After 2 Years	\$21.03	\$21.56
After 3 Years	\$23.22	\$23.80
After 5 Years	\$23.38	\$23.96
After 10 Years	\$24.99	\$25.61
After 15 Years	\$25.19	\$25.82
After 20 Years	\$26.87	\$27.54
After 25 Years		



EXHIBIT A (Continued)

Updated Charts in Appendix A of the CBA to Reflect 2022 Year

Shop Dispatcher	2020 & 2021	2022
Start	\$22.23	\$22.79
After 1 Year	\$23.01	\$23.59
After 2 Years	\$23.71	\$24.30
After 3 Years	\$25.72	\$26.36
After 5 Years	\$25.87	\$26.52
After 10 Years	\$26.02	\$26.67
After 15 Years	\$26.17	\$26.82
After 20 Years	\$26.31	\$26.97
After 25 Years	\$26.46	\$27.12

Trade Craft	2020 & 2021	2022
Start	\$25.46	\$26.10
After 1 Year	\$26.35	\$27.01
After 2 Years	\$27.14	\$27.82
After 3 Years	\$28.30	\$29.01
After 5 Years	\$29.46	\$30.20
After 10 Years	\$29.84	\$30.59
After 15 Years	\$30.00	\$30.75
After 20 Years	\$30.19	\$30.94
After 25 Years	\$30.39	\$31.15



EXHIBIT A (Continued)

Updated Charts in Appendix A of the CBA to Reflect 2022 Year

Vehicle Maintenance Foreman	2020 & 2021	2022
Start	\$29.97	\$30.72
After 1 Year	\$30.91	\$31.68
After 2 Years	\$32.07	\$32.87
After 3 Years	\$33.99	\$34.84
After 5 Years	\$34.17	\$35.02
After 10 Years	\$34.36	\$35.22
After 15 Years	\$34.54	\$35.40
After 20 Years	\$34.71	\$35.58
After 25 Years	\$34.91	\$35.78

** Employees must have five (5) or more years of service in order to be eligible for the positions of Foreman and General Foreman.

*** The positions of General Foreman, Trades Craft, and HMO Heavy are appointed positions that serve at the pleasure of the Mayor.



Exhibit B

2022 Healthcare Rates Per Pay

<u>Single 10%</u>	
Medical 10%	\$ 29.70
Dental	\$ 1.33
Vision	\$ 0.28

<u>Single 15%</u>	
Medical 15%	\$ 47.72
Dental	\$ 1.33
Vision	\$ 0.28

<u>Employee & Spouse</u>	
Medical 10%	\$ 62.37
Dental	\$ 2.72
Vision	\$ 0.65

<u>Employee & Spouse</u>	
Medical 15%	\$ 100.20
Dental	\$ 2.72
Vision	\$ 0.65

<u>Employee & Child(ren)</u>	
Medical 10%	\$ 41.58
Dental	\$ 3.25
Vision	\$ 0.65

<u>Employee & Child(ren)</u>	
Medical 15%	\$ 66.80
Dental	\$ 3.25
Vision	\$ 0.65



Exhibit B

2022 Healthcare Rates Per Pay

Family	
Medical 10%	\$ 87.62
Dental	\$ 4.63
Vision	\$ 0.65

Family	
Medical 15%	\$ 140.76
Dental	\$ 4.63
Vision	\$ 0.65