

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
TOWNSHIP COLERAIN, OHIO
AND THE
AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES
OHIO COUNCIL 8, LOCAL NO. 3553**

This Memorandum of Understanding is made this 11th day of April, 2018 by and between the Township of Colerain, Ohio (Township) and AFSCME Local 3553 ("AFSCME") in order to amend the current Collective Bargaining Agreement in effect between the parties.

WHEREAS, the Township and the AFSCME are parties to a Collective Bargaining Agreement which sets forth the terms and conditions of employment of the bargaining unit members and is in effect from January 1, 2017 through December 31, 2019.

WHEREAS, the Township and AFSCME recently agreed to renegotiate the terms of said Collective Bargaining Agreement; and

WHEREAS, the parties have reached agreement on renegotiation of the terms of said Agreement as set forth herein which will become effective upon signature of this Agreement.

NOW, THEREFORE, BE IT AGREED by and between the Township of Colerain, Ohio and the American Federation of State, County and Municipal Employees, Ohio Council 8, Local No. 3553 as follows:

1. Upon successful attainment of the CDL Class A requirement a laborer shall be promoted to the position of Maintenance Worker.
2. Incentives for Excellence

In an effort to recognize employees that achieve excellence, effected 11th day of April, 2018, merit raises up to 1.0% annually will be paid to employees that have reached the following standards in the previous calendar year.

The parties agree to hold and a Labor Management Council (LMC), upon request, if issues arise related to what counts as professional achievement.

Health and Fitness - .25%

1. Health Risk Assessment if made available by the Township.
 - a. All adults 18 years or older shall take an online Health Risk Assessment
2. Wellness Standard if made available by the Township. (Completion of Biometric Screening for the following categories:
 - a. Body Mass Index
 - b. Total Cholesterol
 - c. Blood Pressure
 - d. Blood Glucose
3. Attendance Standard
 - a. Less than or equal to 40 hours of sick time per calendar year.

Educational and Professional Development - .25%

1. Ongoing Professional Development
 - a. Completion of at least 16 hours of continuing education class time per year.
2. Professional Achievements
 - a. Participation in the Hamilton County Snow Plow Rodeo, so long as the event is offered.

Work Performance (Must meet all) - .25%

1. Evaluation
 - a. Meets or Exceeds expectations in all categories.
 - b. Any evaluation score not meeting expectations may be appealed to a panel assigned by the Township Administrator.
2. Discipline
 - a. No discipline above a written warning for the previous calendar year.

Longevity - .25%

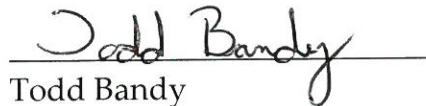
1. Completion of at least 7 years of employment with Colerain Township.

IN WITNESS WHEREOF, the duly authorized representatives of the **TOWNSHIP OF COLERAIN, OHIO** and the **AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES OHIO COUNCIL 8**,

LOCAL 3553 have executed this Memorandum of Understanding hereby intended to amend the current Collective Bargaining Agreement in effect between the parties and incorporate such terms and conditions of this Memorandum on the dates opposite their signatures.

FOR THE

AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES, LOCAL #3553



Todd Bandy
President Local #3553



Kyle Beatty
Chief Spokesperson - AFSCME
Ohio Council #8

FOR THE

TOWNSHIP OF COLERAIN, OHIO



Geoff Milz
Interim Township Administrator
