

**ORDINANCE NO. 22, 2026**

**ACCEPTING AND APPROVING THE TERMS OF EMPLOYMENT MADE BY AND BETWEEN THE VILLAGE OF ST. BERNARD AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 20, AND DECLARING AN EMERGENCY**

**WHEREAS**, the Village and the International Union of Operating Engineers, Local 20 (representing the employees of the St. Bernard Service Department) have engaged in negotiations; and

**WHEREAS**, the Parties were unable to reach agreement, thereby requiring the engagement of a mediator; and

**WHEREAS**, each Party was afforded the opportunity to present its best argument to the mediator; and

**WHEREAS**, the mediator issued an award on April 4, 2026 that is binding on both Parties: and

**WHEREAS**, Chapter 4117, Ohio Revised Code, requires that the legislative body of the municipal corporation approve the Terms of Employment; now therefore

**BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF ST. BERNARD, STATE OF OHIO:**

**Section 1.** That the Terms of Employment between the Village of St. Bernard and International Union of Operating Engineers, Local 20, a copy of which is attached hereto, be and are hereby approved.

**Section 2.** That the Mayor is hereby authorized and directed to enter into the attached Terms of Employment with the International Union of Operating Engineers, Local 20.

**Section 3.** That the wages, hours, terms, and conditions of employment as set forth in the Terms of Employment be effective as of the time and date set forth therein.

**Section 4.** This Ordinance is hereby declared to be an emergency measure necessary to the immediate preservation of the public peace, health and safety. The reason for the emergency is the immediate necessity to implement the terms of this Agreement as soon as possible. Therefore, this Ordinance shall take effect immediately by and upon its passage, and the approval of two-thirds of the members of said Council. However, this Ordinance shall take effect on the earliest date provided by law if approved by no more than a majority of the members of Council and in that event the emergency provisions herein are set at naught.

Passed this 23rd day of April, 2026.

  
\_\_\_\_\_  
President of Council

ATTEST:

  
\_\_\_\_\_  
Clerk of Council

Approved this 23rd day of April, 2026.

  
\_\_\_\_\_  
Mayor

**ORIGINAL**

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I, CAROLINE STEGMAN, CLERK OF COUNCIL, VILLAGE OF ST. BERNARD, STATE OF OHIO, DO HEREBY testify that the publication of Ordinance No. 22, 2026, was made by posting true copies of the same in the most public places designated by Council: the Village website; and the Village social media account, each for a period of fifteen (15) days or more commencing April 23rd, 2026.

ATTEST: Carole Stegman DATE April 23rd, 2026  
Clerk of Council

Approved as to form Samuel Sackey Walker Date 23<sup>RD</sup> April 2026  
Director of Law

**ORIGINAL**



**AGREEMENT**

**BY AND BETWEEN**

**THE**

**VILLAGE OF ST. BERNARD**

**AND**

**INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 20**

Effective: 12:00 a.m., July 1, 2026

Expires: 11:59 p.m., June 30, 2028

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**PREAMBLE**

The Village of St. Bernard, Ohio (hereinafter referred to as the "Village") issues this Terms of Employment for its employees who are members of the International Association of Operating Engineers, Local 20 (hereinafter referred to as the "Union").

**ARTICLE 1: RECOGNITION**

The Village recognizes the Union as the sole and exclusive representative and bargaining agent of all its employees in the bargaining unit set forth in Article 26 - Wages of this Agreement for the purposes of collective bargaining with respect to wages, hours, and other terms and conditions of employment.

**ARTICLE 2: MANAGEMENT RIGHTS**

Unless the Village has specifically set forth in this Agreement a limitation upon the Council's or the Mayor's right or duty to manage the Village of St. Bernard or the right of the Safety/Service Director to manage the Service Department, the Village shall retain all rights imposed upon it by law to carry out the administration of government and management of the Village including the Service Department. The right to manage shall include, but not be limited to:

- a. The right to direct, supervise, hire, transfer, assign, schedule and retain employees, and to suspend, discipline, and discharge for just cause, which rights shall be superior to the duties assigned in this Agreement to the Foreman or his/her designee.
- b. The right to relieve employees from duty, and to determine the number of personnel needed in any agency or department, or to perform any function; determine services to be rendered, operations to be performed, utilization of technology, and overall budgetary matters.
- c. The right to purchase equipment, materials, or services, or to subcontract for services.
- d. The right to determine the appropriate job classifications and personnel by which government operations are to be conducted, determine the overall mission of the unit of government, maintain and improve the efficiency and the effectiveness of government operations.

- e. The right to make reasonable rules to regulate the workforce establish and amend personnel policies and procedures relating to any matter, which is not specifically set forth in this Agreement.
- f. The right to take any necessary actions to conduct the mission of the Village in situations of emergency, and take whatever actions may be necessary to carry out the wishes of the public not otherwise specified above.

### **ARTICLE 3: GRIEVANCE PROCEDURE**

#### **Section 1 - Definition**

A grievance is defined as any employee complaint that the management is in non-compliance with a specific provision of this Terms of Employment.

#### **Section 2 - Steps**

**Step 1.** An employee that feels he has a grievance under the terms of this Terms of Employment shall file a written grievance with the Service Foreman within thirty (30) calendar days of the event-giving rise to the grievance. The Service Foreman shall meet with the grievant and his Service representative within ten (10) calendar days. The Service Foreman shall issue a written decision within ten (10) calendar days after that meeting.

**Step 2.** If the grievant is not satisfied with the decision of the Service Foreman, the grievance shall be submitted to the Safety/Service Director, or his/her designated representative, within five (5) calendar days. The Safety/Service Director shall schedule a grievance meeting with the grievant and his Service representative within ten (10) calendar days and issue a written decision within ten (10) calendar days of that meeting.

**Step 3.** If the grievant is not satisfied with the decision of the Safety/Service Director, the grievance shall be submitted to the Mayor, or his/her designated representative, within ten (10) calendar days. The Mayor shall schedule a grievance meeting with the grievant and his Service representative within ten (10) calendar days and issue a written decision within ten (10) calendar days of that meeting.

**Step 4.** If the grievant is not satisfied, the grievant's representative shall send the Safety/Service Director notice within ten (10) calendar days that the grievance is being sent to grievance mediation.

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### Section 3

Unless the parties agree to by-pass mediation and proceed to Court, each case shall be submitted to mediation pursuant to the procedures outlined below.

Step 1. Mediation proceedings conducted pursuant to the section will be held in the Village

Step 2. Each case shall be heard by a single mediator. Mediators will be provided by *Arbitration and Mediation Service* pursuant to a process agreed upon by the parties or by any other method mutually agreed upon by the parties. If no agreement is reached by a process, the rules of *Arbitration and Mediation Service* shall apply. All mediator fees and expenses will be shared equally between the parties. Each party will bear the costs and expenses of its participants in the mediation.

