

ORDINANCE NO. 38-11

By: Ben Kessler

An Ordinance to approve modifications to the labor contract between the City and the American Federation of State County and Municipal Employees (AFSCME) effective, January 1, 2011, as contained in the Memorandum of Understanding attached hereto.

**Whereas** The City agreed to a labor contract with AFSCME for the period of January 1, 2010 through December 31, 2012 by Ordinance 55-09, and

**Whereas** The administration and AFSCME have agreed to modifications to this contract as contained in the Memorandum of Understanding attached hereto,

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF BEXLEY, OHIO:**

**Section 1** That the modifications to the labor contract between the City and AFSCME as contained in the Memorandum of Understanding attached hereto are approved effective January 1, 2011.

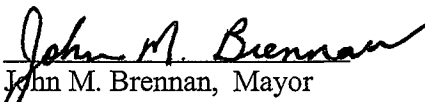
**Section 3.** That this ordinance shall go into effect and be in force from and after the earliest period allowed by law.

Passed: Oct. 11, 2011

  
President of Council

Attest:   
Clerk of Council

Approved: Oct. 11, 2011

  
John M. Brennan, Mayor

First Reading 9-27-11

Second Reading 10-11-11

Suspended 10-11-11

Passed 10-11-11

revised copy  
6/28/11

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the City of Bexley, AFSCME Local 3838 and AFSCME, Ohio Council 8, AFL-CIO. The above mentioned parties agree to amend Article 2, Recognition, Section 2.2 as follows:

**Section 2.2 Bargaining Unit** The Bargaining Unit shall consist of all employees of the Service Department of the City of Bexley, including Automobile Mechanic I & II; Custodian; Equipment Operator II; Grounds Maintenance Worker; Service Worker; Tree Maintenance Worker; Water Service Worker; and Building Maintenance Worker; **Street Department Foreman; Service Department Trainee; Water Department Trainee and Water Department Foreman.** Excluded from inclusion in this Bargaining Unit are all management level, professional, supervisory, casual, seasonal, interim, student, confidential and guard employees as defined by Chapter 4117 of the Revised Code and all other employees not specifically included above. The inclusions and exclusions are as certified by the Ohio State Employment Relations Board in Case No. 94-REP-09-0119, dated October 28, 1994; and any subsequent amendment.

In addition, the parties mutually agree to amend Article 30, Vacancies and Promotions as follows:

### **New Section 30.11 Trainee Promotions**

An employee within the bargaining unit employed in a Trainee classification, shall be promoted into a Non-Trainee position within the Department after successfully completing eighteen (18) months as a Trainee, if a vacancy exists. A vacancy exist as a result of the Employer expanding positions and/or a current position becoming permanently vacant. The Employer may promote a Trainee into a Non-Trainee position prior to the eighteen (18) months requirement if the Employer believes the employee is qualified.

Upon completion of the eighteen (18) months training period, and no vacancy exist, the employee shall remain in his/her Trainee position until a vacancy becomes available. In no way is a trainee position intended to replace any of the current classifications in the bargaining unit.

Appendix A shall be amended to include pay scales for the following:

1. Street Department Foreman
2. Street Department Trainee
3. Water Department Trainee
4. Water Department Foreman

**January 1, 2011**

Classification	Step 1	Step 2	Step 3	Step 4
Custodial Worker	\$12.71	\$16.40	\$19.21	
Service Worker	\$13.73	\$15.92	\$19.90	
Equipment Operator 1	\$13.84	\$15.33	\$18.41	\$23.58
Asst. Auto Mechanic	\$13.84	\$15.33	\$17.60	\$24.00
Tree Maintenance Worker	\$14.20	\$16.02	\$18.88	\$24.67
Grounds Maint. Worker	\$14.03	\$15.48	\$17.79	\$24.33
Building Maintenance	\$14.03	\$15.03	\$17.28	\$23.37
Water Service Worker	\$14.20	\$15.61	\$18.77	\$24.88
Equipment Operator 2	\$14.20	\$15.61	\$18.88	\$24.88
Auto Mechanic 1	\$18.05	\$25.20		
Auto Mechanic 2	\$22.59	\$25.74		
Street Dept. Foreman	\$18.75	\$20.75	\$23.75	\$29.75
Water Dept. Foreman	\$18.75	\$20.75	\$23.75	\$29.75
Street Dept. Trainee	\$13.50	\$14.00	\$15.00	
Water Dept. Trainee	\$13.50	\$14.00	\$15.00	

**January 1, 2012**

Classification	Step 1	Step 2	Step 3	Step 4
Custodial Worker	\$13.09	\$16.89	\$19.79	
Service Worker	\$14.14	\$16.40	\$20.50	
Equipment Operator 1	\$14.26	\$15.79	\$18.96	\$24.29
Asst. Auto Mechanic	\$14.26	\$15.79	\$18.13	\$24.72
Tree Maintenance Worker	\$14.63	\$16.50	\$19.45	\$25.41
Grounds Maint. Worker	\$14.45	\$15.94	\$18.32	\$25.06
Building Maintenance	\$14.45	\$15.48	\$17.80	\$24.07
Water Service Worker	\$14.63	\$16.08	\$19.33	\$25.63
Equipment Operator 2	\$14.63	\$16.08	\$19.45	\$25.63
Auto Mechanic 1	\$18.59	\$25.96		
Auto Mechanic 2	\$23.26	\$26.51		
Street Dept. Foreman	\$19.31	\$21.37	\$24.46	\$30.64
Water Dept. Foreman	\$19.31	\$21.37	\$24.46	\$30.64
Street Dept. Trainee	\$13.91	\$14.42	\$15.45	
Water Dept. Trainee	\$13.91	\$14.42	\$15.45	

For the City

For the Union

John M Brennan, Mayor Jan McKeown

J. [unclear]  
City Atty

Le [unclear]

William Loney SERVICE DIRECTOR

MAY 5, 2011  
Date