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**COLLECTIVE BARGAINING**

**AGREEMENT BETWEEN**

**C.S.P.A.**

**and**

**CITY OF AKRON, OHIO**

**MAY 17, 2012**

**to**

**DECEMBER 31, 2014**

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## **PREAMBLE**

This Agreement is made and entered into this **17th** day of **May, 2012** between Donald L. Plusquellic, Mayor of the City of Akron, Ohio, hereinafter referred to as the Administration, and the Civil Service Personnel Association, Inc., hereinafter referred to as the Union or C.S.P.A.

## **ARTICLE I** **Purpose**

The objectives of this Agreement are:

- 1) To provide for the equitable and peaceful adjustment of differences which may arise.
- 2) To ensure the right of every employee to fair and impartial treatment.
- 3) To provide an opportunity for the Union and the Administration to negotiate proper standards of wages, hours, and other conditions of employment.
- 4) To achieve and maintain harmonious relations between the Union and the Administration.
- 5) To provide an opportunity for employees to meet with the Administration through their representatives to exchange views on policies and procedures affecting the conditions of their employment.

## **ARTICLE II** **Recognition**

- 1) The Administration recognizes the Union as the exclusive bargaining agent in any and all matters subject to the collective bargaining process for all employees within the job classifications set forth in Appendix A to this Agreement and for any classification created subsequent to the execution of this Agreement when assigned to the C.S.P.A. bargaining unit by the Administration on the basis of community of interest.
- 2)
  - a) The Union shall be notified of any proposal to establish a new job classification or to change duties and responsibilities of any existing job classification thirty (30) days before the Civil Service Commission acts upon the proposal. This time limit may be waived by the mutual agreement of the parties.
  - b) If a new classification is established, the Administration shall promptly notify the Union of its decision that the job classification be included or excluded from the bargaining unit.

- c) The Union may grieve the failure to receive timely notification in paragraph (a) above, or the Administration's decision in paragraph (b) above. A grievance concerning paragraph (b) above will be decided based on the relationship the new classification has to existing bargaining or non-bargaining unit classifications in the City.
  - d) The Union may process the grievance beginning at the third (3rd) step of the grievance procedure as outlined in this Agreement, provided the grievance is submitted within seven (7) days.
  - e) This section shall not be used for the purpose of eroding the present bargaining unit, as contained in Appendix "A" of this Agreement.
- 3) The bargaining rights agreed to herein, shall be interpreted to mean that the Administration will neither make changes nor make recommendations concerning matters subject to the collective bargaining process (wages, hours, and other terms and conditions of employment), without first negotiating with the Union and attempting to reach an agreement thereon.
  - 4) The Administration shall notify the Union President or his designee in writing, on a monthly basis of all new hires in the bargaining unit, showing name, address, title, division, service date, and birth date.

**ARTICLE III**  
**Union Security**

- 1) Check-off. The Administration, upon written authorization of the employee, shall deduct from each pay of said employee current union dues and remit same to the Union. Authorization forms shall be provided by the Union.
- 2) The Administration will not concurrently deduct dues from more than one organization or union from one pay of any one employee.
- 3) In accordance with the provisions of the Collective Bargaining Act of the State of Ohio for the regulation of public employer-employee relations, which is more specifically referred to as the 1983 Senate Bill 133, an agency shop shall herewith exist as of the effective date of the implementation of the aforementioned law, i.e., April 1, 1984.

All present non-union employees and new hires within the bargaining unit shall either become and remain members in good standing of the Union or shall pay to the Union an amount of money equal to that paid by other employees within the bargaining unit who are members of the Union, which shall be limited to an amount of money equal to the Union's regular and usual dues on and after the 61st day following the beginning of their employment. The money required to be paid by those employees within the C.S.P.A.

bargaining unit shall be considered a fair share fee as defined by Section 4117.09(c) of the Ohio Revised Code.

- 4) The Union and its successors and assigns shall indemnify and save the Administration harmless from any liability as a result of making deductions in accordance with this Agreement.
- 5) At the time dues deductions are made during each pay period, the Administration will furnish the Union Treasurer a check for said dues deductions, along with a listing of all bargaining unit members, indicating the department where the individual worked, as well as the amount deducted.

#### **ARTICLE IV Management Rights**

The Administration retains all rights of managing and directing the work force except where specifically limited by the terms of this Agreement.

#### **ARTICLE V Amendments**

This Agreement may not be amended during its term except by mutual agreement. Either party may propose an amendment or amendments by so certifying in writing to the other party. Negotiations on the proposed amendments shall commence within thirty (30) days of such notification. If no settlement is reached, the provisions of the Agreement shall remain in effect for the duration of this Agreement.

#### **ARTICLE VI Work Rules**

The Administration shall notify the Union President before posting work rules established solely by the Administration. Work Rules will not become effective until after they have been posted for ten (10) calendar days. Notice shall be deemed the date of mailing.

Upon request of the Union, the Administration agrees to meet with the Union to discuss the posted work rules prior to implementation.

The Administration shall provide the Union with a copy of existing work rules as requested.

#### **ARTICLE VII Union Officers**

- 1) If an officer of the Union, during his term in office, is promoted into a classification outside the bargaining unit, he will be recognized by the Administration as a

representative of the Union until the term of office has been completed or the termination date of the contract has been reached, whichever is sooner.

- 2) The Union will provide to the Deputy Mayor for Labor Relations a current list of all Union officers, Stewards, and committees authorized to represent the Union.

## **ARTICLE VIII Benefits**

The below listed ordinances are hereby made a part of this Agreement and are subject to the grievance procedure in Article X, provided that nothing in this Agreement shall be construed in any way as limiting the powers of Council and/or the Mayor as defined in the Charter of the City of Akron.

### Section I

- 1) Wages – **Ord. 383-2012**
- 2) Overtime – **Ord. 65-2012/Akron Codified Ordinance 35.05**
- 3) Sick Leave – **Ord. 65-2012/Akron Codified Ordinance 35.03**
- 4) Working Hours — **Ord. 65-2012/Akron Codified Ordinance 35.02**
- 5) Dental Program — **Ord. 169-2012**
- 6) Major Medical and Life Insurance — **Ord. 169-2012**
- 7) Vacations — **Ord. 65-2012/Akron Codified Ordinance 35.01**
- 8) Longevity Pay — **Ord. 65-2012/Akron Codified Ordinance 35.06**
- 9) Retirement Differential — **Ord. 65-2012/Akron Codified Ordinance 35.07**
- 10) Vision Care---**Ord. 169-2012**
- 11) Risk Management—**Ord. 101-1978**
- 12) Jury Duty—**Ord. 65-2012/Akron Codified Ordinance 35.10**
- 13) **Injury leave – Ord. 65-2012/Akron Codified Ordinance 35.04**

Sections II through XII are descriptive of the above referenced ordinances. They do not reflect the ordinances in their entirety.

## Section II - Sick Leave

- 1) In addition to vacation leaves, all permanent full-time employees who have completed ninety days of service shall be entitled, for each completed month of service, to sick leave of one and one-fourth (1 1/4) workdays with pay.
- 2) Unused sick leave shall be cumulative up to 1000 hours, which shall be called the employee's primary sick leave bank. In the event a permanent employee of the City retires and is qualified to receive and is granted either disability or a normal retirement pension under the Public Employees Retirement System, such permanent employee shall receive pay for his unused accumulated sick leave in an amount not to exceed 1000 hours.
- 3) For purposes of sick leave eligibility in the event of illness or death, the employee's immediate family shall be defined as follows:

Grandparent	Aunt
Grandparent-in-law	Uncle
Mother	Brother
Mother-in-law	Brother-in-law
Father	Sister
Father-in-law	Sister-in-law
Child	Son-in-law
Stepchild	Daughter-in-law
Stepparent	Spouse
Grandchild	Legal guardian or other person who stands in place of a parent
- 4) Where there is illness in the employee's immediate family, as defined above, an employee is eligible for up to two (2) days of sick leave. Those individuals defined as immediate family do not have to live in the employee's household to determine sick leave eligibility.
- 5) Effective January 1, 1997 and each succeeding year, if an employee has 960 hours of accumulated sick leave, he may at the first of each calendar year purchase up to thirty (30) hours of sick leave at the employee's hourly rate as of January 1st of each calendar year. The purchase of sick leave hours is subject to the Finance Director's approval and the payout will be after the passage of the budget.
  - a) Effective January 1, 2004 and each succeeding year, if an employee has 960 hours of accumulated sick leave, he may at the first of each calendar year purchase up to forty (40) hours of sick leave at the employee's hourly rate as of January 1st of each calendar year. The purchase of sick leave hours is subject to the Finance Director's approval and the payout will be after the passage of the budget.
- 6) The City shall provide a supplementary sick leave program. A bargaining unit member

who has accumulated 1000 hours of sick leave may continue to accumulate supplemental sick leave in an unlimited amount to be used for sick leave purposes only after said member's primary sick leave bank is depleted.

In the event a member should use a part of his 1000 hours, then said time shall be deducted from the member's primary sick leave bank and said member shall not accumulate sick leave in the supplemental bank until such time as 1000 hours is re-accumulated in the member's primary sick leave bank.

Supplemental sick leave shall not be paid to the member upon termination of employment, however; upon the retirement of a Time Bank member, unused supplemental sick leave hours shall be added to balance of hours in the CSPA Time Bank **only if the balance in the Time Bank is less than 7,000 hours.**

- 7) For deaths in a bargaining unit member's immediate family, the member shall be eligible for sick leave for up to three (3) days if the funeral is in state, or four (4) days if the funeral is out-of-state.
- 8) A bargaining unit member who is granted authorized leave under the Family and Medical Leave Act of 1993, shall be allowed to maintain a total maximum balance of eighty (80) hours of annual leave, compensatory time, or sick leave prior to making the transition to an unpaid status.

### Section III - Life Insurance

- 1) Life Insurance benefits shall be as follows:

Effective January 1, 2000 life insurance shall be \$50,000 and accidental death and dismemberment per covered individual shall be \$50,000.

- 2) For bargaining unit members who retire on or after January 1, 2000, life insurance coverage shall be in the full current amount (excluding AD&D coverage) for the first twelve (12) months following retirement, and at one half (1/2) of the full current amount thereafter.

### Section IV - Vision Care

- 1) The vision care plan will cover expenses up to the maximum as shown below, however, no payment will be made for more than one (1) examination during a 12-month period. Further no payment will be made for more than one (1) pair of lenses during a 12 month period; nor more than one pair of frames during a 24 month period.

- 2) Effective February 1, 1997, the schedule of maximum benefits for vision care will be as follows:

Examinations - \$50.00 per examination

Lenses (pair)	Single vision	\$40.00
	Bifocal	\$60.00
	Trifocal	\$76.00
	Lenticular	\$92.00
Contact Lenses	After cataract surgery	\$ 116.00
	For visual acuity not correctable to 20/70	\$ 116.00
	Other contacts	\$60.00
Frames (per pair)		\$60.00

- 3) Effective February 1, 1994, retirees shall be covered under the provisions of the vision care plan.