Step 3. Cases will be scheduled for mediation conference by mutual agreement of the parties and will be heard in the order in which they were filed unless the parties agree to a different order.

Step 4. The issue mediated will be the same as the issue the parties have failed to resolve through the grievance process. The presentation of evidence is not limited to that presented at any previous step of the mediation procedure. The rules of evidence will not apply, and no transcript of the mediation conference will be made.

Step 5. Each party's representative at the mediation conference will be familiar with and prepared to discuss the grievance(s) scheduled for that mediation conference.

Step 6. The mediation process will be informal. The mediator has authority to meet both jointly and separately with the parties.

Step 7. If the parties cannot reach a mutually agreeable settlement, the mediator shall impose a resolution, which will be binding upon the parties, and may adopt the position of one or both of the parties in whole or in part. Upon resolution of the issue being mediated, whether by mutual agreement of the parties or imposition of the mediator, the mediator will immediately reduce the terms to writing, and it will be signed by the Village and the Service Department.

Step 8. The record of the mediation will be closed and inadmissible in any subsequent

proceeding unless a written resolution is reached, in which case the record will be admissible solely to interpret or apply the resolution, if necessary.

Step 9. Either party may request the Mediator give it an oral advisory opinion.

Step 10. Written material presented to the Mediator or to the other party shall be returned to the party presenting that material at the termination of the mediation conference.

Step 11. The jurisdiction of the Mediator will not extend to proposed changes in hours of employment, rates of compensation or working conditions.

Step 12. Any resolution of the issue being mediated, whether by mutual agreement of the parties or imposition by the mediator it is to be considered binding.

#### Section 4

A grievance may be withdrawn by the Service Department at any time during Step 1, 2, 3 or 4 of the grievance procedure, and the withdrawal of any grievance shall not be prejudicial to the positions taken by the parties as they relate to that grievance or any other grievance.

#### Section 5

A grievant may be represented by a Service employee, or a non-employee Service representative at any step of the grievance procedure. The Village agrees to release with pay the grievant and one Service representative as necessary to proper presentation of a grievance at a mediation hearing.

#### Section 6

A grievance, which affects a number of employees, may initially be presented by the Service Department at Step 2 of the grievance procedure.

#### Section 7

Grievance settlements, which involve payment of wages or other remuneration, shall be paid within Thirty (30) calendar days.

#### Section 8

The time limits set forth in this grievance procedure may be extended by mutual written agreement. Grievances, which the Service Department fails to process according to the time limits set forth in this Terms of Employment shall be considered settled in favor of the Village and in accord with the Village's last response.

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#### **ARTICLE 4:NON-DISCRIMINATION**

The Village and the Union agree that there shall be no discrimination against any employee relating to employment on the basis of race, color, creed, national origin, age, sex, or disability. The parties further agree that there shall be no discrimination in regard to membership or non-membership in the Union or because of participation or nonparticipation in any lawful activity on behalf of the Union.

Words, whether in the masculine, feminine or neuter genders, shall be construed to include all those genders. It is understood that the use is for convenience purposes only and is not to be interpreted to be discriminatory by reason of sex.

The Village shall refrain from changing assignments or making transfers because of personal differences between the employee and his supervisor, or in retaliation for non-work related activities of the employee. Nothing shall restrict the right of the Village to make changes to maintain an efficient harmonious work crew.

#### **ARTICLE 5: DUES DEDUCTION**

The Village shall deduct Union dues from the wages of each employee who provides a written authorization. Deductions shall be made from every paycheck and electronically transmitted to the Union. The Union will not alter the deduction amount/percentage more than one time per year. The Village will prepare and send an itemized report of employee contributions. The Village shall notify the Union when a new bargaining unit employee is hired or when a bargaining unit member resigns. The Union shall notify the Village Auditor, or successor, when an eligible employee chooses to join the union or when a member chooses to resign from membership. The Union shall hold the Village harmless against any claims arising from these deductions.

#### **ARTICLE 6: PROBATIONARY PERIOD**

Employees must serve a probationary period. The probationary period for newly hired employees shall be twelve months from the first day of hire. After successful completion of the probationary period, employees shall be credited with seniority from the first day of hire.

Any employee who, while serving a probationary period, misses fifteen (15) or more days due to illness or injury, may have the probationary period extended by the length of the illness or injury at the discretion of the Village. Such an extension may not exceed the length of the original probationary period.

Probationary employees may be terminated at any time during the probationary period at the sole discretion of the Village, with or without cause, and without recourse to the grievance procedure. Probationary employees serve solely at the will of the Village.

#### **ARTICLE 7: EMPLOYEE RESPONSIBILITY**

The Union recognizes that the delivery of essential services in the most efficient and effective manner is of paramount importance and interest to both the Village and the Union. Maximized service to the community is recognized to be a mutual desire of both parties within their respective roles and responsibilities. Work procedures, schedules, and assignments for improving services may be established and/or revised from time to time in accordance with the management rights provision of this Agreement, so long as no right guaranteed under this Agreement is violated. Each employee covered by this Agreement has the primary responsibility to render his/her utmost in efficient service to the Village.

#### **ARTICLE 8: HOURS OF WORK AND OVERTIME**

##### **Section 1 - Normal Hours**

- A. The normal workweek for payroll purposes shall be a forty (40) hour workweek and shall not be in excess of two thousand eighty (2080) hours per year.
- B. The normal scheduled workweek shall consist of five (5) consecutive workdays of eight (8) work hours each. Starting times and daily assignments shall be assigned by the Foreman or his/her designee. Any changes in the normal work schedule shall be made only with the approval of the Safety/Service Director, or his/her designee.

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- C. The custodian position, as of April 2, 2014, shall be afforded a flexible schedule and will include regularly scheduled weekend hours. This schedule must be agreed upon by the Foreman, or his/her designee, and approved by the Safety/Service Director.

#### Section 2 - Overtime

- A. In the event any of the hourly rated employees shall be required to work more than eight (8) hours per day or more than forty (40) hours per week said employees shall be paid at the rate of one and one-half (1-1/2) times his/her normal hourly rate.
- B. If the overtime work begins immediately at the conclusion of the employee's eight (8) hour work shift, the employee shall be paid as provided herein for such overtime, but in no event shall the total payment be less than one (1) hour. If the overtime does not begin immediately at the conclusion of the employee's regular work shift, and an employee is called to work at a time more than two (2) hours before the start of his/her next regular shift, he shall be compensated at the rate of one and one-half (1-1/2) times his/her regular rate for all hours worked, but in no event shall the payment be for less than three (3) hours. Anyone called after 5:30 a.m. shall get two (2) hours of overtime pay for any time worked provided they work their normal eight (8) hour shift.
- C. In the event two or more persons are needed to be called in for overtime at one time, each employee shall be paid for not less than four (4) hours overtime.

