

**MEMORANDUM OF UNDERSTANDING**

**Between**

**The City of Hudson, Ohio (115 Executive Pkwy. Suite 400 Hudson, OH 44236) &  
Teamsters Local Union 436 (6051 Carey Drive Valley View, OH 44125)**

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This Memorandum of Understanding is made between the City of Hudson (hereinafter referred to as the "City") and the Teamsters Local 436 (hereinafter referred to as the "Union") regarding the amendment of the **Contract Compensation Plan** as found in Appendix A of the current (2012-2014) bargaining agreement.

Due to the addition of a new job description: **Fleet Mechanic Facilities Specialist**, an amendment to the Contract Compensation Plan as found in Appendix A of the current (2012-2014) bargaining agreement is required.

In summary, the Fleet Mechanic Facilities Specialist is the same functional job as the Water Resources Facilities Specialist and the Public Properties Facilities Specialist that currently exists in Article 3 Recognition - Section 1.

Due to the similarities with the existing functional job duties of both the Water Resources Facilities Specialist (Level 5) and the Public Properties Facilities Specialist (Level 5), it is appropriate to place the Fleet Mechanic Facilities Specialist in Level 5.

Therefore, based on the above, an amended Contract Compensation Plan as found in Appendix A of the current (2012-2014) bargaining agreement is required. The amended Contract Compensation Plan (attached) will be in effect until the next collective bargaining agreement is negotiated and the title can be added into the contract.

For the Union:

  
\_\_\_\_\_  
John M. Fortesque, Sec. Treasurer  
Teamsters Local 436

3-1-13  
Date

For the City:

  
\_\_\_\_\_  
Anthony J. Bales, City Manager

2-25-13  
Date

Attachment: Amended Contract Compensation Plan as found in Appendix A of the current (2012-2014) bargaining agreement.

**MASTER FILE**

This is the amended contract compensation plan as found in Appendix A of the current (2012-2014) bargaining agreement as per the MOU dated Feb. 2013.

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Teamster's Local Union No. 436 & City of Hudson, Ohio

Contract Compensation Plan

Appendix A

Effective January 1, 2012

LEVEL	POSITION	Frequency	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14
1	Properties Maintenance Tech.	Hourly	\$ 13.28	\$ 13.54	\$ 13.80	\$ 14.08	\$ 14.36	\$ 14.64	\$ 15.01	\$ 15.23	\$ 15.51	\$ 15.84	\$ 16.13	\$ 16.56	\$ 16.82	\$ 17.12
2	Maintenance Tech. Plant Operator II (OIT) Sr. Properties Maint. Tech.	Hourly	\$ 17.65	\$ 18.03	\$ 18.52	\$ 18.96	\$ 19.47	\$ 19.92	\$ 20.38	\$ 20.86	\$ 21.36	\$ 21.81	\$ 22.26	\$ 22.73	\$ 23.25	\$ 23.45
3	Equipment Operator Inventory Control Specialist Sexton	Hourly	\$ 23.25	\$ 23.72	\$ 24.33	\$ 24.97	\$ 25.55	\$ 26.18	\$ 26.82	\$ 27.45	\$ 28.06	\$ 28.67	\$ 29.29	\$ 29.93	\$ 30.56	\$ 30.88
4	Coll & Dist Operator (Lic'd) Maintenance Mechanic Plant Operator (Lic'd) Plant Mechanic Backflow Operator	Hourly	\$ 24.70	\$ 25.25	\$ 25.90	\$ 26.54	\$ 27.22	\$ 27.87	\$ 28.54	\$ 29.19	\$ 29.86	\$ 30.55	\$ 31.22	\$ 31.85	\$ 32.50	\$ 32.83
5	Wtr Resources Facilities Spec Public Properties Facilities Spec *Fleet Mechanic Facilities Spec.	Hourly	\$ 26.17	\$ 26.70	\$ 27.42	\$ 28.10	\$ 28.81	\$ 29.50	\$ 30.21	\$ 30.92	\$ 31.63	\$ 32.31	\$ 33.01	\$ 33.67	\$ 34.41	\$ 34.77

\* Added per MOU Feb. 2013

**APPROVED**

By Scott N. Schroyer at 10:20 am, Feb 25, 2013

This is the amended contract compensation plan as found in Appendix A of the current (2012-2014) bargaining agreement as per the MOU dated Feb. 2013.

