

**FINAL TENTATIVE AGREEMENT BETWEEN CITY OF AKRON & CSPA**  
**JULY 20, 2022**

**WAGES**

1/2/22            4% Increase (retroactive) - \$1,000.00 one-time stipend, not pensionable, paid to active Bargaining Unit Members within 30 days of execution of the MOU (memorandum of understanding).

1/1/23            4% Increase - \$1,000.00 one-time stipend, not pensionable, paid to active Bargaining Unit Members in January 2023.

12/31/23        3% Increase - \$1,000.00 one-time stipend, not pensionable, paid to active Bargaining Unit Members in August 2024.

**HEALTHCARE**

2022            No Change

2023            9% employee contribution capped at \$65 single, \$160 family

2024            10% employee contribution capped at \$70 single, \$180 family

Spousal surcharge remains unchanged

Retiree healthcare remains unchanged

**LONGEVITY**

2022            No change, current contract language

2023 & 2024    Percentage based. Additional language added to cover proration for employee leaving employment.

New language:

“In the first pay period of November 2022, and each succeeding year, the City shall pay the following longevity payments to bargaining unit members with at least five (5) years of service. The payment shall be based on a percentage of the base maximum annual salary rate of the members classification and based upon the years of service prior to November 1st of each year.

The Longevity program shall be payable as follows:

Years of Service	Effective 2022	Effective 2023	Effective 2024
5	No Change	1.50%	2.00%
6		1.60%	2.10%
7		1.70%	2.20%
8		1.80%	2.30%
9		1.90%	2.40%
10		2.00%	2.50%
11		2.10%	2.60%
12		2.20%	2.70%
13		2.30%	2.80%
14		2.40%	2.90%
15		2.50%	3.00%
16		2.60%	3.10%
17		2.70%	3.20%
18		2.80%	3.30%
19		2.90%	3.40%
20		3.00%	3.50%
21		3.10%	3.60%
22		3.20%	3.70%
23		3.30%	3.80%
24		3.40%	3.90%
25		3.50%	4.00%
26		3.60%	4.10%
27		3.70%	4.20%
28		3.80%	4.30%
29		3.90%	4.40%
30 and over		4.00%	4.50%

Bargaining unit members that retire or resign (resignations must be in good standing), shall receive their earned longevity payment with their final payout check in a pro-rata portion. The percentage earned will be divided by twelve (12) and the member will receive payment for each month worked. A bargaining unit member must have worked a full month to earn credit for the month.”

**ADDITIONAL CHANGES**

- Reduce number of canceled/OT call-offs from 10 to 8 in 911 Center.
- Trades between employees must be completed in 4 months instead of 6 in 911 Center.
- Increase uniform allowance from \$175 to \$200 (Article XXI (4) of contract)

- Increase Nuisance compliance employees shoe/boot allowance from \$50 to \$75.
- Include Data Analyst I, II & III in Appendix A (housekeeping issue)
- Add Instrument Technician I & II to Appendix A (housekeeping issue)
- Change Laboratory Aide to correct pay grade (housekeeping issue)
- Safety Communication Technician - Pay grade increased to 23
- Add to list of Confidential Employees: MAYORS OFFICE and LABOR RELATIONS
- Juneteenth – paid on observed day. For 911 members - paid for working on the 19th
- Now included – sick time use for domestic partner and up to three days for family
- Clarified if terminated – date that the termination actually takes effect
- Personal Days – New members may use after the 30th day of employment and how many they receive
- Engineering Bureau – add Administrative Assistants I & II to alternate work schedule (MOA – 5(k))
- Utilities Business Office – add 8:00 - 4:30 shift, remove 7:45 - 4:15 shift, (2 lunch sessions – bid by classification seniority)
- Day trades for 911 center added to contract
- Full union release for President
- Free Parking – location updated & clarified
- 911 Center – When formally training, receive one (1) hour of comp time for every ten (10) hours of training
- Correct page 54 – change “man to than” and “tile to the” (housekeeping issue)
- Mandates for 911 techs will be by Center Seniority
- Add Water Supply Lab Analysts new schedule to contract (housekeeping issue)
- Add language to protect members that are questioned & rename article (Article XXVIII)
- Add Representation language regarding questioning members for conduct of others (Article XI)

- Time Bank – new members must be off probation to use. May join after 6 months
- Union & City agree to update the applicable City Ordinances in contract concerning Wages & Healthcare

### **LETTER OF INTENTION**

CSPA & the City agree to include a letter of intention that states there is to be a work study looking in to reducing number of steps in pay grades and addressing the pay grade levels for classifications, including:

- Administrative Assistant I, II & III
- Code Compliance Inspector I, II & III
- Customer Service Request Agent & Lead
- Consumer Services Clerk & Lead
- Water Protection Specialist I & II
- Safety Communication Technician I

### **DURATION OF AGREEMENT**

January 1, 2022, to December 31, 2024