

NOTICE
SPECIAL MEETING OF COUNCIL

Clerk's Office, Brook Park, Ohio

May 11, 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 Thursday the 12th 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:

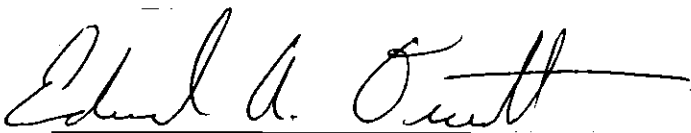
B. PLEDGE OF ALLEGIANCE:

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

L. REMARKS FROM THE AUDIENCE ON ANY SUBJECT MATTER:

M. INTRODUCTION OF ORDINANCES AND RESOLUTIONS: FIRST READING:

P. ADJOURNMENT


MAYOR


Clerk of Council

M. INTRODUCTION OF ORDINANCES AND RESOLUTIONS: FIRST READING:

1. AN ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO A MEMORANDUM OF UNDERSTANDING ("MOU") WITH THE TEAMSTERS UNION LOCAL 436, AND DECLARING AN EMERGENCY. Introduced by Mayor Orcutt
2. A ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO A MEMORANDUM OF UNDERSTANDING ("MOU") WITH LOCAL 860, AND DECLARING AN EMERGENCY. Introduced by Mayor Orcutt.

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

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



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.

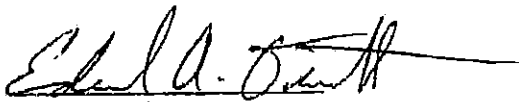
The City and the Union agree that this MOU is part and parcel to the applicable collective bargaining agreement. The percentage-based wage increases applicable in the 2022 calendar year (as set forth in Exhibit A) will be incorporated within the parties' next collective bargaining agreement, with any 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.



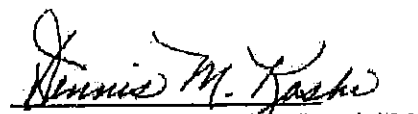
City of Brook Park
City Hall

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

<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 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

BROOK PARK CITY COUNCIL

PASSED: _____

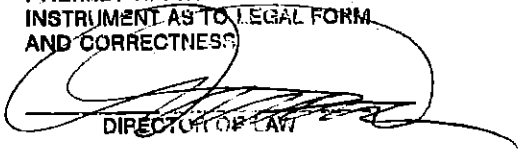
PRESIDENT OF COUNCIL

ATTEST: _____
Clerk of Council

APPROVED: _____
MAYOR

DATE

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


DIRECTOR OF LAW



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. Liberatore 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

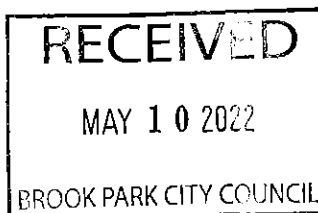




EXHIBIT A (Continued)

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

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