An employee may elect to receive compensatory time in lieu of pay for overtime worked. If a member elects to be compensated for overtime worked with compensatory time off, the member shall have, an amount of compensatory time added to the member's compensatory time balance at the rate of one and one-half hour of compensatory time for each hour of overtime worked. If the election to take compensatory time in lieu of overtime pay would cause a member's compensatory time balance to exceed eighty (80) hours, the member shall be credited with compensatory time to the eighty (80) hour cap and shall be compensated with overtime pay for the balance of the overtime worked. A member's compensatory

time balance shall never be more than eighty (80) hours. A member may elect to have all, or any part of his/her unused compensatory time paid out in the last pay period in November, or a member may elect to carry over into the next year all or any part of his/her unused compensatory time. If the unused compensatory time is carried over to the next year, the carried over compensatory time cannot be cashed in and must be used only as time off in that next year. An employee must request to use compensatory time off at least three (3) days in advance of the requested time off and must have the written approval of the Foreman, or his/her designee, before using compensatory time off. Use of compensatory time off will not be approved if its use will result in the payment of overtime to another employee.

### Section 3

- A. The Village shall make every effort to equalize overtime among employees within classifications within the bargaining unit. Overtime shall not be offered to employees for work outside of the employee's classification until all employees within the classification have had the opportunity to refuse such overtime. Overtime work shall be offered to all full-time employees before it is offered to part-time employees. No employee shall have the right to an overtime assignment unless he is qualified to properly perform the assigned work. If overtime for a work assignment is refused by all qualified employees of a classification, the qualified employee or employees with the least seniority will be mandated to work the overtime assignment, only after the assignment has been offered to qualified employees of other classifications, excluding Foreman. Employees mandated to work overtime will not be charged on the overtime roster.
- B. A roster of overtime assignments shall be maintained by the Village, and a copy shall be available to the Union. The roster shall record the hours of overtime worked by each employee. An employee who is personally contacted and refuses overtime shall be credited with overtime hours for equalization purposes as if he had worked those hours, and the roster shall indicate the hours offered and the date and time of refusal. An employee who fails to respond to a telephone call between midnight and 6:00 a.m. shall be deemed to have refused overtime. Equalization within a classification shall be met if the employee with the least amount of overtime in a classification is within 24 hours of the total overtime credited to the employee in the classification with the highest amount of overtime. Equalization shall be on an annual basis. A new or promoted employee in a classification shall at the time he enters the classification be considered to have overtime credits equal to the highest number of hours credited to

any employee within his/her classification.

Section 4

No employee shall be guaranteed a minimum number of overtime hours under any section of this Article.

**ARTICLE 9: HOLIDAYS**

Section 1

The following shall be the schedule of paid holidays for all members of the Service Department:

New Year's Day	Veteran's Day
Martin Luther King Birthday	Thanksgiving Day
President's Day	The Day after Thanksgiving
Memorial Day	Christmas Day
Juneteenth	Employee's Birthday
Independence Day	Employee's Date of Hire Anniversary
Labor Day	

Section 2

Employees will be paid eight (8) hours pay at straight time for holidays not worked.

Section 3

If Full Time bargaining unit members are required to work on a holiday, excluding birthday and date of hire, as defined above, they will be paid at one and one-half (1-1/2) times the regular hourly rate for all work performed except that if required to work on Thanksgiving Day, Christmas Day, or New Year's Day. Full Time bargaining unit members will be paid two (2) times the regular hourly rate for all work performed. This is in addition to the eight (8) hours pay already received for the holiday.

Section 4

An employee may use his/her birthday holiday and date of hire anniversary day at any time during the year with a minimum of a three-day notice and the approval of the Foreman and/or his/her designee and must be submitted to the Safety/Service Director.

## ARTICLE 10: SICK LEAVE

### Section 1

Each fulltime employee of the Service Department will be entitled to ten (10) hours of paid sick leave, for each completed month of service. Employees may use sick leave, upon notification of the Foreman, or his designee, for absence due to personal illness, injury, pregnancy, exposure to contagious disease, which could be communicated to other employees, to illness in the employee's immediate family, when no other person is available to attend the needs of the sick person, and to death in the immediate family.

### Section 2

Unused sick leave shall be accumulated without limit but may only be paid as provided for in Article XI.

### Section 3

For purposes of illness in the immediate family, "immediate family" shall be defined as child or spouse and shall include siblings living in the same household. The Village may extend the use of sick leave, or the definition of immediate family, whenever in the judgment of the Safety/Service Director, substantial merit for such an exception has been shown.

### Section 4

For purposes of attendance at a funeral, or to attend to funeral arrangements, "Immediate Family" shall be construed to mean husband, wife, child, mother, father, brother, sister, stepchild, stepmother, stepfather, **step-sibling**, grandmother, grandfather, grandchild, great-grandmother, great-grandfather, mother or father of wife or husband, foster parents, son-in-law, daughter-in-law, grandmother or grandfather of wife or husband brother-in-law, or sister-in-law. An employee may request up to three days of sick leave for funeral-related purposes. The employee may be required to provide some form of proof of the funeral service. The Safety/Service Director shall determine the proper amount of sick leave, which may be used for funeral-related purposes. He may grant more than three days in exceptional cases.

### Section 5

Sick leave is not earned time off. It may be used only for the reasons set forth in this Article. Falsification of any sick leave claim or a medical statement shall be grounds for disciplinary action or dismissal. Sick or injured employees, or employees seeking sick leave for other reasons set forth in this article, shall not be required to provide a doctor's statement for less than three (3) days of

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absence. Employees are entitled to take up to two weeks of sick/paternity leave for the birth of a child with proper notification of the Department Head and Auditor. Any disciplinary action including dismissal may be appealed to the Civil Service Commission. Failure to provide a written statement upon request shall be grounds for denial of sick leave pay and may be grounds for disciplinary action. Falsification of either a written signed statement or a physician's certificate shall be grounds for disciplinary action including dismissal. All physician statements or certificates shall state the reason for the illness or injury, together with an explanation as to why the employee cannot perform his/her job duties, or responsibilities.

Section 6

An employee who has accrued more than one-hundred twenty-five (125) days or more of sick leave may sell the excess time back to the City. In such circumstances, the employee may cash in three (3) days of earned sick leave for one (1) day of pay up to a maximum of five (5) days of pay per year. Payment for sick leave cashed in under this section shall be made in the final pay period of the calendar year. Earned sick leave, which is not used or cashed in before the end of the year, shall be added to the employee's balance of accumulated sick leave.

