

**Memorandum of Understanding**

BETWEEN  
THE CITY OF ASHTABULA, OHIO  
AND  
LOCAL 1197 OF THE AMERICAN FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES, OHIO COUNCIL 8, AFL-CIO

Replace Article XX Section 1, D Conversion of Sick Leave:

**ARTICLE XX**  
**CONVERSION OF SICK LEAVE**

**Section 1. Sick Pay Upon Retirement or Death**

D. Payment of sick leave shall be made at the average regular hourly rate (40 hour work week assumed) received by the employee during the twelve months immediately preceding the effective date of his or her retirement.

WITH

**ARTICLE XX**  
**CONVERSION OF SICK LEAVE**

**Section 1. Sick Pay Upon Retirement or Death**

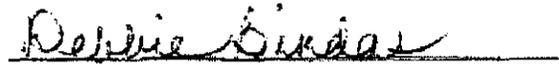
D. Payment of sick leave shall be made using a weighted average of the employee's bidded regular hourly rate (40 hour work week assumed) received by the employee during the 365 days immediately preceding the effective date of his or her retirement.

**Example:** \$18.00/hr for 100 days, or 27% of 365 day year.  
\$19.00/hr for 265 days or 73% of 365 day year.  
**(\$18.00 x .27) + (\$19.00 x .73) = \$18.73 rate used for payment**

*It is further understood this Memorandum of Understanding and change in Bargaining Agreement language is applicable only to employees retiring after March 27, 2014, and has no effect on those who have already retired or no longer work for the City of Ashtabula.*

  
David Wood, President  
AFSCME Local #1197

  
James M. Timonere, City Manager  
City of Ashtabula

  
Debbie Bindas  
AFSCME Representative

Approval to correctness and form:  


7-21-14  
Date

Michael Franklin, City Solicitor  
City of Ashtabula