Section V - Hearing Aids

- 1) For active employees within the bargaining unit, audiometric exams shall be covered at 100% (no deductible) up to a maximum of \$40.00 per examination. This coverage shall be limited to one audiometric examination per 36 months.
- 2) Effective February 2009, for active employees within the bargaining unit, hearing aid coverage to include hearing aid evaluation, hearing aid device, and conformity evaluation covered at 80% (after deductible) up to a combined maximum reimbursement of \$1,500 per hearing aid, per ear. This coverage shall be limited to one hearing aid and related evaluations per ear per 36 months.

Section VI - Dental Program

- 1) Dental insurance shall be provided on a non-contributory basis.
- 2) Dental insurance shall have a non-deductible feature on a usual, customary, and reasonable plan, with Class I based on 100 percent, Class II based on 100 percent, Class III based on 60 percent, and Class IV based on 60 percent.
- 3) Dental insurance shall have a \$1,500 annual maximum and a \$2,500 lifetime maximum on orthodontia per covered individual.

- 4) Effective December 1, 1988, future retirees of the bargaining unit and their dependents shall be provided dental coverage with a \$500 annual maximum for basic coverage and a \$500 lifetime maximum for orthodontia per covered individual.
- 5) Class definitions:
  - a) Class I Services - Diagnostic and Preventive, including examination, x-rays, and fluoride applications.
  - b) Class II Services - Basic Restorations, Endodontics, Periodontics, Prosthodontics and Oral Surgery.
  - c) Class III Services - Major Restorations, Dentures and Bridgework.
  - d) Class IV Services - Orthodontics

#### Section VII - Prescriptions

- (1) Prescriptions filled at a participating "Retail 34" pharmacy are for immediate medicine needs or short-term and will be subject to the following co-payment structure for a maximum 34-day supply:
  - a) General prescription - \$4.00 per prescription
  - b) Formulary (preferred) brand name prescription - \$8.00 per prescription.
  - c) Non-formulary (non-preferred) brand name prescription - \$25.00
- (2) **Effective June 1, 2012, every eligible permanent full time bargaining unit member and their eligible dependents shall be required to pay the following amounts for mail order and retail 90-day supply programs:**
  - a) **General prescriptions - \$8.00 per prescription**
  - b) **Formulary brand name prescriptions - \$16.00 per prescription**
  - c) **Non-formulary brand name prescriptions - \$50.00 per prescription**
- (3) Over-the-counter prescriptions for the proton pump inhibitor drug, *Prilosec OTC* and the non-sedating antihistamine drug, *Claritin* may be filled at participating "Retail 34" pharmacies at the generic co-payment amount (\$4.00 per prescription) with a valid prescription.
- (4) The prescription plan shall require a mandatory mail order refill restriction for all maintenance drugs, whereby maintenance drugs must be filled by mail order after three (3) retail refills.

## Section VIII - Hospitalization & Health Benefits

- 1) Effective February 1, 1997, the lifetime limitation for bargaining unit members shall be \$3,000,000. Lifetime limitation for retirees shall be \$1,500,000.
- 2) Surgical schedules shall be \$11.00 per unit.
- 3) Deductible limits shall be \$100.00 per individual and \$200.00 per family for active employees and retirees.
- 4) Effective February 1, 1994, active employees within the bargaining unit and their eligible dependents shall be covered to a maximum of \$100.00 per year for routine physicals.
- 5) Effective February 1, 1998, coverage for outpatient treatment for mental and nervous disorders shall be covered at eighty percent (80%) of reasonable and customary charge per visit for a maximum of 12 visits per policy year.
- 6) CSPA agrees to a medical cost containment program that contains: continued stay review, pre-admission certification and self-auditing of medical bills.
- 7) Effective February 1, 1994, for active full-time members and their eligible dependents, the schedule of maximum benefits for outpatient, laboratory and X-rays shall be \$750.00 per year. Effective February 1, 1994 retirees and their eligible dependents shall be covered by this provision.
- 8) Payment for outpatient treatment for drug, alcohol and substance abuse for active full time members and their eligible dependents shall be considered on a case-by-case basis.
  - a) Certification for payment of outpatient treatment for substance abuse shall be required.
- 9)
  - a) Effective January 1, 1997, for active employees within the bargaining unit, Radial Keratotomy shall be included as a covered expense.
  - b) Effective February 1, 1998, for active employees within the bargaining unit, coverage shall be extended to include all other refractive surgeries approved by the Food and Drug Administration.
  - c) The lifetime limitation shall be \$3,000. Preoperative examinations shall be included in the lifetime limitation.
  - d) Lifetime coverage shall be limited to one surgery per eye.
- 10) **Effective the pay period beginning July 1, 2012, permanent full time bargaining unit members shall be required to pay a portion of the premium cost on a pre-taxed basis for medical coverage as follows:**

**\$20 per month for individual coverage**  
**\$40 per month for family coverage**

Section IX - Longevity

In the first pay period of November 2000, and each succeeding year, the City shall pay the following longevity payments to employees based upon the years of service prior to December 1.

\$500.00 after 5 years of service  
\$550.00 after 10 years of service  
\$600.00 after 15 years of service  
\$650.00 after 20 years of service  
\$700.00 after 25 years of service

Section X - Vacations

- 1) The vacation schedule shall be calculated as follows:
  - a) If the employee has completed one (1) full year of service, two (2) calendar weeks shall be credited.
  - b) Effective January 1, 2004 - If the employee has completed more than five (5) years of service, three (3) calendar weeks shall be credited.
  - c) Effective January 1, 2004 - If the employee has completed more than ten (10) years of service, four (4) calendar weeks shall be credited.
  - d) If the employee has completed more than twenty (20) years of service, five calendar weeks shall be credited.
  - e) Employees with less than one (1) year of service shall be credited in accordance with **Ord. 65-2012**.
- 2) If an individual does not complete his probationary period during the calendar year, upon completion of his first ninety (90) days of employment, he shall receive the annual leave credited to him in the prior year.
- 3) Employees will be granted an additional week of vacation if on January 1 of each calendar year the employee has completed at least twenty (20) years of service and his primary sick leave bank reflects one hundred twenty (120) sick leave days.
- 4) An employee may defer up to two (2) weeks of annual leave to the next calendar year for any reason. Deferred annual leave shall be used by the employee at any time during the next calendar year, subject to the approval of the employee's department head.
- 5) Effective 1997, bargaining unit members may purchase a maximum of eighty (80) hours annual leave in lieu of taking time off. Such purchase shall be subject to the Finance Director's approval.

- 6) Effective 1997, a bargaining unit member with a minimum of twelve (12) years of service, may bank up to a maximum of twelve (12) weeks of annual leave. This is in addition to the previously agreed upon two (2) weeks annual leave carry-over each year.

#### Section XI - Retirement Differential

- 1) Upon retirement from the City of Akron and concurrently qualifying for a Public Employees Retirement System pension, a bargaining unit member shall be paid equivalent to 1.5% of his gross compensation earned on or after April 1, 1974, which was subject to Public Employees Retirement System contributions.
- 2) A bargaining unit member who resigns with twenty-five (25) or more years of service with the City of Akron shall be paid 1.5% of his gross compensation earned on or after April 1, 1974, which was subject to Public Employees Retirement System contributions.

#### Section XII - Deferred Compensation

- 1) The City agrees to implement an alternative Deferred Compensation Program for members of the bargaining unit subject to the approval of the Finance Director.
- 2) The City will provide a payroll deduction for said program. It is understood that it is the responsibility of C.S.P.A. to submit a total Deferred Compensation Program to the Finance Director. Implementation shall be within a reasonable period of time thereafter.

#### Section XIII - Parking

- 1) The Administration shall provide parking facilities at no cost to bargaining unit members at Glendale Avenue.
- 2) C.S.P.A. and the Director of Public Service, along with the Deputy Mayor for Labor Relations agree to meet to discuss parking for bargaining unit members.

### **ARTICLE IX Legal Conflict**

If any provision of this Agreement be found by a tribunal of competent jurisdiction to be invalid, inoperative or in conflict with federal or state law, Civil Service Rules and Regulations, or municipal ordinances of the City of Akron, such finding shall supersede the conflicting provision or provisions. All other provisions shall remain in full force and effect for the duration of this Agreement.

In the event any Article of this Agreement or any part thereof is made invalid pursuant to the above paragraph the Administration and the Union shall meet within thirty (30) working days to negotiate a legal alternative unless subject invalidation is appealed by either party to a higher tribunal, in which case the time period mentioned above will be stayed pending the outcome of said appeal.

**ARTICLE X**  
**Grievances and Arbitration**

1) Definition

A grievance is a complaint, dispute or controversy in which it is claimed that either party has failed in an obligation under this Agreement and which involves the meaning, interpretation or application of this Agreement.

2)

- a) Both parties agree that all grievances should be dealt with promptly and every effort should be made to settle grievances as close to the source as possible.
- b) Should the Administration fail to comply with the time limits herein, the Union may appeal to the next step. Should the Union fail to comply with the time limits herein, the grievance shall be considered abandoned. Time limits may be extended by mutual consent of the parties, which shall not be unreasonably withheld.

3) The following procedure shall be utilized when a grievance is initiated by an employee, a group of employees or the Union:

STEP 1: A grievance must be presented orally to the appropriate immediate supervisor within three (3) working days of occurrence or within three (3) days after it has become known to the employee. The supervisor shall have three (3) days following such presentation to submit his oral response. The employee shall be accompanied by a Union representative if so requested.

STEP 2: If the grievance is not settled at the first step, the Union or the aggrieved may reduce the grievance to writing. The written grievance must be presented to the Department Head within five (5) working days after receipt of the STEP 1 answer. The Department Head shall reply in writing within five (5) working days after receipt of the written grievance.

STEP 3: If the grievance is not settled at STEP 2, the Union may appeal in writing to the Deputy Mayor for Labor Relations. Such appeal must be submitted within seven (7) working days after receipt of the STEP 2 reply. The Deputy Mayor or his designated representative shall meet within ten (10) working days with the Union to attempt to resolve the grievance. The Deputy Mayor shall reply to the Union in writing within ten (10) working days following such meeting.

STEP 4: If the grievance is not resolved at STEP 3, either party, may within five (5) working days after the decision of the Deputy Mayor, certify in writing to the other party its intent to submit the grievance to arbitration.

## ARBITRATION

### 1) Selection

The parties shall have five (5) working days to select an arbitrator by mutual agreement. If such agreement is not reached, a joint request shall be made to the Federal Mediation and Conciliation Service to submit a panel of five (5) arbitrators to both parties. The parties shall meet within five (5) working days of receipt of said list for the purpose of selecting the arbitrator by alternately striking names from the list until one (1) name remains. The last remaining name shall be the arbitrator.