**ARTICLE 11 - PREGNANCY AND MATERNITY POLICY**

It is the employee's right to continue working while she is pregnant. Any Service Department employee who is pregnant and physically capable of performing her regular field duties may, at her discretion, remain in an active-duty position and is not *required* to report her pregnancy to her supervisor. However, it is *recommended* the employee inform her supervisor when she is confirmed as being pregnant. Upon disclosure of pregnancy the employee will be given a copy of her job description and a medical release form for her attending physician to use to assess her ability to perform essential job functions and determine if/when the pregnant employee's duties should be modified. The form must be taken to the health care provider on the employee's next visit. The employee must review the job description and medical release form with the attending physician and have it signed. The completed form must be returned to the employee's supervisor on the next workday following completion of the release by the physician. The employee may be asked to provide updated medical release forms as her pregnancy continues.

An employee shall not be forced to go on light duty or leave at an arbitrary point during a pregnancy. Upon written request to the Foreman and the Safety/Service Director by the employee,

temporary assignment from her regular field position and responsibilities to an alternative, non-hazardous or light duty position will be granted as available. This can be deemed appropriate at any time during the pregnancy. All alternative, non-hazardous or light duty assignments shall be based on Department and Village needs and the limitations determined by the employee's attending physician. Light duty or alternative duty assignments will generally include reassignment or a temporary assignment, not be limited to the Service Department but may be in any Village department, however, the Village shall not be required to expend funds for outside training of the employee to accommodate a request for temporary assignment. Such an employee will be held at his/her current pay grade and step, and will retain her seniority, until she returns to her regular duties in the Service Department. Sick leave and vacation leave shall continue to accrue as set forth elsewhere in these Terms of Employment.

Additionally, while on temporary assignment, the Village shall continue to pay the employee's health and dental insurance premiums in amounts consistent with payments made by the Village prior to the employee taking the temporary assignment.

If, based on personal observation, a supervisor believes the employee is incapable of performing the regular duties of her field position because of her pregnancy, a fitness-for-duty evaluation may be requested of the employee. If the employee's attending physician approves her for continued work in her regular field position, but the supervisor continues to believe the employee is not capable of performing her duties satisfactorily thereby placing herself, her co-workers or the public at risk, the Village may, at its own expense, require the employee to be evaluated by a physician of its choosing. If that independent medical examination establishes the employee is currently incapable of performing her regular field duties in a safe and satisfactory manner but is capable of light duty work, the employee shall be assigned to an alternative, non-hazardous or light duty assignment, if one is available. If light duty work is not available, the employee may utilize vacation and/or sick leave or take unpaid leave until she has been cleared for return to duty (during pregnancy or post-partum) by the physician evaluating her at the employer's request.

It is not mandatory that the employee inform her supervisor or take a light duty position. There is a risk of causing damage to a developing fetus from activities associated with normal operational duties as a Service Department employee serving in any capacity. At this time, it is unclear whether a birth defect caused by such exposure would be covered under Worker's Compensation; therefore, the Department urges caution in this area.

An employee who, on the advice of her attending physician, cannot continue working in any capacity during her pregnancy has the option of using any or all her accumulated leave to date, including sick and vacation time, prior to taking a leave of absence without pay for the duration of the pregnancy, or to immediately request a leave of absence without pay for the duration of the pregnancy, at her discretion. The seniority of the former position shall continue to accrue for the employee during this leave of absence. If the employee wishes to continue to receive the Village sponsored health insurance during any unpaid leave of absence, she is responsible for prompt,

monthly payment of her portion of her employee health, life, and dental insurance premiums during the period of unpaid leave.

The pregnant employee performing the duties of her regular field position will continue to wear her official Department uniform and all safety equipment until the uniform becomes uncomfortable. At that time the employee will be given guidelines for providing her own acceptable maternity clothing. An employee who is given a temporary assignment may wear non-uniform maternity wear appropriate for that position.

Following delivery or termination of the pregnancy the employee has the option of using any or all of her accumulated sick leave to date. If employee chooses to take a leave of absence without pay for up to 12 weeks, employee must use all her accumulated vacation pay for all or part of the 12-week period. This leave will run concurrently with any paid leave used by the employee. The seniority of the former position shall continue to accrue for the employee during this leave of absence. If the employee wishes to continue to receive the Village sponsored health insurance during any unpaid leave of absence, she is responsible for prompt, monthly payment of her portion of her employee health, life, dental and eye insurance premiums during the period of up to 12 weeks while the employee is on unpaid leave. Additionally, the employee shall be solely responsible for the payment of any insurance premium should she choose to include the newborn as insured.

Following delivery or termination of the pregnancy, the employee shall be returned to her previously held position upon release for full field duty from her attending physician. (The guidelines for return to duty following delivery is six weeks for a normal, vaginal delivery and eight weeks for delivery by caesarian or other complicated procedure but can be reassessed by the parties pending unusual circumstances.) Such verification of readiness to work shall be in writing and given to the Safety/Service Director.

If a member becomes temporarily disabled because of childbirth or delivery, light duty may be offered during the time of disability and recovery, if available. An employee who becomes temporarily disabled because of childbirth has the option of using any or all of her accumulated (paid) leave to date, including sick and vacation time, prior to taking a leave of absence without pay for up to 90 calendar days, or to immediately request a leave of absence, without pay, for up to 90 calendar days, at her discretion. The seniority of the former position shall continue to accrue for the employee during this leave of absence. Additionally, the Village will pay one half of the Village's share for the employee's health, life, and dental insurance premiums for up to three months while the employee is on unpaid leave. After the employee has returned to regular field duty and has been at work for six pay periods, the Village shall reimburse the employee for the other half of the Village's share of insurance premiums actually paid during the three-month period. Such payment shall be made over a three-month time frame. The employee shall be solely responsible for the payment of any insurance premium for which she has opted to include the newborn as an insured.

## **ARTICLE 12: SICK LEAVE CONVERSION AT RETIREMENT**

### **Section 1**

Retirement means disability or service retirement from the Village of St. Bernard, Ohio, under any state or municipal retirement system applicable to the Village of St. Bernard, from which the employee will begin drawing benefits immediately.

### **Section 2**

Employees hired on or after December 1, 1985 shall have the right to convert only one hundred twenty-five (125) days of sick leave at the employee's rate of pay at the time of retirement.

### **Section 3**

Upon the death of an employee, any unused sick time that could have been converted under this Article shall be paid to the surviving spouse or his/her heirs.

### **Section 4**

Any person hired after January 1, 2015, effective from the date of this contract is eligible to convert (400 hours) at a rate of 1-1.

## **ARTICLE 13: LEAVES AND LEAVES OF ABSENCE**

### **Section 1-Leaves of Absence without Pay**

Leaves of absence without pay may be granted by the Service Director upon request. Employees absent due to illness may be granted such leave after sick leave is expired.

