

ARTICLE 41 - WAGES

Section 1.

Employees shall receive no less than a one percent (1%) wage increase on their base salary on their employment anniversary dates in the calendar years 2017, 2018, and 2019, not to exceed the top of their salary range. The Employer may offer merit pay increases in addition to the one percent (1 %) across the board increase in accordance with the Park Districts annual merit pay program, as approved by the Board of Stark County Commissioners. Employees who are capped within their salary range may be eligible for a one-time merit payment each year as outlined in the employers Merit Based Pay System.

The Employer agrees to meet to review the Merit Based Pay System and to discuss the criterion used by the employer to award merit-based pay increases when requested by the Union.

Effective January 1, 2020, the bargaining unit employees shall not receive a wage increase, the same as all other employees.

Section 2.

An employee who is promoted into a higher pay grade shall receive the promotional rate or a five percent (5%) increase in wages, whichever is greater during the promotional trial period. At the conclusion of the promotional trial period, the employee shall be placed at the full starting rate, if applicable.

Section 3.

New employees will be paid ninety (90) percent of the starting hourly pay rate of their classification. Said employees will be eligible for the full starting rate with the successful completion of the ninety (90) working days probationary period.

If a new hire is placed by management at a rate over and above that of an existing employee in the same classification, the existing employee(s) shall be paid at a rate no less than the rate paid to the new employee.

**FOR THE EMPLOYER**

**FOR THE UNION**

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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

*Wilfred Meyers*  
\_\_\_\_\_  
*Carl Barr*  
\_\_\_\_\_  
*Halley Woodard 8/24/20*  
\_\_\_\_\_

Date: 8/24/20

ARTICLE \_\_\_\_\_

Section 4. All employees shall be entitled to one (1) Personal Day that must be used by March 31, 2021. The Personal Day may be scheduled at any time, and may be scheduled in conjunction with other leave, *and subject to supervisor approval and*

*schedule per the workload requirements.*

*Handwritten initials*

FOR THE EMPLOYER

*in advance*

FOR THE UNION

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\_\_\_\_\_  
\_\_\_\_\_

*Wesley Wayne*  
\_\_\_\_\_  
*Chad Bay*  
\_\_\_\_\_  
*Shelly D. Wood*  
\_\_\_\_\_

*8/26/20*

Date: 8/26/20

ARTICLE 42 - DURATION OF AGREEMENT

This Agreement shall be effective January 1, ~~2017~~ 2020 through and including December 31, ~~2019~~ 2020. This Agreement automatically renews itself for a one-year period unless the party seeking to change the Agreement gives the other party notice on or before September 30, ~~2019~~ 2020.

FOR THE EMPLOYER

FOR THE UNION

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\_\_\_\_\_  
\_\_\_\_\_

Wilfred Mayle  
Cliff Barr  
[Signature] 8/24/20  
\_\_\_\_\_

Date: 8/24/20

AFSCME Local 2183

Date: \_\_\_\_\_