### 2) Hearing Time

The arbitrator shall schedule a hearing within thirty (30) days at a time and place convenient to both parties. The time period may be extended by the mutual agreement of the parties.

### 3) Jurisdiction

The arbitrator shall be expressly limited to the meaning, intent or application of the provisions of this Agreement. He shall have no power to add to, detract from, or alter in any way the provisions of this Agreement.

### 4) Binding Both Parties

The decision of the arbitrator shall be in writing and binding on both parties.

### 5) Cost Sharing

All expenses involved in the Arbitration proceedings shall be equally shared between both parties. However, expenses relating to the calling of witnesses or the obtaining of depositions or any other similar expenses associated with such proceedings shall be borne by the party at whose request such witness or depositions are required.

Other provisions relating to grievances:

- 1) The Union President or designee shall have the right to initiate and file a policy and/or group grievance, which affects bargaining unit members, by filing a written grievance at the appropriate step of the grievance procedure.
- 2) When a grievance meeting is scheduled during working hours, those employees needed in the resolution of the grievance shall, upon proper approval from supervision, be granted time off from duties with pay to attend. Such time shall not be arbitrarily withheld.
- 3) The Union reserves the right to designate the appropriate representative at any step of the grievance procedure. This does not, however, prohibit the Grievance Chairperson or the President of the Union or his selected designee from being present at any step where a

Union representative is mentioned in addition to such Union representation.

- 4) Any grievance may be withdrawn by the Union at any step of the grievance procedure without such withdrawal being regarded as a precedent or prejudice on future grievances filed under this Agreement. Any grievance so withdrawn cannot be re-filed under the terms of this Agreement.

## **ARTICLE XI Union Representation**

The Union's duly constituted representative/s shall have the right and duty as to employees in the Union's bargaining unit to:

- 1) The President and Grievance Chairman or their designee shall have reasonable access to City facilities to investigate disciplinary actions or other matters relating to the provisions of this contract. Said access is contingent upon obtaining the permission of the department head involved. Said permission shall not be arbitrarily withheld. The City shall provide, upon request to Labor Relations, information pursuant to processing of grievances at no charge to the Union. Nothing in this section shall be construed to interfere with City services.
- 2) When an employee is called in for any disciplinary matters, the employee shall have Union representation.

## **ARTICLE XII No Strike Clause**

The Union agrees not to participate in any actions, concerted or otherwise, involving a strike, work slowdown, or any other type of job action during the term of this Agreement.

The Union further agrees to actively seek termination of any such action by a member or members of the bargaining unit. Failure to do so will result in the Administration seeking redress and restitution from the Union.

The Administration agrees not to engage in any lockout of employees in the bargaining unit, during the term of this Agreement.

## **ARTICLE XIII Union Time**

- 1) The President of CSPA during his term in office shall be granted release time, upon request, to administer to the provisions of this agreement.
- 2) The Administration agrees to establish on the effective date of the Agreement, a time bank of paid hours of released time for the use of the Union in the conduct of union business.

- 3) Effective 4/1/91, on the first of each month the Administration shall credit the Union with 104 hours of paid time to be used in the processing of grievances, meetings with the City officials on Union matters and for other activities necessary to the administration of this Agreement.
- 4) Released time shall be used in increments of one-half hour by members designated by the Union upon the approval of the appropriate supervisor, whose approval shall not be reasonably withheld.
- 5) Hours not used shall be carried over from month to month during the life of this Agreement.
- 6) The Administration will not pay any released time for union business beyond the provisions of this article except for meetings called by the Administration, which are not mandated, by the provisions of this Agreement.
- 7) All usage of union time herein provided shall be promptly reported to the Deputy Mayor for Labor Relations who shall transmit a monthly statement to the Union.
- 8) All other time off for union business shall be the responsibility of the Union or the individual member.
- 9) This Article IX does not supersede the Executive Order of February 23, 1968, providing time for Union President's attendance at certain meetings, which shall remain in effect for C.S.P.A.

#### **ARTICLE XIV** **Wages**

- 1) Bargaining unit members shall receive the following wage increases:
  - a) **1.5% - Effective April 1, 2012**
  - b) **Wage Re-opener for calendar year 2013**
  - c) **Wage Re-opener for calendar year 2014**
- 2) **During the term of this agreement, if another bargaining unit receives a wage increase in excess of 1.5%, effective April 1, 2012, CSPA bargaining unit members shall receive an amount equal to the said increase, effective on the date of the increase to the other bargaining unit.**
  - a) This provision is not applicable if said increases are awarded to another bargaining unit by a third party.
- 3) During the term of this Agreement, all bargaining unit members shall receive their paychecks on a weekly basis.

- 4) Confidentiality shall be maintained in the delivery of paychecks.
- 5) Effective January 1, 2007, all bargaining unit members will be required to have direct deposit of their paychecks.

**ARTICLE XV  
Safety and Health**

A safe environment and efficient work operations are of mutual concern to the City of Akron and the Union. The parties mutually recognize the need for a work environment where all phases of the work can be achieved safely, as well as the need to promote better understanding and acceptance of safety principals by all employees, thereby ensuring not only their own safety but that of fellow employees and the citizens of Akron.

- 1) **Reporting - Representation:** All employees shall promptly report any unsafe condition to their supervisor. If any employee believes that an unsafe condition does exist, they may request that their Union representative be called to discuss the matter with their supervisor. The Administration shall allow the Union Representative to be present.
- 2) **Reporting Accidents:** All employees involved in an accident on the job shall report such accident to their supervisor as soon as possible. The Supervisor shall fill out a supervisor's report on all reported accidents. A copy of said report shall be furnished to the Union upon request.

**ARTICLE XVI  
Seniority**

- 1) Seniority shall be the determining factor in scheduling of vacations and shift assignments in all departments unless the Union President or his designee, and the Administration agree otherwise.
- 2) Seniority shall be defined as follows:
  - a) Seniority in the bidding of vacation shall be defined as City-wide seniority.
  - b) Seniority in the bidding of shift assignments shall be defined as classification seniority; i.e. the date an employee enters a classification.

**ARTICLE XVII  
Nondiscrimination**

- 1) The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination because of age, race, sex, color, creed, nationality, origin, marital status, political affiliation, disability, handicap, or Union membership.
- 2) All reference to employees in this Agreement shall designate both sexes. Where the male gender is used it shall be construed to include male and female employees.

**ARTICLE XVIII**  
**Bulletin Boards**

- 1) Bulletin boards as presently provided may be used by the Union for the following notices:
  - a) Recreational and social affairs of the Union.
  - b) Union elections.
  - c) Union meetings.
  - d) Rulings of the State Employment Relations Board.
- 2) Notices considered derogatory, inflammatory, or political will not be permitted on any City bulletin board. If such notices appear on said bulletin boards, they shall be removed by the Administration.

**ARTICLE XIX**  
**Meeting With the Mayor**

The Union President shall meet with the Mayor on a quarterly basis in order to discuss matters of mutual concern.

**ARTICLE XX**  
**Overtime**

- 1) When overtime is required, opportunities shall be distributed on an equitable basis where practicable. Factors to be considered in the distribution of overtime include the ability to perform the job and the classification required to perform the job.
- 2) Neither seasonal employees, temporary employees, permanent part-time, newly hired probationary employees within their first ninety (90) days of employment, nor co-op students shall be called in or assigned overtime except when a bargaining unit member is unavailable for such work.
- 3)
  - a) As used in these provisions, the following words shall have the meaning as indicated below:
    - i) "OVERTIME LIST" shall mean a list of qualified employees as defined in this provision initially arranged in order of seniority by classification, and posted with hours of charged overtime against each employee.
    - ii) "ROTATING" shall mean that the employee with the least charged

overtime on the list is to be contacted first when overtime is required.

- iii) "CHARGED OVERTIME" shall mean that overtime offered to an employee, and refused by that employee; and that overtime actually worked by that employee. Employees on official leave status shall not be contacted nor charged overtime.
- iv) "EQUITABLE DISTRIBUTION" of overtime shall mean that the variance of charged overtime shown for each employee on the overtime list shall not exceed sixteen (16) hours except in cases where an employee waives their rights for whatever reason they may choose.

- b) Each division shall post a rotating overtime list in designated work units, showing the charged overtime hours for employees. Overtime work shall be equitably distributed among employees in the various classes within divisions in the designated work units.

An employee who has been inadvertently bypassed shall be entitled to be called first for the next available overtime opportunity. If an employee has been intentionally bypassed, he shall be compensated for such hours of overtime he would have been entitled to if he had worked the overtime. Each division shall be responsible that the rotating overtime list be kept current.

- c) An employee, whose daily job assignment carries over into overtime, shall have first right of refusal for said overtime. Such a refusal shall be construed as charged overtime.
- d) A new employee, who has become eligible for overtime, or an employee from a leave of absence of more than thirty (30) days, shall be credited with the average number of overtime hours of employees in the classification and shift to which the employee is entering and/or returning and the employee's name shall be placed on the rotating overtime list accordingly.
- e) After consultation with the appropriate union representative, an employee's name may be removed from the overtime list upon their refusal to work for three (3) consecutive opportunities. After consultation with the appropriate union representative, such an employee may have their name reinstated on such overtime list upon approval of the division head and their name shall be reinstated by charging them with the highest numbers of hours on the list.
- f) On January 1, of each succeeding year of this Agreement, charged overtime hours will revert to zero (0).

**ARTICLE XXI**  
**Uniforms**

- 1) The Administration agrees to continue to provide uniforms to employees when the uniform is required by the City. Present practices of providing uniforms will continue.
- 2) Whenever uniforms are provided, the employee may be required by the City to wear the uniform during working hours and will be responsible for its safekeeping. Where the loss, misuse or willful destruction of such uniform is incurred, the employee may be charged for its replacement on a fair "wear and tear" basis.
- 3) Employees are prohibited from wearing uniforms provided by the City while off duty except at such time when the employee is in route to and from work.
- 4) Effective January 1, 2004, an annual clothing and shoe allowance of \$175.00 per year shall be paid to all bargaining unit members within the following classifications:

Engineering Technician I  
Engineering Technician II  
Surveyor Aide I  
Surveyor Aide II  
Surveyor Aide III  
Surveyor Technician  
Watershed Rangers  
Building Inspector I & II  
Electrical Inspector I & II  
Mechanical Inspector I & II  
Landscape Technician I & II  
**Traffic System Design Technician**

Payment shall be made by March 1 of each year.