An employee who returns from an unpaid disability leave of absence within two years from the date such leave commences shall be reinstated to his/her former classification, or a substantially equivalent position. An employee must make a written request for reinstatement within the two- year period and must provide a medical statement that he is fit to return to his/her former duties.

### **Section 2 - Military Leave**

The Village shall comply with military leave provisions as set forth in state and federal Law.

### **Section 3 - Recuperative Leave**

After the use of five (5) consecutive days accumulated sick leave, employees shall be granted leave

up to six months, with full pay and continued benefits for absence due to a disabling injury or illness, which arises out of, and occurs in the scope of the employee's activities during the employee's hours of employment. If the disability continues for more than five (5) days, the employee shall be credited with five (5) sick leave days. Under aggravated circumstances, the Service Director, or his/her designee, may waive the five-day requirement for crediting the five (5) personal sick days used.

Aggravation or reoccurrence of a previously sustained work-related injury shall not be compensable under this provision after six months from the date of the original injury unless the aggravation or reoccurrence arises out of and occurs in the scope of the employee's activities during the employee's hours of employment. A disabling injury or illness resulting from an employee's own negligence or horseplay shall not be compensable under this Article. A new and separate injury to the same body part shall not be deemed aggravation or reoccurrence of a previous injury.

Pay received under this provision shall be reduced by any compensation received from the Bureau of Workers Compensation or from any other source, which is intended to provide payment for lost wages. The Village shall have the right of subrogation against any person who causes the employee's disability.

In order to be eligible for recuperative leave, it shall be necessary that the injured employee obtain a certificate from a licensed physician, stating that such employee, because of such injury, cannot perform the regular and ordinary duties of his/her position, or any other light duty assignment which may be available. Said physician shall also provide a statement of the anticipated duration of the disability. Upon request of the Village, the employee shall submit to a physical examination by a licensed physician selected by the Village. If it is determined by the Village's physician and the employee's physician that the employee is permanently disabled to perform the regular and ordinary duties of his/her position, then the employee shall promptly submit a proper application for disability retirement to the Public Employees Retirement System of Ohio. The determination of disability retirement eligibility by the Public Employees Retirement System of Ohio shall be binding upon the employee and the Village. Any employee who is determined to be eligible for disability retirement shall retire immediately. If the employee applies for disability retirement under the Public Employees Retirement System of Ohio, the recuperative leave shall continue until the final determination of disability retirement eligibility. Employees on recuperative leave shall not accumulate sick leave while on such leave.

It is understood by the parties to this agreement that an employee may be assigned light duty work while on recuperative leave. An employee's assignment to light duty work does not affect the employee's recuperative leave under this section, and does not extend such recuperative leave, nor entitle the employee to any additional or new period of recuperative leave.

## **ARTICLE 14: GENERAL**

### **Section 1 - Reimbursement for Use of Private Vehicle**

Any employee of the Service Department that uses his/her privately owned vehicle for official Village business shall be reimbursed by the IRS standard. The Safety/Service Director shall authorize any such use.

### **Section 2 - Night Shift Differential Pay**

Any full-time employee of the Service Department who begins his/her eight (8) hour shift on or after 2:00 p.m. shall be compensated with a night differential of an additional \$.25 per hour added to the normal hourly rate for second shift work.

### **Section 3 - Education Benefits**

- A. The Service Director may authorize employees of the Service Department to enroll in and pursue certain courses of study or training which in the opinion of the Safety/Service Director can reasonably be expected to benefit said employees in the performance of their Village duties, and to benefit the department and the Village. Upon completion of said course, or semester, provided a passing grade is received, said employee shall be reimbursed one-half (1/2) of the cost of tuition paid by him/her for said course. Prior approval of the Safety/Service Director must be obtained before enrollment in said course to qualify the employee for reimbursement; and the schedule of the course must not conflict with the employee's work schedule.
- B. If an employee is required by the employer to attend any school or specialized training as part of his/her regular employment for purposes of additional training, the employee shall continue to receive his/her regular pay on the days he attends such school or training. The cost of such a school or training shall be paid for by the Village.

### **Section 4 - Bulletin Boards**

The Employer shall provide bulletin board space in an agreed-upon area for use by the employees to see notices posted thereon when reporting to or leaving work.

### **Section 5 - Witness or Jury Duty**

Full-time employees shall receive full pay for regularly scheduled working hours on any day when a member is required to appear as a witness on behalf of the Village before any court or serve on jury duty in the federal or Ohio courts. Any fees received by a member for such

activity shall be remitted to the Employer unless such duty is performed outside scheduled working hours for such member.

#### Section 6 - Uniform Fund

The Safety/Service Director shall be authorized to maintain a "Uniform Fund" and shall credit to each employee a value of \$450.00 per year. No payment shall be made to any employee. An employee may draw against this value in order to replace worn or unusable uniform parts including two pair of work shoes per year. Replacement must be approved by the Safety/Service Director. The Safety/Service Director shall determine the uniform style and required items of clothing and shoes.

#### Section 7 - C-9 Trust Fund

For members hired prior to December 31, 2009. The Village agrees to maintain and assume responsibility for the solvency of the C-9 Trust Fund. Payments shall be awarded by a Village appointed Board of Trustees of which at least one board member shall be a retired member of the St. Bernard Service Department Association and at least one member shall be an active member of the St. Bernard Service Department Association This benefit will not be available to members hired after December 31, 2009.

#### Section 8 - Commercial Driver's License

Village employees who obtain their commercial driver's license (CDL) will be eligible for annual incentive pay of \$500.00 per year.

All training will be done in-house under the direction of the CDL Program Coordinator. No reimbursement for outside training will be provided. All such employees must have a valid driver's license and meet insurability standards.

The CDL Program Coordinator will receive an annual stipend of \$1500.00 plus the annual incentive pay of \$500.00 for maintaining certification. The Coordinator is responsible for all training and records management for both personnel and qualifying vehicles that require a CDL for operation.

#### Section 9 - Insurance Premium Reimbursement Benefits

Should the Village council, by ordinance passed after the date of this Agreement, grant to any village employee insurance premium reimbursement benefits when such employee retires, then such benefits shall be granted to bargaining unit members when they retire.

#### Section 10 - Fitness Center

Bargaining unit members and their spouse shall be granted admission to the Village's fitness center during normal operating hours without payment of the admission fee, or membership cost.

**ARTICLE 15: LONGEVITY PAY**

**Section 1**

All members of the Service Department shall receive longevity pay for years of service as follows;

After 5 years through 9 years	\$385.00
After 10 years through 14 years	\$577.50
After 15 years through 19 years	\$770.00
After 20 years through 24 years	\$935.00
After 25 years and over	\$1,100.00

**Section 2**

All longevity pay shall be figured based on the calendar year beginning on January 1, and payments shall be made during the second pay period in January.

