

**CITY COUNCIL AGENDA
SPECIAL MEETING
September 29, 2014
5:00 p.m.**

The meeting will be held at City Hall, in Council Chambers, 1st Floor, 538 N. Market Street, Wooster, Ohio

I. ROLL CALL & ORDERING OF AGENDA

II. NEW BUSINESS

1. First Reading – ORDINANCE NO. 2014-26 AN ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO AN AGREEMENT WITH REPRESENTATIVES OF THE WOOSTER EMPLOYEES ASSOCIATION REGARDING WAGES, BENEFITS AND TERMS AND CONDITIONS OF EMPLOYMENT, AND DECLARING AN EMERGENCY (Ansel)

III. ADJOURNMENT

ORDINANCE NO. 2014-26

AN ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO AN AGREEMENT WITH REPRESENTATIVES OF THE WOOSTER EMPLOYEES ASSOCIATION REGARDING WAGES, BENEFITS AND TERMS AND CONDITIONS OF EMPLOYMENT, AND DECLARING AN EMERGENCY

WHEREAS, representatives of the Wooster Employees Association have met and negotiated with representatives of the City administration regarding wages, benefits and terms and conditions of employment for labor, trades, technical, clerical and administrative employees; and

WHEREAS, these negotiations have produced a mutually acceptable agreement.

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

SECTION 1. That the Mayor is hereby authorized to enter into an agreement with representatives of the Wooster Employees Association regarding wages, benefits and terms and conditions of employment for labor, trades, technical, clerical and administrative employees, in accordance with the summary of terms attached hereto. This agreement will set forth all provisions relative to wages, benefits and terms and conditions of employment to which the parties have bargained and agreed for the term specified therein.

SECTION 2. This Council finds and declares that all formal actions concerning and relating to the adoption of this ordinance occurred in an open meeting of this Council or its committees, in compliance with law.

SECTION 3. This Ordinance is hereby declared to be an emergency measure necessary to the immediate preservation of the public health, peace, safety and welfare of the City, or providing for the usual daily operation of a municipal department or division; and for the further reason that prompt action is necessary to provide a new agreement to replace that which expired on December 31, 2013; wherefore, this Ordinance shall be in full force and effect from and immediately after its passage and approval by the Mayor; provided it receives the affirmative vote of at least three-fourths of the members of the Council; otherwise it shall take effect and be in force from and after the earliest period allowed by law.

1st reading _____ 2nd reading _____ 3rd reading _____

Passed: _____, 2014 Vote: _____

Attest: _____
Clerk of Council President of Council

Approved: _____, 2014
Mayor

Introduced by: Jon Ansel

Summary of Agreement between City of Wooster and WEA Effective January 1, 2014

Article VII EMPLOYEE-MANAGEMENT COMMITTEE – employer can have up to four representatives at management/union meetings.

Article IX SENIORITY AND LAY OFF – added FMLA language

Article XI EVALUATION – City may use new evaluation form

Article XIII SUBSTANCE ABUSE TESTING – added language the City can test for alcohol. Testing can be performed via saliva or urine in a federally certified laboratory

Article XIV HOURLY WAGE RATES – elimination of steps and January 1, 2014 new wage ranges were adopted. All employees below the new minimum wage were moved to the new minimum.

January 1, 2014 employees receive an increase equal to one percent of the minimum hourly rate for his/her pay grade for each full year of service in his/her current position completed by the employee as of January 1, 2014; or a 3.0 percent increase to his/her current base hourly wage

January 1, 2015 all members will receive a 3.0 percent cost of living increase

January 1, 2016 all members will receive a 2.5 percent cost of living increase. Employees receiving a satisfactory performance evaluation will be eligible for an additional performance wage increase of up to one-half percent (.5%) of their base hourly wage.

Employees at the maximum wage for their job classification will receive the above cost of living increases in a lump sum amount, which will not be added to the employee's base hourly wage.

Article XV RETIREMENT INCENTIVE - Effective January 1, 2019, the retirement incentive benefit will be discontinued. No retirement incentive payments will be made after December 31, 2018.

Article XVI PENSION ENTITLEMENTS – Effective September 1, 2014 all new hires will move to 3.5% pickup. (Employees hired prior to that date are grandfathered at 5.5% pickup)

Article XXII VACATION – employees are now eligible to use vacation as it is accrued, no longer 2080 hour waiting period. Employees are eligible to cash in accrued vacation at 90% following language guidelines.

Article XXV SICK LEAVE – employees can use 5 sick leave days for death of eligible family members; added grandparents-in-law to eligible family members.

Article XXVII SEVERANCE PAY – Effective January 1, 2019 sick payout at retirement is paid at 25% no to exceed 360 hours.

Article XXVIII MEDICAL INSURANCE – Effective January 1, 2015 employees are responsible for 7% of the premium rate. January 1, 2016 employees are responsible for 9% of the premium rate. Pharmacy co-pays were added: \$0/\$10/\$20 for retail pharmacy; \$0/\$20/\$40 for mail order pharmacy. Employees are required to utilize mail order for all maintenance medications.

Elimination of Flexible Spending Account and replaced with City paid dental and vision insurance.

Article XXIX LIFE AND SUPPLEMENTAL LIFE INSURANCE – \$25,000 employer paid life and accidental death/dismemberment insurance for each employee. Employees will be offered supplemental life and dependent life insurance paid for by the employee.

Article XXX SHORT TERM AND LONG TERM DISABILITY – Employees will be offered supplemental short term and long term disability insurance paid for by the employee.

Article XXXIII DURATION – agreement effective January 1, 2014 through December 31, 2016