

P/C 5-11-22 Finance
CA
Spec Counsel 1st R 5-11-22
2nd R 5-17-22
3rd R
B/C

CITY OF BROOK PARK, OHIO

ORDINANCE NO: 11261-2022

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: MAY 17, 2022

John P. Keenan
PRESIDENT OF COUNCIL

ATTEST: *Carol Johnson*
Clerk of Council

APPROVED: *Edmund A. Turt*
MAYOR

5-17-22
DATE

CERTIFICATE

Carol Johnson, Clerk of Council, of the City of Brook Park, Ohio, do hereby certify that the foregoing is a true and accurate copy of Ordinance Resolution

No. 11261-2022
passed on the 17th day of May
20 22 by said council.

Carol Johnson
Clerk of Council

I, Carol Johnson, Clerk of Council for the City of Brook Park, State of Ohio, do hereby certify that there is no newspaper of general circulation in the municipality and that publication of the foregoing ordinances/resolutions was made by posting true copies at five of the most public places in said municipality as determined by Ordinance No. 4838-1975; location City Hall 6161 Engle Road, Police Station 17401 Holland Road, #2 Fire Station 22530 Ruple Parkway, #3 Fire Station 17401 Holland Road, Brook Park Library 6165 Engle Road, for a period of fifteen days.

commencing May 18, 2022
Carol Johnson
CAROL JOHNSON
Clerk of Council

	Yea	Nay
Troyer	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Mencini	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Roberts	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Scott	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Coyne	<u>Absent</u>	<input type="checkbox"/>
Poindexter	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salvatore	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

[Signature]
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.

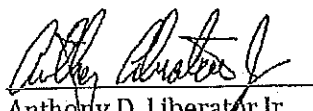
Healthcare Employee Premiums for the 2022 Plan Year

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. Liberato 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

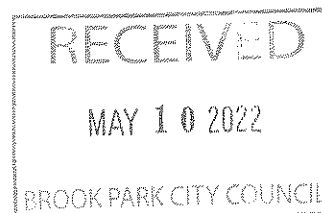




EXHIBIT A (Continued)

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

<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