

Memorandum of Agreement

Contingent upon approval by City Council, this Memorandum of Agreement is entered by and between the City of Parma (the "City") and Parma Service Workers, Local 1, (the "Union") regarding the Parma Service Workers bargaining unit.

1. The terms and conditions of the current agreement between the City and the Union shall be in effect until **March 31, 2015**, and are ratified and continued except as specifically modified herein.
2. The attached **Appendix A** (Pay Schedule) which reflects the previous approved increases, is hereby made a part of this Agreement.
3. That Sections 26.3 and 26.4 of the Collective Bargaining Agreement related to health insurance, shall be amended as set forth in **Appendix B**, and the revised language shall be hereby incorporated as if fully rewritten.

PARMA SERVICE WORKERS,  
LOCAL 1

By: *Frank W. Catalano*

CITY OF PARMA

By: *Ben J. King*

Appendix A - Pay Schedule - Revised 2013

	Current Hourly Rate	2012(.23)	2013(.41)	2014(.53)
Labor	\$22.29	\$22.52	\$22.93	\$23.46
Special Equipment Operator	\$23.92	\$24.15	\$24.56	\$25.09
Sign Painter	\$23.92	\$24.15	\$24.56	\$25.09
Truck Driver	\$22.59	\$22.82	\$23.23	\$23.76
Maintenance Specialist	\$24.23	\$24.46	\$24.87	\$25.40
Parts Expediter	\$22.84	\$23.07	\$23.48	\$24.01
Dispatcher	\$22.61	\$22.84	\$23.25	\$23.78
Printer	\$23.92	\$24.15	\$25.56	\$25.09
Traffic Light Technician	\$24.23	\$24.46	\$24.87	\$25.40
Automotive Mechanic 1	\$24.25	\$24.48	\$24.89	\$25.42
Fire Hydrant Mechanic	\$24.23	\$24.46	\$24.87	\$25.40
Automotive Mechanic II	\$22.84	\$23.07	\$23.48	\$24.01
Body Repairman Painter I	\$23.45	\$23.68	\$24.09	\$25.62
Body Repairman Painter II	\$22.72	\$22.95	\$23.36	\$23.89

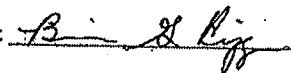
Parma Service Workers Local 1

City Of Parma

By:



By:



26.3 The Employer reserves the right to continue to self insure or utilize an insurance carrier, at its discretion, to provide such coverage, providing the coverage is comparable to existing coverage. If the cost of medical insurance coverage increases over the course of this agreement, the parties agree to meet **utilize the Insurance Committee as provided in the collective bargaining agreement between the Employer and the I.A.F.F.** for the purpose of discussing alternatives to maintain cost control, including, but not limited, alternative coverage, alternative means of providing coverage and/or possible employee contributions to the costs. The Union recognizes the right of the Employer to secure alternative insurance carriers and to thereby modify insurance coverage, provided the coverage is consistent with the coverage in effect with the other bargaining units.

~~26.4 A Committee consisting of the Service Director or designee, Third Party Administrator, Benefits Administrator and two (2) Union Representatives shall be established to review regulations and policy decisions regarding the self-insurance plan. The Union shall be eligible to participate in the Insurance Committee as provided in the collective bargaining agreement between the Employer and the I.A.F.F. with two representatives on said committee.~~

Revised 3/5/14