

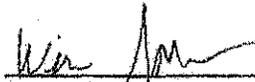
AND

OHIO COUNCIL 8, LOCAL 3816 (ADMINISTRATIVE) AFSCME, AFL-CIO

The City of Bay Village (Employer) and AFSCME Ohio Council 8, and AFSCME Local 3816 Administrative (Union) hereby agree to extend the current collective bargaining agreement which is effective from January 1, 2013 through December 31, 2015 in full force and effect until January 30, 2016, and thereafter until either party give the other ten (10) days written notice that it wishes to terminate this extension agreement, or until the parties execute a successor agreement.

For the Union

For the City



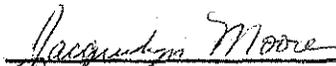
AFSCME Ohio Council 8



City of Bay Village

Date: 12/22/15

Date: 1-5-14



AFSCME, Local 3816

Date: 12/24/15