**ARTICLE XXII**  
**Certification Allowances**

- 1) Effective January 22, 2006 the City will pay a weekly bonus to those bargaining unit members who obtain the necessary certification as provided for in this Article.
  - a) Based on the Ohio Water Pollution Control Association Certification obtained, those bargaining unit members classified as Wastewater Laboratory Analysts shall receive the following weekly bonus:

Class I Wastewater or Laboratory Analyst I Certification - \$10.00/week  
Class II Wastewater or Laboratory Analyst II Certification - \$15.00/week  
Class III Wastewater or Laboratory Analyst III Certification - \$20.00/week  
Class IV Wastewater or Laboratory Analyst IV Certification - \$25.00/week
  - b) Based on the State of Ohio E.P.A. Certification obtained, those bargaining

Unit members classified as Water Laboratory Analysts shall receive the following weekly bonus:

E.P.A. Operational Chemical Certification - \$10.00/week

E.P.A. Full Chemical Certification - \$15.00/week

E.P.A. Bacteria Certification - \$15.00/week

E.P.A. Full Chemical and Bacterial Certifications - \$25.00/week

- 2) The weekly bonus shall be calculated only on the highest level of certification obtained.
- 3) Bargaining unit members must be on a paid status of forty (40) hours for each week to be eligible for the weekly bonus.
  - a) Overtime shall not be used in the calculation of the forty (40) hours.

### **ARTICLE XXIII Subcontracting**

- 1) The Administration agrees not to subcontract C.S.P.A., Inc. bargaining work that would result in layoffs of C.S.P.A., Inc. bargaining unit members.
- 2) The Administration agrees that Co-ops will not be used to replace bargaining unit members on layoff.

### **ARTICLE XXIV Working Hours**

- 1) Permanent employees in the classified service shall receive compensation at their regular rate of pay for the following holidays: New Years Day, Martin Luther King, Jr. Day, Washington-Lincoln Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving, Christmas Day, and three days described as Personal Days.
- 2) In the event any permanent employee is required to work on any of the above enumerated holidays, such employee shall receive two and one-half (2 1/2) times the regular rate of pay for the actual hours worked in lieu of holiday compensation for such hours, regardless of whether or not such employee has worked the scheduled workday before and/or after said holiday.
- 3) However, for those bargaining unit members who are required to work a seven day rotating schedule and who are required to work on New Years Day, Independence Day or Christmas Day which are observed on the traditional date shall be paid at the rate of one and one-half times their regular rate of pay for actual hours worked and also credited with eight hours of compensatory time for such holiday.

**ARTICLE XXV**  
**Call-in Pay, Continuous Overtime and Reporting**  
**Pay, and Computation of Payment.**

- 1) Call-in Pay: Any employee called in to work during their normal off duty hours shall be guaranteed at least four (4) hours of work at the appropriate rate.
  - a) An employee refusing to work an alternate job assignment may do so but he forfeits all rights to the four (4) hour guarantee.
  - b) Bargaining unit members who appear in Court on behalf of the City during non-working hours shall receive paid overtime at the rate of one and one-half (1 1/2) times the actual time spent in Court.
- 2) Continuous Overtime: Any employee who works overtime continuous with his regularly scheduled shift shall be compensated for such overtime hours worked at the applicable rate, however, no guarantee shall apply. Any and all time worked by an employee immediately prior to the commencement of the regularly scheduled shift shall be computed and paid as continuous overtime.
- 3) Reporting Pay: Any employee reporting to work at their scheduled shift starting time, without having been previously been notified not to report, shall be guaranteed at least four (4) hours of work at the appropriate rate of pay providing the employee is physically capable of performing their regular work or the work assigned. The above guarantee shall not apply in cases of labor disputes, acts of God, unforeseen circumstances or conditions beyond the control of the City or if the employee returns to work from an indeterminate absence.
  - a) If an employee works more than his guaranteed four (4) hours of work during his regularly scheduled shift and management is not able to provide work for the employee, necessitating in the employee being sent home, he shall be paid for the balance of the shift. This provision does not apply in cases of labor disputes, matters subject to disciplinary actions, or if an employee becomes physically incapacitated in the performance of his duties.
- 4) Computation of Payment: All computation for payment of overtime on the employee's work, starting Sunday and ending Saturday, shall include credit for any annual leave, holiday, funeral leave, jury duty, union time, and personal day in computing the forty (40) hour work week and regularly scheduled workday.

**ARTICLE XXVI**  
**Working Out of Classification**

- 1) No employee shall be required to work out of his classification in a position for which certification has been made from a promotional eligible list and a reasonable period of time is allowed for normal processing procedures.

- 2) Temporary class changes will not be made to avoid promotional opportunities.
- 3) If an employee is required to work in a higher classification, management will submit within the same pay period, for approval to the Personnel Director, a request that the employee be paid at the appropriate rate.
- 4) The City agrees that if they have prior knowledge that an individual will be off work and they wish to fill the absence with a temporary reclassification the following procedure shall apply:
  - a) If an eligibility list exists - individuals within the department where the opening exists and on the eligibility list shall be chosen. Seniority and qualifications will be considered.
  - b) If no eligibility list exists - the individual chosen will be based on classification seniority, if otherwise qualified.

#### **ARTICLE XXVII**

##### **Notice of Discharge, Demotion, Separation, or Suspension**

- 1) The Administration agrees to notify the Union at least twenty-four (24) hours prior to the initiation of any discharge, demotion, separation or suspension of any bargaining unit member. Such notification will consist of a copy of the notice, which is to be served on the employee.
- 2) A bargaining unit member subject to layoff shall be given a written notice of layoff by the appointing authority at least fourteen (14) calendar days prior to the effective date of layoff. The Administration shall provide the Union a copy of all such layoff notices at the time they are issued.
- 3) Prior to the issuance of notification of layoff to any bargaining unit member, the Union and the City shall meet immediately for the purpose of attempting to find an available job within the City.

#### **ARTICLE XXVIII**

##### **Disciplinary Actions Against Bargaining Unit Members**

- 1) All oral and written reprimands against a bargaining unit member which are over one (1) year old shall not be used or held against a bargaining unit member in future disciplinary proceedings or promotional consideration, with the exception of those reprimands which pertain to like offenses, which in this case will have a two (2) year limitation.
- 2) Election of Remedies
  - a) The Union shall have the right to appeal notices of suspension, discharge or disciplinary demotion of permanent bargaining unit members to either arbitration

or the Civil Service Commission.

- b) The Union shall have ten (10) calendar days from receipt of notification to notify the Deputy Mayor/Labor Relations and Personnel Director of their choice. Such notification shall be in writing.
- c) In no event shall the employee be entitled to a hearing before both the Civil Service Commission and an arbitrator.
- d) Should the Union elect arbitration it is agreed that any suspension shall be served immediately. Should the Union elect to pursue a Civil Service Commission Hearing, it is agreed that any possible suspension will be served following the Civil Service Commission action.
- e) All discharges shall be effective immediately, regardless where the appeal is heard.
- f) If disciplinary action is appealed through arbitration the proceedings will be governed by the following rules:

The arbitration hearing shall take place within sixty (60) days from the date the employee is notified of the disciplinary action. The time period may be extended by the mutual agreement of the parties.

All expenses involved in the Arbitration proceedings shall be equally shared between both parties. However, expenses relating to the calling of witnesses or the obtaining of depositions or any other similar expenses associated with such proceedings shall be borne by the party at whose request such witness or depositions are required.

All other rules governing the arbitration process shall be governed by those outlined in Article X of this Agreement.

Neither party, by this agreement, waives its rights to appeal the arbitrator's decision to the courts.

- 3) The Administration agrees to practice corrective progressive discipline where practicable. Disciplinary action shall only be instituted for just cause.

#### **ARTICLE XXIX** **Press Releases**

When a bargaining unit member is under investigation or charged with a violation of City of Akron policy, departmental policy or Civil Service Rules, reasonable effort, consistent with any applicable law, shall be made to withhold the names and extent of discipline until such time as the member has been either served charges or exonerated.

**ARTICLE XXX**  
**Permanent Vacancies**

- 1) A permanent vacancy shall be defined as a vacancy that occurs as a result of retirement, resignation, death, dismissal or promotion.
- 2) If management chooses to fill a permanent vacancy in any one of the following departments: 1. Police Department, 2. Health Department, management will follow the procedure as outlined below:
  - a) Management will post the vacancy for a ten (10) working day period. During this period, anyone interested in filling the vacancy will notify, in writing, the department head of his desire to fill such vacancy.
  - b) If at least three (3) individuals bid to fill the vacancy, then management will fill the vacancy from among those individuals who bid, provided if qualified based on skill, ability or work performance.
  - c) The vacancy shall be filled within fifteen (15) days after the close of the bid. However, if filling the vacancy creates a hardship within the department where the individual who is awarded the bid works, then management may hold on awarding the bid until after his job is filled.
  - d) If less than three (3) individuals bid, then management may fill the vacancy as they deem appropriate.

**Article XXXI**  
**Bargaining Unit Work**

- 1) Non-bargaining unit members shall be excluded from performing bargaining unit work with the following exceptions:
  - a) Emergencies;
  - b) Training or instruction;
  - c) Experimental or setup work or;
  - d) When a Union member must leave for official Union business, except when another Union member is readily available.
- 2) Bargaining unit members shall not act as evaluators on employee reviews of other bargaining unit members.
- 3) Bargaining unit members are precluded from making recommendations of discipline against other bargaining unit members.

**ARTICLE XXXII  
TERM OF AGREEMENT**

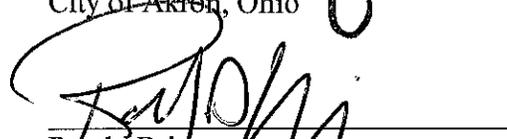
This Agreement entered on the **17th day of May, 2012**, shall remain in full force and effect through the **31<sup>st</sup> day of December, 2014**. Both parties agree to commence negotiations at least sixty (60) days but not more than ninety (90) days prior to the termination date of this Agreement.

IN WITNESS WHEREOF, the parties hereto affix their signature this \_\_\_\_ day of **September, 2014**.

  
\_\_\_\_\_  
Daniel Sladek, President  
C.S.P.A., Inc.

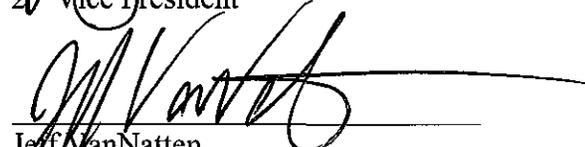
  
\_\_\_\_\_  
Donald L. Plusquellic, Mayor  
City of Akron, Ohio

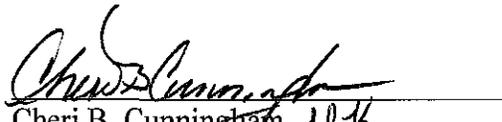
  
\_\_\_\_\_  
Alex D. Bryan  
1<sup>st</sup> Vice President

  
\_\_\_\_\_  
Randy Briggs  
Deputy Mayor of Labor Relations

  
\_\_\_\_\_  
Kim Cherry  
2<sup>nd</sup> Vice President

Approved as to legal form  
and correctness:

  
\_\_\_\_\_  
Jeff VanNatten  
Treasurer

  
\_\_\_\_\_  
Cheri B. Cunningham  
Director of Law

  
\_\_\_\_\_  
Sarah K. Hykes  
Secretary

## **RECREATION BUREAU DEPARTMENTAL ADDENDUM**

Vacation sign up shall be conducted during the first three (3) months of each year based upon citywide seniority. Bargaining unit members shall be permitted to sign up and take a maximum of one (1) week of vacation during the months of June, or July, provided proper supervision is available to fill in for the employee's absence.

