

ADDENDUM TO CONTRACT AGREEMENT

02-29-12
10-MED-09-1171
2282-05
K27421

1. THIS ADDENDUM hereby modifies and supplements the attached City of Macedonia and Teamsters Local 436 Contract Agreement concerning the following Article:

ARTICLE 20: WAGES

2. The parties to the Contract Agreement as modified and supplemented by this Addendum are:

THE CITY OF MACEDONIA TEAMSTERS LOCAL UNION 436

3. This Addendum and the Contract Agreement, taken together, allocate all rights with respect to all versions of the Article. The parties agree that wherever there is any conflict between this Addendum and the Contract Agreement, the provisions of this Addendum are paramount and the Contract Agreement shall be construed accordingly.

4. The City of Macedonia and Teamsters Local Union 436 agree on the following with respect to the above article:

ARTICLE 20: WAGES

CURRENT AND NEW EMPLOYEES

For the period January 1, 2012 through December 31, 2013

The wage structure shall be as follows:

Position		01-Jan-11 current	01-Jan-12 1%	01-Jan-13 1.50%
Maintenance Worker	Start	\$18.04	\$18.22	\$18.49
Park Worker	12 Months	\$18.99	\$19.18	\$19.47
	24 Months	\$19.99	\$20.19	\$20.49
	36 Months	\$21.04	\$21.25	\$21.57
Asst. Sign Shop	Start	\$18.63	\$18.82	\$19.10
Asst. Mechanic	12 Months	\$19.61	\$19.81	\$20.10
	24 Months	\$20.64	\$20.85	\$21.16
	36 Months	\$21.73	\$21.95	\$22.28
Park Lead Man	Start	\$19.73	\$19.93	\$20.23
Sign Shop Tech	12 Months	\$20.77	\$20.98	\$21.29
	24 Months	\$21.87	\$22.09	\$22.42
	36 Months	\$23.02	\$23.25	\$23.60
Equipment Operator	Start	\$21.26	\$21.47	\$21.79
Tradesman	12 Months	\$22.38	\$22.60	\$22.94
Mechanic	24 Months	\$23.55	\$23.79	\$24.14
	36 Months	\$24.79	\$25.04	\$25.41
Working Foreman	Start	\$21.56	\$21.78	\$22.10
	12 Months	\$22.69	\$22.92	\$23.26
	24 Months	\$23.89	\$24.13	\$24.49
	36 Months	\$25.15	\$25.40	\$25.78
Part-Time	Start	\$9.67	\$9.77	\$9.91
	12 Months	\$11.41	\$11.52	\$11.70
	24 Months	\$12.01	\$12.13	\$12.31
	36 Months	\$12.64	\$12.77	\$12.96

The above wage changes reflect:

*Additional items:

2012 year	1% wage increase	1 1/2% OPERS pickup	\$550 net bonus
2013 year	1.5% wage increase	2% OPERS pickup	\$400 net bonus

*Contract terms and conditions related to the Additional items listed above (OPERS "pickup" and the one-time net bonus payout):

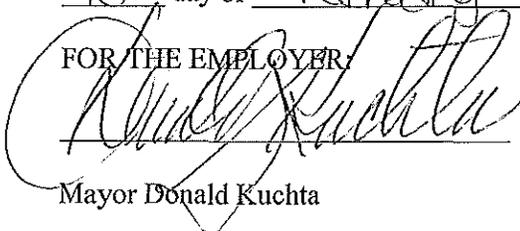
The OPERS "pickup" percentage that the City has agreed to pay on behalf of the employee will be effective until a new contract is ratified. Any future OPERS "pickup" payment or payment(s) must be re-negotiated in the subsequent year or year(s).

Payment of the OPERS "pickup" in the first year (2012) will be effective and payable the first full month following ratification of the Contract Agreement by Council.

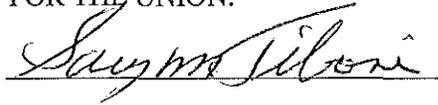
The Net Bonus payout for 2012 will be payable the first scheduled pay date following ratification of the Contract Agreement by Council. The Net Bonus payout for 2013 will be payable the first pay date of the 2013 year, which will be January 11, 2013. Amounts will be paid via Accounts Payable check.

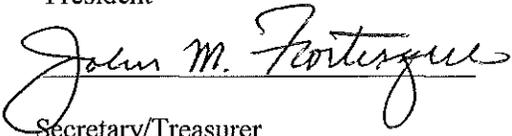
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed on this 10th day of February, 2012.

FOR THE EMPLOYER:


Mayor Donald Kuchta

FOR THE UNION:


President


Secretary/Treasurer


Business Representative