

**ADDENDUM TO THE 2013 – 2015 COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE DISTRICT 54 INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS
AND THE CITY OF ROCKY RIVER, OHIO**

WHEREAS, the following is an Addendum to the 2013-2015 Collective Bargaining Agreement between the City of Rocky River and the District 54, International Association of Machinists and Aerospace Workers employees (“IAM&AW”) collectively referred to herein as “the parties”, for the 12-month period commencing January 1, 2015; and

WHEREAS, Article 14e, “SALARIES AND HOURLY RATES”, of said 2013-2015 Collective Bargaining Agreement provided for a wage re-opener for the year 2015 as follows:

Negotiations for salaries and hourly rates shall be reopened on or before November 1, 2014 to determine wages effective for the year commencing January 1, 2015. Should any collective bargaining agreement between the City of Rocky River and either of the two OPBA bargaining units of the City’s Police Division or the Fire Division contain a better-negotiated provision regarding rate increase, the Service Division shall be accorded the identical rate increase provisions of the Police or Fire Divisions collective bargaining agreements.

WHEREAS, the two OPBA bargaining units and the City have reached an agreement for a salary and hourly rate increase for the year commencing January 1, 2015, the specifics of which have been disclosed to the IAM&AW bargaining unit representatives; and

WHEREAS, the parties have mutually agreed to the terms of this Addendum, which contain the identical terms for salary and hourly rates negotiated with the two OPBA bargaining units and the City, such that this Addendum establishes salaries and hourly rates for the year 2015, and includes a provision for a one time outer wear clothing allowance and payment of all clothing allowances in the month of January.

NOW THEREFORE, based upon the mutual agreement and consideration acknowledged between the parties, it is agreed as follows:

ARTICLE 14e - SALARIES AND HOURLY RATES shall be modified to include the following annual wage schedule for employees in the bargaining unit for the period of January 1, 2015 through December 31, 2015:

Hourly Rates	1	2	3	4
Effective 01/01/13- 12/31/14				
Service Grade A	23.58	24.02	24.47	24.91
Service Grade B	22.59	22.73	22.93	23.14
Service Grade C	21.46	21.77	22.03	22.52
Service Grade D	20.80	20.94	21.03	21.16
Service Grade E	20.23	20.37	20.52	20.65
Service Grade F	18.68	19.05	19.46	20.04
Service Grade G	13.25	14.35	15.79	16.56
Recreation Grade A	20.21	20.52	20.83	21.13
Recreation Grade B	18.65	19.31	20.04	20.78

Hourly Rates	1	2	3	4
Effective 01/01/15 (1% increase)				
Service Grade A	23.82	24.26	24.72	25.16
Service Grade B	22.82	22.96	23.16	23.37
Service Grade C	21.68	21.99	22.25	22.75
Service Grade D	21.01	21.15	21.24	21.37
Service Grade E	20.43	20.57	20.73	20.86
Service Grade F	18.87	19.24	19.66	20.24
Service Grade G	13.38	14.49	15.95	16.73

Recreation Grade A	20.41	20.73	21.04	21.34
Recreation Grade B	18.84	19.50	20.24	20.99

Hourly Rates	1	2	3	4
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Effective
07/01/15 (1% increase)

Service Grade A	24.06	24.50	24.97	25.41
Service Grade B	23.05	23.19	23.39	23.60
Service Grade C	21.90	22.21	22.47	22.98
Service Grade D	21.22	21.36	21.45	21.58
Service Grade E	20.63	20.78	20.94	21.07
Service Grade F	19.06	19.43	19.86	20.44
Service Grade G	13.51	14.64	16.11	16.90
Recreation Grade A	20.61	20.94	21.25	21.55
Recreation Grade B	19.03	19.70	20.44	21.20

All other provisions of said Article 14e as stated in the 2013-2015 Collective Bargaining Agreement shall remain in full force and effect for the year 2015.

ARTICLE 15 – CLOTHING ALLOWANCE shall be modified to include a one time outer wear clothing allowance in a new paragraph in said Article 15, and a new separate paragraph for payment of all clothing allowances in the month of January as follows:

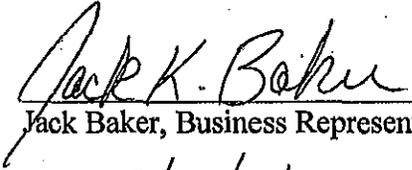
For the year 2015, the City of Rocky River shall provide the employees covered by this Agreement a one time outer wear clothing allowance in the sum of four hundred dollars (\$400) per employee, payable in the month of January 2015. Said outer wear clothing allowance shall not be extended beyond the term of this 2015 Addendum to the Collective Bargaining Agreement.

Any and all clothing allowances provided to the employees covered by this Agreement shall be paid annually in January, commencing with the year 2015.

All other provisions of said Article 15 as stated in the 2013-2015 Collective Bargaining Agreement shall remain in full force and effect for the year 2015.

DISTRICT 54, INTERNATIONAL
ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS

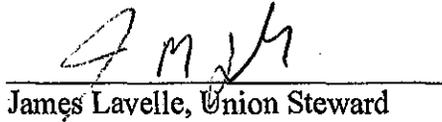
CITY OF ROCKY RIVER


Jack Baker, Business Representative


Pamela E. Bobst, Mayor

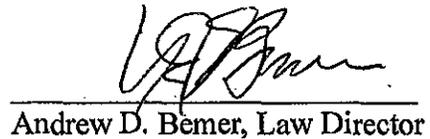
Date 12/12/14

Date 12-31-14


James Lavelle, Union Steward

APPROVED AS TO FORM:

Date 12/30/14


Andrew D. Bemer, Law Director


Steven Elek, Union Representative

Date 12-30-14

Date 12-30-14


James Toth, Union Representative

Date 12-30-14