## **WATER POLLUTION CONTROL STATION ADDENDUM**

- 1) Vacation sign-up shall be conducted during the month of January each year based on Citywide seniority. Bargaining unit members shall be permitted to sign up for up to two (2) weeks of vacation during a first round sign-up. Following the completion of the first round sign-up, a second round shall be conducted for up to another two (2) weeks. Following completion of the second round, a third round shall be conducted for bargaining unit members with vacation time remaining.
  - a) In the first round only, sign up shall be for two (2), forty (40) hour weeks, Monday through Friday. When a holiday falls during an employee's scheduled week, it will not be counted against his annual leave balance. The employee will be entitled to a day in a subsequent bid. Effective January 1998, the first two rounds of sign up shall be restricted to forty (40) hour weeks, Monday through Friday.
  - b) In order to ensure a reasonable equity in the distribution of holidays, no more than one holiday, as listed in Article XXIII, may be included per round of sign up.

## **ENGINEERING BUREAU ADDENDUM**

Vacation sign up shall be conducted during the first three (3) months of each year. Bargaining unit members shall be permitted to sign up to two (2) weeks vacation during first-round vacation sign up. Vacations shall be granted according to Citywide seniority. Following the completion of the first-round sign up, a second round shall be conducted for those bargaining unit members with more than two (2) weeks vacation.

Additional vacation time may be granted during the period April 1 through October 31 provided proper supervision is available to fill in for the employee's absence.

## **UTILITIES BUSINESS OFFICE ADDENDUM VACATION BIDDING**

- 1) Effective January 1, 2004, vacation sign-up shall be conducted during the month of January each year based on Citywide seniority. Bargaining unit members shall be

permitted to sign up for up to two (2) weeks of vacation during a first round sign-up. Following the completion of the first round sign-up, a second round shall be conducted for up to another two (2) weeks. Following completion of the second round, a third round shall be conducted for bargaining unit members with vacation time remaining. Members may waive any round, however, the member may re-enter the round, selecting from remaining unbid dates. No bumping rights are implied.

- a) In the first round only, sign up shall be for two (2), forty (40) hour weeks, Monday through Friday. When a holiday falls during an employee's scheduled week, it will not be counted against his annual leave balance. The employee will be entitled to a day in a subsequent bid.
- b) In order to assure an equitable distribution of holidays, no more than one holiday as listed in Article XXIV may be included per round of sign up.
- c) After completion of the third round bid, any remaining days may be granted on a first-come basis.

## **TIME BANK**

### 1) PURPOSE

- a) The purpose of the Time Bank is to provide sick leave insurance to the members of the program. Time Bank hours may be provided to members who suffer an illness of incapacity due to an off-duty accident and have utilized all available sick leave, compensatory time and annual leave. The Time Bank shall be the exclusive source of supplemental time for members of the bargaining unit subject to the exceptions listed in Item 7 below.

### 2) ELIGIBILITY

- a) Any CSPA bargaining unit member who has completed his initial probation period is eligible to join this program. New employees within the bargaining unit shall have the opportunity to join the Time Bank within thirty (30) days of their successful completion of the initial probationary period. All employees shall have the opportunity to join during the month of January of each year. Employees who are not eligible, due to not having hours to donate, shall express their intent to join, in writing, and shall be allowed to become members on the first opportunity they have to donate hours.

### 3) TIME DONATION

- a) Each employee who wishes to become a Time Bank member shall donate ten (10) hours of time to the program at the time they join.

The following types of time may be donated:

- i) Compensatory Time

- ii) Sick Leave Time
  - b) When the available time in the Time Bank is reduced to five hundred (500) hours, an additional donation of ten hours of time shall be required from each member to replenish the hours used.
  - c) If a member is called on for a donation and fails to respond, he shall be dropped from the program providing he has available hours to donate. If a member responds, but does not have sufficient hours to donate, he shall be continued on the program and ten hours will be deducted when they become available.
  - d) Upon the retirement of a Time Bank Member, unused supplemental sick leave hours shall be added to balance of hours in the CSPA Time Bank **only if the balance in the Time Bank is less than 7,000 hours.**
- 4) TIME BANK ADMINISTRATION
- a) The Time Bank shall be maintained and administered by the CSPA Second Vice President, who shall report, in writing, any applications for withdrawal or donations to the Time Bank Committee.
  - b) The Committee shall include the following:
    - i) CSPA Second Vice President - Chairperson
    - ii) Deputy Mayor for Labor Relations or designee from Labor Relations
    - iii) Two (2) CSPA Executive Board Members
    - iv) Steward of the affected member
  - c) The Committee shall investigate each application to withdraw time from the Time Bank and assure that the member meets all of the established requirements for the withdrawal of time.
  - d) A majority vote of the Committee shall be the determining factor in the eligibility of the applying individual to withdraw from the Time Bank.
- 5) USE OF THE TIME BANK
- a) Prior to fifteen (15) days of using all of their accumulated leave time (sick leave, compensatory time, annual leave, and personal days), the member shall submit a written request for Time Bank hours.
  - b) The member applying for Time Bank hours shall also authorize a release of their past leave records on the prescribed CSPA Form. The CSPA Time Bank Committee shall take all due precautions in safeguarding the confidentiality of these records, which are to be used solely to assist the Committee in arriving at its decisions.
  - c) In no case where regular sick leave has been abused by the member shall he be granted time from the Time Bank.

- d) The member shall furnish such information and physician's statements to the Committee as they may require to make a decision. Proof of illness or injury may also be required for past sick leave use.
- e) The length of time available to any member through the Time Bank is three (3) calendar months; however, under exceptional circumstances a member on extended sick leave may apply for one (1) extension of time not to exceed three (3) calendar months if his physician will assure the Committee that at the end of the extension of time the member will be sufficiently recovered to return to active duty.

#### 6) TERMINATION OF MEMBERSHIP

- a) Any member who ceases to be an employee assigned to the CSPA bargaining unit for whatever reason shall be automatically removed from Time Bank membership. Any hours donated to the Time Bank by such a member are not refundable.

#### 7) DONATIONS OUTSIDE OF TIME BANK

- a) Bargaining unit members may donate hours outside of the Time Bank, to other bargaining unit members, provided that they are first members of the CSPA Time Bank.

#### 8) MISCELLANEOUS

- a) Additional qualifications may be imposed from time to time by agreement between CSPA and the Deputy Mayor/Labor Relations or his designee.

APPENDIX A CSPA BARGAINING UNIT CLASSIFICATIONS		
Job Code	Classifications	Grade
216S	Account Clerk I	12
217S	Account Clerk II	15
893S	Account Clerk II WIC	15
231S	Accounting Technician	21
186S	Accounts Analyst I	21
175S	Accounts Analyst II	24
176S	Accounts Analyst III	27
894S	Activities Coord WIC	18
364S	Air Pollution Engineer I	25
365S	Air Pollution Engineer II	28
268S	Alcoh/Drug Prev Spec I	21
269S	Alcoh/Drug Prev Spec II	24
267S	Alcohol & Drug Conslr I	21
277S	Alcohol & Drug Conslr II	24
481S	Applications Analyst	27
479S	Applications Programmer	24
383S	Architectural Designer I	24
384S	Architectural Designer II	27
426S	Assessments & Lic. Agent	19
241S	Assistant Librarian	21
140S	Building Inspector I	22
160S	Building Inspector II	25
223S	Buyer I	21
208S	Buyer II	24
205S	Buyer III	27
222S	Buyer Technician	21
035S	Cartographer	25
218S	Cashier I	12
219S	Cashier II	15
023S	City Planner I	21
001S	City Planner II	24
002S	City Planner III	27
336S	Civil Engineer I	25
337S	Civil Engineer II	28

228S	Clinic Assistant	15
323S	<b>Code Compliance Inspector I</b>	19
590S	<b>Code Compliance Inspector II</b>	21
591S	<b>Code Compliance Inspector III</b>	24
087S	Community Dvlpmt Technician	21
274S	Community Res Spec I	21
031S	Community Res Spec II	24
032S	Community Res Spec III	27
134S	Community Service Coord	21
496S	Computer Operator I	17
497S	Computer Operator II	20
987S	Computer Programmer Analyst I	26
988S	Computer Programmer Analyst II	28
478S	Computer Technician	21
456S	Constr Ch Insp - Structs	24
455S	Constr Inspector	21
459S	Constr Mtrls Insp II	24
128S	Consumer Svcs Clerk	19
501S	Crime Analyst I	21
502S	Crime Analyst II	24
560S	Cstmr Svc Lead Request Agent	18
559S	Customer Service Request Agent	17
491S	Data Control Coordinator	22
504S	Data Entry Operator	14
461S	Demo Site Improv Insp II	24
251S	Disease Control Officer	27
262S	Disease Intervention Specialist	26
853S	Document Reproduction Operator	17
431S	Drafter I	18
433S	Drafter II	21
435S	Drafter III	24
073S	Economic Dev Spec I	21
074S	Economic Dev Spec II	24
075S	Economic Dev Spec III	27
024S	Economist I	21
004S	Economist II	24
005S	Economist III	27
334S	Electrical Engineer II	28

152S	Electrical Inspector I	22
163S	Electrical Inspector II	25
406S	Engineering Aide I	14
407S	Engineering Aide II	18
411S	Engineering Tech I	21
413S	Engineering Tech II	24
318S	Environmental Svcs Aide	17
<b>4365</b>	<b>GIS Technician I</b>	<b>21</b>
<b>4375</b>	<b>GIS Technician II</b>	<b>24</b>
034S	Graphic Artist I	21
442S	Graphic Artist II	24
232H	Graphics Aide I	12
233H	Graphics Aide II	16
234H	Graphics Aide III	19
259S	Health Education Spec I	21
257S	Health Education Spec II	24
065S	Housing Rehab Loan Spec	24
250S	Housing Rehab Spec I	21
064S	Housing Rehab Spec II	24
327S	Lab Analyst I	21
328S	Lab Analyst II Air Poll	24
416S	Lab Analyst II Wastewat	24
417S	Lab Analyst II Water	24
294S	Laboratory Aide	07
392S	Landscape Designer I	24
393S	Landscape Designer II	27
027S	Landscape Planner	27
390S	Landscape Technician I	21
391S	Landscape Technician II	24
507S	Law Enforcement Planner I	21
508S	Law Enforcement Planner II	24
094S	Law Records Coordinator	18
404S	Manpower Program Aide	18
129S	Manpower Program Asst I	21
111S	Manpower Program Asst II	24
332S	Manpower Program Asst III	27
154S	Mechanical Inspector I	22
474S	Mechanical Inspector II	25