**ARTICLE 16: MEDICAL INSURANCE**

**Section 1**

Hospitalization, medical, dental, and optical care insurance shall be provided through a plan of self-insurance, or through a health insurance carrier. The Village shall have the exclusive right to determine whether to continue as a self-insurer or to contract with a health insurance carrier.

The Village shall have the exclusive right to contract with and/or change carriers, provided that benefits remain substantially equal. Benefits are deemed substantially equal when a reduction is offset by an enhancement of equal or greater value as determined by an actuary or neutral insurance professional.

**Section 2**

The plan summary description for the Village of St. Bernard will serve as the plan documents, which will be summarized in Appendix "A/B." This will hereby establish the schedule of benefits, rights, and privileges, which shall pertain to the employees, and eligible dependents of those employees. Members who subscribe to the Village's health insurance plan shall contribute to the cost of health insurance through the deductibles and co-pays

listed in Appendix "B".

The Village shall notify the Union of any proposed changes in insurance carriers and shall meet with the Union prior to changing insurance carriers. However, nothing shall restrict the right of the Village to change insurance carriers so long as benefits are substantially equal.

**Section.3**

The Union agrees that the medical insurance plan provided under this agreement may change if the Village/Employee Health Insurance Committee selects a new health insurance plan for Village employees. The plan selected by the Health Insurance Committee shall become the health plan for bargaining unit members. The insurance committee shall be comprised of representatives of the Village Administration and employee representatives from the ~~IAF and Police~~ Department Employees, the Service Department and non-bargaining unit personnel.

**Section4**

Plan changes made unilaterally by a carrier shall not be deemed a reduction in benefits and are not subject to grievance proceedings or arbitration.

**ARTICLE 17: DENTAL AND VISION PLAN**

The Village will provide a group dental/optical insurance plan. The schedule of benefits provided under such plan(s) are set forth in Appendix "C" of this Agreement. The Village will pay the cost of the premium. Plan changes made unilaterally by a carrier shall not be deemed a reduction in benefits and are not subject to grievance proceedings or arbitration.

**ARTICLE 18: LIFE INSURANCE**

The Village agrees to pay the full cost of the group life insurance coverage. ~~Term~~ life insurance in the amount of Forty-five Thousand Dollars (\$45,000.00) shall be provided for each full-time employee of the Service Department.

**ARTICLE 19: VACATION WITH PAY**

**Section 1 - Vacation Leave**

- A. To be entitled to vacation, a new employee must complete more than six months of service in his/her first calendar year of employment. After more than six months of service, the employee will receive eight (8) hours of vacation for each completed month of service in that calendar year, but not to exceed eighty (80) hours of vacation.

- B. In the calendar year if the employee completes at least one (1) year of service, he shall be entitled to eighty (80) hours of vacation. In the calendar year if the employee completes two (2) years of service, he shall be entitled to one hundred four (104) hours of vacation.
- C. In the calendar year, if the employee completes three (3) years of service, or more, he shall be entitled to one hundred twenty (120) hours of vacation.

**Section 2 Seniority Vacation Leave**

- A. Seniority vacation shall be provided as follows:
  - 1. In the calendar year in which an employee completes five (5) years of service or more, he shall receive forty (40) hours of seniority vacation leave.
  - 2. In the calendar year in which an employee completes ten (10) years of service or more, he shall receive fifty-six (56) hours of seniority vacation leave.
  - 3. In the calendar year in which an employee completes fifteen (15) years of service or more, he shall receive seventy-two (72) hours of seniority vacation leave.
  - 4. In the calendar year in which an employee completes twenty (20) years of service or more, he shall receive one hundred and four (104) hours of seniority vacation leave.
  - 5. In the calendar year in which an employee completes twenty-five (25) years of service or more, he shall receive one hundred and twenty (120) hours of seniority vacation leave.

**Section 3**

All Annual vacations and extra days for longevity shall be figured on the basis of the calendar year beginning on January 1. Annual leave shall not be cumulative and therefore must be taken in the year that said annual vacation and extra days shall have accrued except that if an employee is denied use of vacation days due to seniority and a calendar year ends, the denied vacation days may be taken during the next calendar year. In special and meritorious cases where to so limit the annual leave during any one calendar year would work a peculiar hardship, it may be extended at the discretion of the Safety/Service Director and

must be used no later than March 31<sup>st</sup> the following year.

#### Section 4

Vacations shall be chosen by departmental seniority if turned into the Foreman or his/her designee before the last working day in January of each year. The following is the maximum number of persons in a class who may take a vacation at the same time:

2 persons in Class I, which includes a foreman, a maintenance mechanic, a maintenance electrician, a heavy equipment operator and a maintenance mechanic helper.

2 persons in Class 2 consisting of truck drivers.

2 persons in Class 3 consisting of laborers, park crew and custodians.

#### Section 5

Any unscheduled vacation will require a three-day notice submitted to and approved by the Foreman or his/her designee and must be submitted to the Safety/Service Director.

### **ARTICLE 20: TEMPORARY ASSIGNMENTS**

Whenever an employee in the Service Department is temporarily assigned by his/her immediate supervisor to the duties of a classification, which carries a higher rate of pay than the employee's current classification rate, the employee shall receive the rate of pay applicable to the higher classification for each hour of work in the higher classification. Any employee may be called upon to lend assistance, or to perform any task, for a period of time less than one hour without additional compensation under this Article. An employee who continues on a temporary assignment for at least one-half of the employee's workday shall receive a full day's pay at the higher rate.

### **ARTICLE 21: PROMOTIONS**

#### A. Temporary Promotions

Whenever a vacancy created by death, retirement, termination, or resignation is to be filled, the Village may temporarily promote any qualified employee to fill the vacancy. The Safety/Service Director shall, within a thirty (30) day period, requisition an eligibility list from the St. Bernard Civil Service Commission. Upon receipt of the eligibility list, a permanent appointment shall be made from such

list in accordance with the Rules of the Civil Service Commission.

B. Promotional eligibility shall be according to seniority groups as follows:

1. For promotion to Foreman, 15 years of service with the department
2. For promotion to maintenance mechanic, electrician or heavy equipment Operator, 10 years of service with the department.
3. For promotion to truck driver, 5 years of service with the department.
4. For promotion to maintenance helper, park crew leader and custodian. 3 years of service with the department. Promotional positions shall be filled by appointment from a certified civil service eligibility list. If the civil service commission cannot certify at least two candidates for a promotional position, the appointing authority may reject the list and request that the commission conduct another examination and open the examination to employees with lower seniority dropping one year at a time, until the pool of persons taking the examination is not less than three. If two candidates cannot be certified from within the ranks of department personnel, then, and only then, the appointing authority may appoint a candidate from outside the department.

C. Return to Classification:

Any employee who changes a job classification by promotion, lateral movement within their pay scale or voluntary step down in rank, shall be given fifteen (15) working days as a trial period on the new job with the right to return to their previous position and pay.