1.50%



Teamster's Local Union No. 436 & City of Hudson, Ohio  
 Contract Compensation Plan  
 Appendix A  
 Effective January 1, 2013

LEVEL	POSITION	Frequency	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14
1	Properties Maintenance Tech.	Hourly	\$ 13.48	\$ 13.75	\$ 14.01	\$ 14.30	\$ 14.58	\$ 14.86	\$ 15.24	\$ 15.46	\$ 15.75	\$ 16.08	\$ 16.38	\$ 16.81	\$ 17.08	\$ 17.38
2	Maintenance Tech. Plant Operator II (OIT) Sr. Properties Maint. Tech.	Hourly	\$ 17.92	\$ 18.31	\$ 18.80	\$ 19.25	\$ 19.77	\$ 20.22	\$ 20.69	\$ 21.18	\$ 21.69	\$ 22.14	\$ 22.60	\$ 23.08	\$ 23.60	\$ 23.81
3	Equipment Operator Inventory Control Specialist Sexton	Hourly	\$ 23.60	\$ 24.08	\$ 24.70	\$ 25.35	\$ 25.94	\$ 26.58	\$ 27.23	\$ 27.87	\$ 28.49	\$ 29.11	\$ 29.73	\$ 30.38	\$ 31.02	\$ 31.35
4	Coll & Dist Operator (Lic'd) Maintenance Mechanic Plant Operator (Lic'd) Plant Mechanic Backflow Operator	Hourly	\$ 25.08	\$ 25.63	\$ 26.29	\$ 26.94	\$ 27.63	\$ 28.29	\$ 28.97	\$ 29.63	\$ 30.31	\$ 31.01	\$ 31.69	\$ 32.33	\$ 32.99	\$ 33.33
5	Wtr Resources Facilities Spec Public Properties Facilities Spec *Fleet Mechanic Facilities Spec.	Hourly	\$ 26.57	\$ 27.11	\$ 27.84	\$ 28.53	\$ 29.25	\$ 29.95	\$ 30.67	\$ 31.39	\$ 32.11	\$ 32.80	\$ 33.51	\$ 34.18	\$ 34.93	\$ 35.30

\* Added per MOU Feb. 2013

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 By Scott N. Schroyer at 10:20 am, Feb 25, 2013

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Teamster's Local Union No. 436 & City of Hudson, Ohio

Contract Compensation Plan

Appendix A

Effective January 1, 2014

LEVEL	POSITION	Frequency	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14
1	Properties Maintenance Tech.	Hourly	\$ 13.69	\$ 13.96	\$ 14.23	\$ 14.52	\$ 14.80	\$ 15.09	\$ 15.47	\$ 15.70	\$ 15.99	\$ 16.33	\$ 16.63	\$ 17.07	\$ 17.34	\$ 17.65
2	Maintenance Tech. Plant Operator II (OIT) Sr. Properties Maint. Tech.	Hourly	\$ 18.19	\$ 18.59	\$ 19.09	\$ 19.54	\$ 20.07	\$ 20.53	\$ 21.01	\$ 21.50	\$ 22.02	\$ 22.48	\$ 22.94	\$ 23.43	\$ 23.96	\$ 24.17
3	Equipment Operator Inventory Control Specialist Sexton	Hourly	\$ 23.96	\$ 24.45	\$ 25.08	\$ 25.74	\$ 26.33	\$ 26.98	\$ 27.64	\$ 28.29	\$ 28.92	\$ 29.55	\$ 30.18	\$ 30.84	\$ 31.49	\$ 31.83
4	Coll & Dist Operator (Lic'd) Maintenance Mechanic Plant Operator (Lic'd) Plant Mechanic Backflow Operator	Hourly	\$ 25.46	\$ 26.02	\$ 26.69	\$ 27.35	\$ 28.05	\$ 28.72	\$ 29.41	\$ 30.08	\$ 30.77	\$ 31.48	\$ 32.17	\$ 32.82	\$ 33.49	\$ 33.83
5	Wtr Resources Facilities Spec Public Properties Facilities Spec *Fleet Mechanic Facilities Spec.	Hourly	\$ 26.97	\$ 27.52	\$ 28.26	\$ 28.96	\$ 29.69	\$ 30.40	\$ 31.14	\$ 31.87	\$ 32.60	\$ 33.30	\$ 34.02	\$ 34.70	\$ 35.46	\$ 35.83

\* Added per MOU Feb. 2013

**APPROVED**

By Scott N. Schroyer at 10:20 am, Feb 25, 2013