263S	Microbiologist I	21
255S	Microbiologist II	24
256S	Microbiologist III	27
897S	Nutrition Aide WIC	18
898S	Nutritionist WIC	24
109S	Operations Resrch Analyst I	21
100S	Operations Resrch Analyst II	24
101S	Operations Resrch Analyst III	27
562S	Permit Clerk I	15
565S	Permit Clerk II	18
454H	Permit Inspector	19
070S	Planning Aide I	14
071S	Planning Aide II	18
072S	Planning Aide III	21
211S	Plans Examiner I	25
212S	Plans Examiner II	28
767S	Plnt Automated Cntrl Tech-WPC	24
149S	Plumbing Inspector I	22
150S	Plumbing Inspector II	25
082S	Pub Hlth Nutritionist	27
396S	Pub Information Spec I	21
397S	Pub Information Spec II	24
398S	Pub Information Spec III	27
220S	Purchasing Aide	18
028S	Radiographer	19
291S	Real Estate Negot I	21
054S	Real Estate Negot II	24
056S	Real Estate Negot III	27
145S	Recreation Leader	11
044S	Recreation Leader-Ddp	11
169S	Recreation Supervisor	16
189S	Recreation Supervisor I	21
141S	Recreation Supervisor II	24
652S	Recycle/Curbserv Monitor	16
979S	Safety Comm Tech I	18
387S	<b>Safety Comm Technician</b>	22
385S	Safety Comm Trainee	15
307S	Sanitarian I	21

254S	Sanitarian II	24
201S	Secretary I	12
202S	Secretary II	15
203S	Secretary II WIC	15
273S	Sociologist I	21
271S	Sociologist II	24
047S	Sociologist III	27
854H	Stores Clerk	17
221S	Surveyor Aide I	14
215S	Surveyor Aide II	18
171S	Surveyor Aide III	21
167S	Surveyor Technician	21
190S	Tax Agent	18
191S	Tax Auditor	21
421S	Traffic Engineering Aide	18
704S	Traffic Signal Technician	21
705S	Traffic Syst Design Tech	27
409S	Traffic Technician I	18
410S	Traffic Technician II	21
207S	Trans Designer I	25
361S	Trans Designer II	28
464S	Transportation Planner I	21
465S	Transportation Planner II	24
466S	Transportation Planner III	27
021S	Urban Forestry Specialist	24
099S	Utilities Analyst	27
206S	Watershed Ranger	20
480S	Web Analyst	27
533S	Weights & Measures Inspector	19
564S	Zoning Compliance Inspector	16
086S	Zoning Technician	24

## **CONFIDENTIAL EMPLOYEES.**

Those employees in the following departments, regardless of classifications, are excluded from the C.S.P.A. Bargaining Unit:

LAW DEPARTMENT

PERSONNEL DEPARTMENT

BUDGET & ACCOUNTING

**INFORMATION TECHNOLOGY DIVISION**

EMPLOYEE BENEFITS

ECONOMIC DEVELOPMENT

- 1) There may be employees in the above classifications, who because of the "confidential" nature of their work, will be excluded from the C.S.P.A. Bargaining Unit.
- 2) Exclusion from the C.S.P.A Bargaining Unit also includes the following employees:
  - A) New employees still within the first sixty (60) days of employment.
  - B) Seasonal and temporary employees.

## **MEMORANDUM OF AGREEMENT WORK SCHEDULES/ENGINEERING BUREAU**

The City of Akron and the Civil Service Personnel Association, Inc., hereby agree to the following work schedule changes for certain bargaining unit members within the Engineering Bureau.

1. Effective July 15, 2002, bargaining unit members may choose to work a four (4) day, nine (9) hour schedule, with the fifth day comprised of a four (4) hour work day.
  - a) Bargaining unit members who choose this schedule will have the option to choose from one (1) of two shifts: 7:00 a.m. - 4:30 p.m. or 8:00 a.m. - 5:30 p.m.
  - b) Once an individual chooses his/her schedule and shift, he/she shall remain on the schedule/shift for the duration of this agreement, unless the individual so requests and management approves the change.
2. A bargaining unit member who chooses to work a nine (9) hour workday schedule shall be governed by the following rules:

- a) Overtime will only be paid for those hours worked in excess of nine (9) hours in a twenty-four (24) hour period or forty (40) hours in a workweek.
  - b) A bargaining unit member who is granted sick leave, annual leave, or compensatory time for a workday shall have nine (9) hours deducted from their corresponding accumulation, unless an individual is scheduled to work four (4) hours and then only four (4) hours will be deducted.
  - c) When a holiday occurs on the day the bargaining unit member is scheduled to work four (4) hours. The bargaining unit member shall utilize another day of the week to work four hours and use eight (8) hours for the holiday.
  - d) When a holiday occurs during one of the bargaining unit member's regular nine (9) hour days, the bargaining unit member shall receive eight (8) hours for the holiday and shall work five (5) hours on his half day off.
  - e) In any week that two holidays fall within that week, the bargaining unit member will work 3 regular 8 hour days.
3. A bargaining unit member who chooses to work an eight (8) hour workday schedule shall work from 8:00 a.m. - 4:30 p.m., or the current alternate work schedule. He/she shall remain on this schedule during the term of this agreement, unless the individual requests to work a nine (9) hour schedule, and the request is approved by management.
4. Bargaining unit members who work in the Construction Division will not be eligible to work a nine (9) hour schedule until the member is reassigned to the office on a daily basis.
5. Those classifications within the CSPA bargaining unit who are covered by this agreement are as follows:
- a) Engineering Technician I and 11
  - b) Civil Engineer I and II
  - c) Drafter II and III
  - d) Cartographer
  - e) Account Clerk II
  - f) Engineering Aide II
  - g) Secretary II
  - h) Computer Programmer I
  - i) Surveyor Aide III
  - j) **GIS Technician I and II**

**MEMORANDUM OF AGREEMENT  
ALTERNATIVE SCHEDULING: BUREAU OF ENGINEERING**

The City of Akron and the Civil Service Personnel Association, Inc., hereby agree to amend the labor agreement to provide for the following "Alternative Scheduling" options for those

bargaining unit members employees on the Bureau of Engineering staff.

Alternative scheduling will be governed by the following:

1. An Engineering Bureau employee wishing to be considered for working an alternate schedule must initiate a discussion with their supervisor. The employee may request from the following time periods:

7:00 AM-3:30 PM

7:30 AM-4:00 PM

8:30 AM-5:00 PM

These are the only time periods available unless specifically requested by the employee, reviewed by the Division Manager, and approved by the City Engineer.

2. The employee and the supervisor will discuss under what conditions, if any, an alternate work schedule is acceptable to both parties.
3. Acceptable alternate work schedules will be put in writing. The written description must include the work hours and a termination date for the agreement. An approved schedule shall begin on the first Monday after approval and shall be in effect for a minimum of one week. Agreements automatically terminate upon employee reassignment to another division or supervisor. The employee may then begin the process of requesting a new alternative schedule.
4. Both parties must sign the agreement and forward copies to the Division Manager and City Engineer.
5. If either party believes that the alternate work schedule is not functioning as agreed, then they must initiate a discussion with the other party.
6. The employee and the supervisor will discuss the alternate work schedule and attempt to resolve any difficulties. If both parties are not in agreement that the difficulties are resolved at the end of the discussion, the alternate work schedule will be terminated at the beginning of the next work week or on a date mutually agreed to by both parties.
7. This Memorandum of Agreement can be terminated by either the City Engineer or the President of CSPA upon giving the other party a minimum of two weeks' written notice.

### **MEMORANDUM OF AGREEMENT HEALTH CARE COST CONTAINMENT**

During the course of **2006** negotiations, the C.S.P.A., Inc., and the City of Akron conducted in-depth discussions concerning escalating health care costs and the manner in which health care costs continue to exceed the general inflation rate affecting other goods and services. Additionally, the parties renewed their commitment to provide a wide choice of medical service

providers to these same individuals, while protecting them from the financial hardship that can result from occurrences of injury or disease.

The parties recognized that continued health care inflation not only has a negative impact on overall employment costs, but also seriously impedes both parties' ability to provide health care coverage at present and future benefit levels.

As a result of these discussions both parties affirmed their commitment to control health care costs and to insure maximum value for funds spent to provide health care coverage.

Both parties determined that the effort should be made to control health care cost escalation through a joint exploration of three broad areas:

1. Over-utilization of certain medical benefits which are, in fact, medically unnecessary;
2. Under-utilization of cost-effective means to obtain needed medical services, e.g., encourage that medical treatment be rendered in doctor's office rather than in a hospital emergency room; and
3. The manner in which certain medical service providers charge in excess of reasonable and necessary allowances or exceed charges billed by other medical service providers within the same geographic area.

In order to control health care cost escalation, C.S.P.A., Inc., and the City of Akron agree to establish a joint Health Care Cost Containment Committee.

This Committee shall consist of the President of CSPA, Inc. and another representative appointed by the Union, the Deputy Mayor for Labor Relations for the City of Akron, and the Manger of Employee Benefits for the City of Akron. This committee shall meet on a quarterly basis.

This Committee shall be provided with information pertaining to medical benefit utilization and costs especially when it appears that medical benefit utilization and costs are escalating excessively. This Committee shall develop programs and procedures to address cost containment of benefits utilization. These programs and procedures shall include, but are not limited to, the following:

1. Conducting discussions with health care providers whose charges exceed those billed by other providers for similar medical services;
2. Developing Communication Programs to inform covered employees and retirees about preferred medical providers and those providers of medical services that historically have exceeded benefit plan allowances;
3. Establishing programs to educate employees and retirees about alternate less costly sources of health care that are available;

4. Initiating steps to improve the administration of health care benefits; and
5. Enlisting active and retired city employees' involvement in community health issues which may have an impact on the overall City of Akron Health Care Program.