D. Promotional Exam Test Results  
In accordance with Civil Service Law.

**ARTICLE 22: MEDIATION**

In the event that the Service Department and the Village are not able to come to mutual agreement upon terms and conditions of a successor Terms of Employment, both parties agree either party shall send the Safety/Service Director notice within ten (10) calendar days that the dispute is being submitted to mediation.

Unless the parties agree to by-pass mediation and proceed to Court, each dispute shall be submitted to mediation pursuant to the procedures outlined below.

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**Step 1.** Mediation proceedings conducted pursuant to this Article will be held in the Village.

**Step 2.** Each case shall be heard by a single mediator. Mediators will be provided by *Arbitration and Mediation Service* pursuant to a process agreed upon by the parties or by any other method mutually agreed upon by the parties. In the event that the parties cannot agree on a process, the rules of *Arbitration and Mediation Service* shall apply. All Mediator fees and expenses will be shared equally between the parties. Each party will bear the costs and expenses of its participants in the mediation.

**Step 3.** Cases will be scheduled for mediation conference by mutual agreement of the parties and will be heard in the order in which they were filed unless the parties agree to a different order.

**Step 4.** The issue mediated will be the same as the issue disputed by the party referring the matter to mediation. The rules of evidence will not apply, and no transcript of the mediation conference will be made.

**Step 5.** Each party's representative at the mediation conference will be familiar with and prepared to discuss the dispute (s) scheduled for that mediation conference.

**Step 6.** The mediation process will be informal. The mediator has authority to meet both jointly and separately with the parties.

**Step 7.** If the parties cannot reach a mutually agreeable settlement, the mediator shall impose a resolution, which will be binding upon the parties. Should the mediator impose a resolution upon the parties, the mediator may adopt the position of one or both of the parties in whole or in part. Upon reaching a resolution of the issue being mediated, whether by mutual agreement of the parties or imposition of the mediator, the mediator shall immediately reduce the terms to writing, and the Village and the Service Department will sign it.

**Step 8.** The record of the mediation will be closed and inadmissible in

any subsequent proceedings unless a written resolution is reached, in which case the record will be admissible solely to interpret or apply the resolution if necessary.

Step 9. Either party may request the mediator give it an oral advisory opinion.

Step 10 Written material presented to the mediator or to the other party shall be returned to the party presenting that material at the termination of the mediation conference.

Step 11. The jurisdiction of the mediator is limited to the dispute(s) presented in the matter before him.

## **ARTICLE 23: DISCIPLINE**

### **A. Minor Violations**

A Minor violation is an infraction, the seriousness of which merits a penalty no greater than an oral or written reprimand. In the interest of fair and expeditious corrective action, an employee who has allegedly committed a violation of a minor nature relating to his/her performance may be interviewed by the village prior to oral correction and counseling of the employee.

An oral reprimand is an official action of record and shall be recorded by a supervisor in the employee's personnel file. A reprimand in an employee's file may be considered when determining any subsequent discipline. However, a reprimand dated more than two (2) years prior may not be considered in determining subsequent discipline. However, a reprimand dated more than two (2) years prior may not be considered in determining subsequent discipline, unless there has been another disciplinary infraction within the two-year period following the date of the reprimand. No prior reprimand may be

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considered in future discipline after three (3) years from the date of the reprimand.

The principles of progressive disciplinary action will be followed with respect to minor offenses such as, but not limited to, tardiness and absenteeism. The progression, where appropriate, will at least include an oral reprimand, a written reprimand, and a three (3) day suspension prior to dismissal.

**B. Major Violations**

Disciplinary actions shall be in accord with the rules and regulations of the St. Bernard Civil Service Commission.

Employees will have a right to appeal any suspension of three days or more to the Civil Service Commission and a record shall be kept of any oral or written reprimands.

**ARTICLE 24: NO STRIKES**

The Union agrees that during the term of this Agreement there shall be no strikes, work stoppages, slowdowns, picketing, job actions, including any concerted effort to use sick leave for the purpose of withholding services, or other cessation of the full and faithful performance of duties for any purpose whatsoever. In the event of any such concerted activity, Union officers and representatives will continue to carry out their duties as employees and will take positive action to bring the concerted activity to an end.

**ARTICLE 25: SENIORITY**

Seniority shall be defined as the length of continuous, permanent, full-time service from the employee's date of hire. Seniority shall not be available to employees during their probationary period but shall be retroactive to the date of hire upon successful completion of the probationary period.

Seniority shall be lost when an employee: (1) resigns; (2) is discharged; (3) is laid off and not recalled within two (2) years; or (4) is off the payroll for any reason whatsoever except military service for one (1) calendar year.

Open permanent assignments within a classification shall first be offered to employees within the classification. The employee with the greatest classification seniority shall be given first consideration for the assignment, provided the employee has demonstrated proficiency in his/her performance as determined by his/her performance report, has

established a satisfactory attendance record, and has the requisite skills to perform satisfactorily in the new assignment. Should a more senior employee decline an assignment, or fail to qualify for such assignment, the next most senior employee shall be considered. If no employee within the classification accepts the assignment, the Safety/Service Director shall have the right to select any employee capable of performing the duties of the assignment by consideration of each employee starting with the least senior. The Director shall not be required to assign a less senior employee if in his/her judgment the less senior employee would be more valuable to the department in his/her current assignment. If no employee qualifies for the assignment, the Service Director may appoint an employee from outside the classification.

Temporary assignments caused by the temporary absence of the employee holding the permanent assignment may be made without regard to seniority at the discretion of the Service Director.

Employees with the same classification seniority shall be ranked on the seniority list according to their rank on the Civil Service eligibility list for that classification.

#### **ARTICLE 26: WAGES**

The wages paid to employees in classifications covered by this Agreement are set forth below. The percentage increase for those hired before December 31, 2014, shall be adjusted by 3.00% for the period of July 1, 2025 to June 30, 2026; 3.00% for the period of July 1, 2026 to June 30, 2027; and 3.00% for the period of July 1, 2027 to June 30, 2028. The percentage increase for those hired after January 1, 2015 shall be adjusted by 4.00% for the period of July 1, 2025 to June 30, 2026; 3.50% for the period of July 1, 2026 to June 30, 2027; and 3.00% for the period of July 1, 2027 to June 30, 2028. A copy of the pay scale is attached to this Agreement as "Appendix A".

#### **ARTICLE 27: DEFERRED COMPENSATION**

The Village shall pay seventy-five dollars (\$75.00) per pay period to an employee's Ohio Public Employees Deferred Compensation Program account. An employee shall not be entitled to this benefit if the employee is not contributing at least the minimum amount per pay period to the Ohio Public Employees Deferred Compensation Program.

