

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 in effect until March 31, 2014, are ratified and continued except as specifically modified herein.
2. Appendix A (Pay Schedule) of the current agreement shall reflect the following:

January 1, 2012 – 1% increase (retroactive)
January 1, 2013 – 1.75% increase (retroactive)
January 1, 2014 – 2.25% increase
3. This action shall constitute the wage re-opener contemplated in Section 36.2 of the existing Agreement.

PARMA SERVICE WORKERS,
LOCAL 1

By: *Frank V. [Signature]*

CITY OF PARMA

By: *Bin G. [Signature]*

ORD No.
250-13
passed 10-21-13