

PIC 3/20/24 Service  
SP. CA 3/26/24  
1st R 4/2/24  
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3rd R \_\_\_\_\_

CITY OF BROOK PARK, OHIO

ORDINANCE NO: 11402-2024

INTRODUCED BY: MAYOR ORCUTT

**AN ORDINANCE  
AUTHORIZING THE MAYOR TO ENTER INTO MEMORANDUMS OF  
UNDERSTANDING ("MOU'S") WITH LOCAL 860, AND DECLARING AN  
EMERGENCY**

WHEREAS, Memorandums of Understanding (hereinafter "MOU'S") between the City of Brook Park and Local 860, have 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 MOU'S on behalf of the City with Local 860 effective January 1, 2024 through December 31, 2026, copies of said MOU'S are 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 MOU'S 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  
APR 03 2024

PASSED: April 2, 2024

[Signature]  
PRESIDENT OF COUNCIL

ATTEST: Carol Johnson  
Clerk of Council

APPROVED: Edmund A. Curt  
MAYOR

4-2-24  
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. 11402-2024

passed on the 2 day of April

20 24 by said council.

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"/>
McCorkle	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Polindexter	<u>Absent</u>	<input type="checkbox"/>
Dufour	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Adopted as Amended

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

[Signature]  
DIRECTOR OF LAW



EXHIBIT

"A"

**MEMORANDUM OF UNDERSTANDING (MOU)**  
**TRADE CRAFT 2.0**  
**LOCAL 860**

This Memorandum of Understanding is made and entered into by and between the City of Brook Park ("Employer"), Laborer's International Union Local 860 Service Department ("Union"), collectively referred to as the parties, in order to establish a mechanism to compensate employees for completion of extra duties along with specific knowledge, skills and abilities that relate to Trade Craft.

The parties acknowledge that finding employees with certain needed experience and/or certification has become challenging, making it necessary to consider extending an opportunity for the creation of a new job classification. Moreover, the parties agree that employees should be adequately compensated for the duties performed. Due to this, the parties agree to the following MOU:

The parties agree to the creation of the position of Trade Craft 2.0 is beneficial to the City and the Union. The position will allow the City to compensate employees that take on extra duties to fulfill programs administered by the City. Furthermore, the creation of the position will allow for future advancement of employees that are part of the Laborer's International Union Local 860.

The City will create a job description for the Trade Craft 2.0 position setting forth the minimum qualifications and duties to be performed which shall be added to the current CBA in Exhibit A. The Mayor shall determine whether employees have met the qualifications for the positions and whether the employee has performed the extra duties required for advancement to Trade Craft 2.0.

The parties agree to jointly submit a petition to Amend the Certification of the bargaining unit with the State Employment Relations Board in order to have the Trade Craft 2.0 position included within the bargaining unit.

Salary for Trade Craft 2.0 effective January 01, 2024 will be one-dollar and fifteen cents above the pay for Trade Craft.

<b>Trade Craft 2.0</b>	<b>2023</b>
<b>Start</b>	\$28.16
<b>After 1 Year</b>	\$29.11
<b>After 2 Years</b>	\$29.94
<b>After 3 Years</b>	\$31.18
<b>After 5 Years</b>	\$32.41
<b>After 10 Years</b>	\$32.81
<b>After 15 Years</b>	\$32.98
<b>After 20 Years</b>	\$33.17
<b>After 25 Years</b>	\$33.39

IN WITNESS WHEREOF, the parties have read and fully understand the contents of this agreement and have caused the agreement to be duly executed as set forth below.

\_\_\_\_\_/\_\_\_\_\_  
Edward Orcott, Mayor                      Date  
City of Brook Park

\_\_\_\_\_/\_\_\_\_\_  
Joseph J. Guarino III, Attorney, Date  
Laborer's Local 860



**Memorandum of Understanding (MOU)**  
**WAGES, HOLIDAY AND CONTRACT EXTENSION**  
**LOCAL 860**

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

**Wage Increases for 2024, 2025, 2026 Calendar Year**

Pursuant to the agreement by the members of Local 860, the salaries of members in Local 860 will increase by 3.25% for the 2024 calendar year; increase by 3.25% for the 2025 calendar year; and increase by 3.0% for the 2026 calendar year. The effective date for the 2024 wage increase will be January 01, 2024 and retroactive pay will be paid in a separate check.

**Juneteenth**

Local 860 will be given 8 hours, reflected as personal time, to be used as a floating holiday for Juneteenth.

Furthermore, it is agreed by the City and Local 860 that the Collective Bargaining Agreement (CBA) will be extended through December 31, 2026 with no other changes except those described in this MOU and the TRADE CRAFT 2.0 MOU.

IN WITNESS WHEREOF, the parties have read and fully understand the contents of this agreement and have caused the agreement to be duly executed as set forth below.

\_\_\_\_\_/\_\_\_\_\_  
Edward Orcott, Mayor                      Date  
City of Brook Park

\_\_\_\_\_/\_\_\_\_\_  
Joseph J. Guarino III, Attorney, Date  
Laborer's Local 860