#### **ARTICLE 28: SAFETY AND HAZARDS**

The Village shall make every effort to provide a safe and hazard free working environment. Employees shall carry out their duties according to established safety standards. No

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employee shall be expected to undertake any task, which exposes the employee to inordinate risk of serious injury or harm. No employee shall refuse to carry out the duties of his/her position, which arise because of unusual weather conditions or other emergency situations, which necessitate the provision, or continuation: of Village services.

**ARTICLE 29: SAVINGS CLAUSE**

Should a court of competent jurisdiction determine that a provision of this Agreement is illegal, and then such provision shall be automatically terminated. The remainder of the Agreement shall continue in full force and effect. In the event that a provision is determined to be unlawful, the Village and the Union shall promptly meet for the purpose of negotiating a lawful alternative provision.

**ARTICLE 30: INTEGRITY OF AGREEMENT**

The Village and the Union agree that the terms and provisions contained in this written Agreement constitute the entire Agreement between the parties and supersede all previous communications, understandings or memoranda of understanding pertaining to any matters set forth in the Agreement or to any other matter.

The Village and the Union agree that during the negotiations, which preceded this Agreement, each party had the unlimited right to make any demands or proposals and to bargain about each and every proposal made. The parties further agree that during the term of this Agreement, each voluntarily and unqualifiedly agree to waive its right to bargain with respect to any matter whatsoever whether or not such matter is contained in this Agreement.

**ARTICLE 31: TERM OF AGREEMENT**

This Agreement shall be in full force and in effect from July 1, 2025 through June 30, 2028 and thereafter from year to year, unless either party serves notice of the intent to terminate or modify this agreement at least sixty (60) days prior to June 30, 2028 or any successive June 30, 2028 thereafter.

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**IN WITNESS WHEREOF, THE PARTIES HERETO HAVE DULY EXECUTED THIS AGREEMENT THIS**  
**\_\_\_\_\_ DAY OF \_\_\_\_\_, 2026.**

International Union of Operating  
Engineers, Local 20

Village of St. Bernard

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APPENDIX A

WAGES

	7/1/25 to 6/30/2026	7/1/26 to 6/30/2027	7/1/27 to 8/30/2028
<b>FOREMAN</b>			
Hired before 12/31/2014	3.00%	3.00%	3.00%
First year	\$ 42.85	\$ 44.13	\$ 45.46
Second year			
Third year			
<b>FOREMAN</b>			
Hired after 1/1/2015	4.00%	3.50%	3.00%
First year			
Second year			
Third year	\$ 39.66	\$ 41.04	\$ 42.27
<b>HEAVY EQUIPMENT OPERATOR</b>			
Hired before 12/31/2014	3.00%	3.00%	3.00%
First year	\$ 36.98	\$ 38.09	\$ 39.23
Second year	\$ 37.13	\$ 38.25	\$ 39.39
Third year	\$ 37.63	\$ 38.75	\$ 39.92
<b>HEAVY EQUIPMENT OPERATOR</b>			
Hired after 1/1/2015	4.00%	3.50%	3.00%
First year	\$ 33.90	\$ 35.09	\$ 36.14
Second year	\$ 35.13	\$ 36.36	\$ 37.45
Third year	\$ 36.36	\$ 37.63	\$ 38.76
<b>MAINTENANCE ELECTRICIAN</b>			
Hired before 12/31/2014	3.00%	3.00%	3.00%
First year	\$ 36.47	\$ 37.57	\$ 38.69
Second year	\$ 36.78	\$ 37.88	\$ 39.02
Third year	\$ 37.13	\$ 38.25	\$ 39.39
<b>MAINTENANCE ELECTRICIAN</b>			
Hired after 1/1/2015	4.00%	3.50%	3.00%
First year	\$ 33.90	\$ 35.09	\$ 36.14
Second year	\$ 35.13	\$ 36.36	\$ 37.45
Third year	\$ 36.36	\$ 37.63	\$ 38.76
<b>MAINTENANCE MECHANIC</b>			
Hired before 12/31/2014	3.00%	3.00%	3.00%
First year	\$ 36.98	\$ 38.09	\$ 39.23
Second year	\$ 37.13	\$ 38.25	\$ 39.39
Third year	\$ 37.63	\$ 38.75	\$ 39.92

<b>MAINTENANCE MECHANIC</b>			
Hired after 1/1/2015	4.00%	3.50%	3.00%
First year	\$ 33.90	\$ 35.09	\$ 36.14
Second year	\$ 35.13	\$ 36.36	\$ 37.45
Third year	\$ 36.36	\$ 37.63	\$ 38.76
<b>CUSTODIAN/ MECHANIC HELPER</b>			
Hired before 12/31/2014	3.00%	3.00%	3.00%
	\$ 35.90	\$ 36.97	\$ 38.08
<b>CUSTODIAN/ MECHANIC HELPER</b>			
Hired after 1/1/2015	4.00%	3.50%	3.00%
First year	\$ 31.22	\$ 32.31	\$ 33.28
Second year	\$ 31.84	\$ 32.96	\$ 33.95
Third year	\$ 32.45	\$ 33.58	\$ 34.59
<b>PARK CREW LEADER</b>			
Hired before 12/31/2014	3.00%	3.00%	3.00%
First year	\$ 36.17	\$ 37.26	\$ 38.38
Second year	\$ 36.39	\$ 37.48	\$ 38.61
<b>PARK CREW LEADER</b>			
Hired after 1/1/2015	4.00%	3.50%	3.00%
First year	\$ 31.22	\$ 32.31	\$ 33.28
Second year	\$ 31.82	\$ 32.94	\$ 33.93
<b>TRUCK DRIVER</b>			
Hired before 12/31/2014	3.00%	3.00%	3.00%
First year	\$ 36.17	\$ 37.26	\$ 38.38
Second year	\$ 36.39	\$ 37.48	\$ 38.61
<b>TRUCK DRIVER</b>			
Hired after 1/1/2015	4.00%	3.50%	3.00%
First year	\$ 31.23	\$ 32.32	\$ 33.29
Second year	\$ 32.45	\$ 33.58	\$ 34.59
Third year	\$ 33.66	\$ 34.84	\$ 35.89
<b>LABORER</b>			
Hired after 1/1/2015	4.00%	3.50%	3.00%
Step one	\$ 23.02	\$ 23.82	\$ 24.54
Step two	\$ 24.30	\$ 25.16	\$ 25.91
Step three	\$ 25.59	\$ 26.49	\$ 27.28
Step four	\$ 26.86	\$ 27.80	\$ 28.64
Step five	\$ 28.15	\$ 29.14	\$ 30.01
Step six	\$ 28.71	\$ 29.72	\$ 30.61
Step seven	\$ 29.29	\$ 30.31	\$ 31.22
Step eight	\$ 29.88	\$ 30.92	\$ 31.85