**MEMORANDUM OF AGREEMENT  
SAFETY COMMUNICATIONS CENTER**

**1) Shift Bidding.**

- a) **Bidding for shift sign up shall be conducted starting November 1st of each year. The shifts shall become effective commencing the first Sunday in January.**
- b) **Shift bidding shall be based upon classification seniority.**
- c) **The bidding process shall commence with the most senior employee in each respective classification. Each employee shall have a maximum of one day to indicate his or her bid preference. An employee who waives their initial bid right shall at any subsequent time during the bidding process indicate their shift preference to management from the remaining open shifts.**
- d) **Bidding shall occur in one round, indicating both shift and off-position preference.**
- e) **An employee may not change his or her preference after the next employee has selected.**
- f) **No shifts or off-positions may be reserved or held open.**
- g) **The Signup sheets shall remain in the possession and under the control of the shift supervisors. When an employee is making their selection the supervisor shall observe the process.**

**2) Vacation.**

- a) **Vacation bidding shall be based upon City-wide seniority.**
- b) **The bidding process shall commence with the most senior employee.**
- c) **Classification shall have no bearing on vacation bidding.**
- d) **With the exception of Wednesdays, one person per bidding shift shall be allowed to bid a vacation day or holiday. On Wednesdays one additional Technician per bidding shift shall be allowed to bid a vacation day or holiday.**
- e) **There will be 8 bidding shifts divided as follows:**

<b>A Shift</b>	<b>0700-1700</b>	<b>B Shift</b>	<b>0700-1700</b>
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<b>A Shift</b>	<b>1100-2100</b>	<b>B Shift</b>	<b>1100-2100</b>
<b>A Shift</b>	<b>1700-0300</b>	<b>B Shift</b>	<b>1700-0300</b>
<b>A Shift</b>	<b>2100-0700</b>	<b>B Shift</b>	<b>2100-0700</b>

- f) Vacation bidding shall be conducted **at the conclusion of the shift bidding but no later than** December 1<sup>st</sup> of each year.
- g) Bidding shall be conducted in multiple rounds.
  - i) During the initial round of bidding employees shall be permitted to **sign up** for not more than two (2) consecutive weeks.
  - u) **Management shall maintain a calendar for employees to utilize and update the calendar after each bid round. Vacation bids shall be submitted by completing a Vacation/Holiday Bid Sheet weekly.**
  - iii) **Employees shall submit their Vacation/Holiday bid forms no later than 0700 on Fridays throughout the bidding process. If the bid form is not timely submitted, the employee's late bid will be granted after the timely submitted bids have been awarded.**
  - iv) **The (second) 2nd round and succeeding rounds, shall be bid in one (1) week increments. Employees may claim any unfilled time slots.**
    - a.) **During the second and succeeding rounds, employees may indicate preferences for any single, remaining days.**
    - b.) **It shall be the employee's responsibility to verify that their bid was awarded correctly before the next round of bids begin.**
- 3) Breaks.
  - a) Two (2) fifteen minute breaks shall be provided for each Technician during the course of a ten (10) hour shift.
- 4) Compensatory Time.
  - a) A Technician requesting compensatory leave must have a minimum of the equivalent time available in their compensatory time bank at the time of the request.
  - b) Compensatory time shall be granted on a first-come, first-serve basis.
  - c) Compensatory leave shall not be canceled within seventy-two (72) hours of the date to be taken.
- 5) Trades
  - a) Trades shall not create the payment of overtime.

- b) Trades must be approved by shift supervisors.
  - c) In no event are trades on trades permitted.
  - d) Trades shall not be permitted during probationary periods with the exception of an emergency.
  - e) All trades must be completed by December 31 of each calendar year.
  - f) Trades shall not interfere with special training.
  - g) The Administration may waive time requirements to permit emergency trades.
  - h) Trades will not be unreasonably withheld from any person.
- 6) Voluntary Demotions.
- a) Classification seniority shall be frozen upon promotion. In the event of voluntary demotion, a technician shall resume seniority from the point it was frozen. Said technician will assume the appropriate point on the classification seniority list.
- 7) Training
- a) The Administration reserves the right to schedule periodic training sessions on off-duty hours.
    - i) A minimum advance notice of seventy-two (72) hours shall be required prior to said training sessions.
  - b) Bargaining unit members in the classifications of Safety Communications Technician I and Safety Communications Technician may be utilized to assist in the training of Safety Communications Trainees and to assist in providing continuing training for co-workers.
    - i) Safety Communication Technician I's shall be compensated while performing in a training capacity.
- 8) Holiday Overtime.
- a) A separate overtime list will be maintained for holiday overtime within the Safety Communications Center. The technician with the most accumulated overtime within the center shall have the first right of refusal. The process shall continue in like manner until the overtime has been awarded. In the case of a tie, the technician with the greater seniority shall be awarded the overtime.
- 9) Mandated Overtime.

- a) Any technician ordered to work in error shall be credited on the mandate list with working two mandates.

10) Holidays.

Effective January 1, 2004 and each calendar year thereafter, Safety Communication Technicians shall receive One-Hundred Forty (140) hours of compensatory time as compensation for all holidays during the calendar year.

- a) The compensatory time is in lieu of a Technician receiving any additional compensation for working a holiday other than time and one-half (1 1/2) for hours worked. In addition, the compensatory time is in lieu of a Technician receiving any additional compensation if a holiday falls on a day an individual is not scheduled to work.
  - b) If a Technician terminates his/her employment during the calendar year, compensation for the compensatory time credited to the Technician for those remaining holidays in the year will be deducted from the Technician's terminal check.
  - c) Holiday time **bidding will commence upon completion of vacation bidding** and will be bid from **the available days remaining**.
  - d) Holiday time bidding will be based upon **Safety Communications Center Seniority**.
  - e) Safety Communication Technicians will have the opportunity to bid all 140 hours of their holiday time.
  - f) Holidays will be bid as full days.
  - g) Holiday time bidding shall be conducted in multiple rounds **and in the same manner as Vacation bidding**.
  - h) **A bid shall be no more than (four) 4 days.**
  - i) Holiday time usage will not negatively affect, (i.e. straight out), overtime hours worked in the same week.
  - j) Holiday time shift **bidding** will be the same as vacation **time shift** bidding.
- 11) At the completion of the bidding process (vacation and holiday time), all requests for vacation, holiday time and compensatory time will be awarded on a first come/first served basis. Approved compensatory time will not be canceled to grant vacation or holiday time requests. Compensatory time may not be submitted more than thirty (30) days in advance.
- 12) Requests for vacation and holiday time submitted less than seven (7) days in advance will be granted only if staffing allows.
- 13) Holiday time that is not scheduled as of December 1 and used in the calendar year will be cashed out. Payment will be in January/February of the subsequent year.

**MEMORANDUM OF AGREEMENT  
SUBSTANCE ABUSE PROGRAM**

During the course of 2005 contract negotiations, the issue of employee substance abuse and its potential for negative personal and organizational consequences was raised. As a result, C.S.P.A., Inc., and the City of Akron agree to establish a joint committee to review the extent of employee substance abuse and the effectiveness of current policies in addressing this problem.

This committee shall consist of the President of C.S.P.A., Inc., and another representative appointed by the Union, the Deputy Mayor for Labor Relations of the City of Akron, a representative of the Law Department, and the Director of Health for the City of Akron.

This committee shall review information pertinent to the issue of employee substance abuse and may make policy recommendations as necessary to the Administration. The committee shall work within the spirit of the guidelines established for the Employee Assistance Program (EAP). Any modifications in current policy shall be adopted only upon the unanimous consent of the committee.

PATRICIA AMBROSE RUBRIGHT



Donald L. Plusquellic  
Mayor

THE MAYOR'S OFFICE OF LABOR RELATIONS  
146. S. High Street / CitiCenter / Suite 703 / Akron, Ohio 44308 / (330) 375-2280 / Fax (330) 375-2414 /  
[www.ci.akron.oh.us](http://www.ci.akron.oh.us)

August 7, 2013

Dan Sladek, President  
CSPA, Inc.  
720 Wolf Ledges #203  
Akron, OH 44311-1553

Dear Mr. Sladek,

So long as the president of the Civil Service Personnel Association, Inc., is working in the Safety Communications unit, he shall work the 7:00 a.m. to 5:00 p.m. shift and shall, at his discretion, when assigned on any Monday, Tuesday, Wednesday, Thursday or Friday be entitled on two of those days at his selection, to have a full day of released time and on one other day a half day of released time in a calendar week. The City recognizes that such released time is to facilitate the Union president's administering the collective bargaining agreement consistent with Sections 6 and 8 of Article XIII of the collective bargaining agreement.

The Union president shall give at least seven days notice of such released time days.

In the even the Union president determines that he will need additional time in a particular week to administer the collective bargaining agreement, he may take such time upon three days notice to his supervisor accompanied by a statement of reasons.

In the event of an unexpected public safety emergency, the supervisor may require the president to relinquish his released time on a single day, but not on two consecutive days, in order to fill a vacancy caused by such unexpected emergency.

An unexpected public safety emergency shall not be deemed to exist because one person in the Safety Communications unit has unexpectedly failed to appear for work.

Sincerely,

Patricia Ambrose Rubright  
Interim Director of Labor Relations

PATRICIA AMBROSE-RUBRIGHT



Donald L. Plusquellic  
Mayor

THE MAYOR'S OFFICE OF LABOR RELATIONS  
146. S. High Street / CitiCenter / Suite 703 / Akron, Ohio 44308 / (330) 375-2280 / Fax (330) 375-2414 / [www.ci.akron.oh.us](http://www.ci.akron.oh.us)

March 21, 2013

Dan Sladek, President  
CSPA, Inc.  
720 Wolf Ledges Parkway, Suite 203  
Akron, OH 44311

Dear Mr. Sladek,

During the course of 2012 negotiations, the City of Akron and the Civil Service Personnel Association, Inc. discussed the establishment of a Random Drug Testing Program.

As a result of those discussions, C.S.P.A., Inc., has agreed to meet with the City within ninety (90) days of the signing of this Agreement in an attempt to establish a Random Drug Testing Program for bargaining unit members.

Sincerely,

A handwritten signature in black ink that reads "Patricia Ambrose Rubright". The signature is written in a cursive style.

Patricia Ambrose Rubright  
Interim Director of Labor Relations

PAR:krr

PATRICIA AMBROSE-RUBRIGHT



Donald L. Plusquellic  
Mayor

THE MAYOR'S OFFICE OF LABOR RELATIONS

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March 21, 2013

Dan Sladek, President  
CSPA, Inc.  
720 Wolf Ledges Parkway, Suite 203  
Akron, OH 44311

Dear Mr. Sladek,

During the course of 2012 negotiations, the City of Akron and Civil Service Personnel Association, Inc., entered into discussions regarding policies and Civil Service Rules governing such issues as promotions, transfer of bargaining unit members, and temporary class changes for bargaining unit members who are required to work in positions that are vacant.

As a result of these discussions, the Administration agrees to meet within ninety (90) days of contract ratification with you and the Personnel Department to discuss these various issues and attempt to establish a policy governing temporary classifications for individuals working in vacant positions.

Sincerely,

A handwritten signature in cursive script that reads "Patricia Ambrose Rubright". The signature is written in black ink and is positioned above the printed name and title.

Patricia Ambrose Rubright  
Interim Director of Labor Relations

PAR:krr

**SALARY PLAN – CSPA  
CIVIL SERVICE PERSONNEL ASSOCIATION  
Effective December 30, 2012**

CITY OF AKRON, OHIO  
PERSONNEL DEPARTMENT

GRADE	STEP	HOURLY RATE	WEEKLY RATE	MONTHLY RATE	ANNUAL RATE
01	6	8.11	324.40	1,405.73	16,868.80
	7	8.49	339.60	1,471.60	17,659.20
02	5	8.11	324.40	1,405.73	16,868.80
	6	8.49	339.60	1,471.60	17,659.20
	7	8.85	354.00	1,534.00	18,408.00
03	4	8.11	324.40	1,405.73	16,868.80
	5	8.49	339.60	1,471.60	17,659.20
	6	8.85	354.00	1,534.00	18,408.00
	7	9.19	367.60	1,592.93	19,115.20
04	3	8.11	324.40	1,405.73	16,868.80
	4	8.49	339.60	1,471.60	17,659.20
	5	8.85	354.00	1,534.00	18,408.00
	6	9.19	367.60	1,592.93	19,115.20
	7	9.73	389.20	1,686.53	20,238.40
05	2	8.11	324.40	1,405.73	16,868.80
	3	8.49	339.60	1,471.60	17,659.20
	4	8.85	354.00	1,534.00	18,408.00
	5	9.19	367.60	1,592.93	19,115.20
	6	9.73	389.20	1,686.53	20,238.40
	7	10.13	405.20	1,755.87	21,070.40
06	1	8.11	324.40	1,405.73	16,868.80
	2	8.49	339.60	1,471.60	17,659.20
	3	8.85	354.00	1,534.00	18,408.00
	4	9.19	367.60	1,592.93	19,115.20
	5	9.73	389.20	1,686.53	20,238.40
	6	10.13	405.20	1,755.87	21,070.40
	7	10.58	423.20	1,833.87	22,006.40
07	1	8.49	339.60	1,471.60	17,659.20
	2	8.85	354.00	1,534.00	18,408.00
	3	9.19	367.60	1,592.93	19,115.20

	4	9.73	389.20	1,686.53	20,238.40
	5	10.13	405.20	1,755.87	21,070.40
	6	10.58	423.20	1,833.87	22,006.40
	7	11.06	442.40	1,917.07	23,004.80
08	1	8.85	354.00	1,534.00	18,408.00
	2	9.19	367.60	1,592.93	19,115.20
	3	9.73	389.20	1,686.53	20,238.40
	4	10.13	405.20	1,755.87	21,070.40
	5	10.58	423.20	1,833.87	22,006.40
	6	11.06	442.40	1,917.07	23,004.80
	7	11.54	461.60	2,000.27	24,003.20
09	1	9.19	367.60	1,592.93	19,115.20
	2	9.73	389.20	1,686.53	20,238.40
	3	10.13	405.20	1,755.87	21,070.40
	4	10.58	423.20	1,833.87	22,006.40
	5	11.06	442.40	1,917.07	23,004.80
	6	11.54	461.60	2,000.27	24,003.20
	7	12.04	481.60	2,086.93	25,043.20
10	1	9.73	389.20	1,686.53	20,238.40
	2	10.13	405.20	1,755.87	21,070.40
	3	10.58	423.20	1,833.87	22,006.40
	4	11.06	442.40	1,917.07	23,004.80
	5	11.54	461.60	2,000.27	24,003.20
	6	12.04	481.60	2,086.93	25,043.20
	7	12.64	505.60	2,190.93	26,291.20
11	1	10.13	405.20	1,755.87	21,070.40
	2	10.58	423.20	1,833.87	22,006.40
	3	11.06	442.40	1,917.07	23,004.80
	4	11.54	461.60	2,000.27	24,003.20
	5	12.04	481.60	2,086.93	25,043.20
	6	12.64	505.60	2,190.93	26,291.20
	7	13.14	525.60	2,277.60	27,331.20
12	1	10.58	423.20	1,833.87	22,006.40
	2	11.06	442.40	1,917.07	23,004.80
	3	11.54	461.60	2,000.27	24,003.20
	4	12.04	481.60	2,086.93	25,043.20
	5	12.64	505.60	2,190.93	26,291.20
	6	13.14	525.60	2,277.60	27,331.20
	7	13.78	551.20	2,388.53	28,662.40
13	1	11.06	442.40	1,917.07	23,004.80
	2	11.54	461.60	2,000.27	24,003.20

	3	12.04	481.60	2,086.93	25,043.20
	4	12.64	505.60	2,190.93	26,291.20
	5	13.14	525.60	2,277.60	27,331.20
	6	13.78	551.20	2,388.53	28,662.40
	7	14.48	579.20	2,509.87	30,118.40
14	1	11.54	461.60	2,000.27	24,003.20
	2	12.04	481.60	2,086.93	25,043.20
	3	12.64	505.60	2,190.93	26,291.20
	4	13.14	525.60	2,277.60	27,331.20
	5	13.78	551.20	2,388.53	28,662.40
	6	14.48	579.20	2,509.87	30,118.40
	7	15.14	605.60	2,624.27	31,491.20
15	1	12.04	481.60	2,086.93	25,043.20
	2	12.64	505.60	2,190.93	26,291.20
	3	13.14	525.60	2,277.60	27,331.20
	4	13.78	551.20	2,388.53	28,662.40
	5	14.48	579.20	2,509.87	30,118.40
	6	15.14	605.60	2,624.27	31,491.20
	7	15.81	632.40	2,740.40	32,884.80
16	1	12.64	505.60	2,190.93	26,291.20
	2	13.14	525.60	2,277.60	27,331.20
	3	13.78	551.20	2,388.53	28,662.40
	4	14.48	579.20	2,509.87	30,118.40
	5	15.14	605.60	2,624.27	31,491.20
	6	15.81	632.40	2,740.40	32,884.80
	7	16.43	657.20	2,847.87	34,174.40
17	1	13.14	525.60	2,277.60	27,331.20
	2	13.78	551.20	2,388.53	28,662.40
	3	14.48	579.20	2,509.87	30,118.40
	4	15.14	605.60	2,624.27	31,491.20
	5	15.81	632.40	2,740.40	32,884.80
	6	16.43	657.20	2,847.87	34,174.40
	7	17.28	691.20	2,995.20	35,942.40
18	1	13.78	551.20	2,388.53	28,662.40
	2	14.48	579.20	2,509.87	30,118.40
	3	15.14	605.60	2,624.27	31,491.20
	4	15.81	632.40	2,740.40	32,884.80
	5	16.43	657.20	2,847.87	34,174.40
	6	17.28	691.20	2,995.20	35,942.40
	7	18.04	721.60	3,126.93	37,523.20
19	1	14.48	579.20	2,509.87	30,118.40

	2	15.14	605.60	2,624.27	31,491.20
	3	15.81	632.40	2,740.40	32,884.80
	4	16.43	657.20	2,847.87	34,174.40
	5	17.28	691.20	2,995.20	35,942.40
	6	18.04	721.60	3,126.93	37,523.20
	7	18.87	754.80	3,270.80	39,249.60
20	1	15.14	605.60	2,624.27	31,491.20
	2	15.81	632.40	2,740.40	32,884.80
	3	16.43	657.20	2,847.87	34,174.40
	4	17.28	691.20	2,995.20	35,942.40
	5	18.04	721.60	3,126.93	37,523.20
	6	18.87	754.80	3,270.80	39,249.60
	7	19.79	791.60	3,430.27	41,163.20
21	1	15.81	632.40	2,740.40	32,884.80
	2	16.43	657.20	2,847.87	34,174.40
	3	17.28	691.20	2,995.20	35,942.40
	4	18.04	721.60	3,126.93	37,523.20
	5	18.87	754.80	3,270.80	39,249.60
	6	19.79	791.60	3,430.27	41,163.20
	7	20.83	833.20	3,610.53	43,326.40
22	1	16.43	657.20	2,847.87	34,174.40
	2	17.28	691.20	2,995.20	35,942.40
	3	18.04	721.60	3,126.93	37,523.20
	4	18.87	754.80	3,270.80	39,249.60
	5	19.79	791.60	3,430.27	41,163.20
	6	20.83	833.20	3,610.53	43,326.40
	7	21.98	879.20	3,809.87	45,718.40
23	1	17.28	691.20	2,995.20	35,942.40
	2	18.04	721.60	3,126.93	37,523.20
	3	18.87	754.80	3,270.80	39,249.60
	4	19.79	791.60	3,430.27	41,163.20
	5	20.83	833.20	3,610.53	43,326.40
	6	21.98	879.20	3,809.87	45,718.40
	7	23.05	922.00	3,995.33	47,944.00
24	1	18.04	721.60	3,126.93	37,523.20
	2	18.87	754.80	3,270.80	39,249.60
	3	19.79	791.60	3,430.27	41,163.20
	4	20.83	833.20	3,610.53	43,326.40
	5	21.98	879.20	3,809.87	45,718.40
	6	23.05	922.00	3,995.33	47,944.00
	7	24.21	968.40	4,196.40	50,356.80

25	1	18.87	754.80	3,270.80	39,249.60
	2	19.79	791.60	3,430.27	41,163.20
	3	20.83	833.20	3,610.53	43,326.40
	4	21.98	879.20	3,809.87	45,718.40
	5	23.05	922.00	3,995.33	47,944.00
	6	24.21	968.40	4,196.40	50,356.80
	7	25.34	1,013.60	4,392.27	52,707.20
26	1	19.79	791.60	3,430.27	41,163.20
	2	20.83	833.20	3,610.53	43,326.40
	3	21.98	879.20	3,809.87	45,718.40
	4	23.05	922.00	3,995.33	47,944.00
	5	24.21	968.40	4,196.40	50,356.80
	6	25.34	1,013.60	4,392.27	52,707.20
	7	26.42	1,056.80	4,579.47	54,953.60
27	1	20.83	833.20	3,610.53	43,326.40
	2	21.98	879.20	3,809.87	45,718.40
	3	23.05	922.00	3,995.33	47,944.00
	4	24.21	968.40	4,196.40	50,356.80
	5	25.34	1,013.60	4,392.27	52,707.20
	6	26.42	1,056.80	4,579.47	54,953.60
	7	27.56	1,102.40	4,777.07	57,324.80
28	1	21.98	879.20	3,809.87	45,718.40
	2	23.05	922.00	3,995.33	47,944.00
	3	24.21	968.40	4,196.40	50,356.80
	4	25.34	1,013.60	4,392.27	52,707.20
	5	26.42	1,056.80	4,579.47	54,953.60
	6	27.56	1,102.40	4,777.07	57,324.80
	7	28.91	1,156.40	5,011.07	60,132.80
29	1	23.05	922.00	3,995.33	47,944.00
	2	24.21	968.40	4,196.40	50,356.80
	3	25.34	1,013.60	4,392.27	52,707.20
	4	26.42	1,056.80	4,579.47	54,953.60
	5	27.56	1,102.40	4,777.07	57,324.80
	6	28.91	1,156.40	5,011.07	60,132.80
	7	30.17	1,206.80	5,229.47	62,753.60
30	1	24.21	968.40	4,196.40	50,356.80
	2	25.34	1,013.60	4,392.27	52,707.20
	3	26.42	1,056.80	4,579.47	54,953.60
	4	27.56	1,102.40	4,777.07	57,324.80
	5	28.91	1,156.40	5,011.07	60,132.80
	6	30.17	1,206.80	5,229.47	62,753.60
	7	31.60	1,264.00	5,477.33	65,728.00

