

AGREEMENT

between

**THE
AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES
OHIO COUNCIL 8
AFL-CIO**

And

THE CITY OF MONTGOMERY

September 1, 2023 – August 31, 2026

ARTICLE 15

WAGES AND COMPENSATION

Section 15.1 Employees will be paid in accordance with the City's Bonus Incentive Plan. Any major changes made to the Bonus Incentive Plan shall be first submitted to the Union for its consideration before implementation.

Section 15.2 Effective on the first day of the first full pay period after September 1, 2023, each Employee's then current hourly wage will increase by 3.0% and the hourly wage range for all bargaining unit Employees shall be as follows:

	MINIMUM	MAXIMUM
Service Worker I:	\$23.69	\$29.59
Service Worker II	\$28.77	\$35.86

Section 15.3 Effective on the first day of the first full pay period after September 1, 2024, each Employee's then current hourly wage will increase by 3.75% and the hourly wage range for all bargaining unit Employees shall be as follows:

	MINIMUM	MAXIMUM
Service Worker I:	\$24.58	\$30.70
Service Worker II	\$29.85	\$37.20

Section 15.4 Effective on the first day of the first full pay period after September 1, 2025, each Employee's then current hourly wage will increase by 4.0% and the hourly wage range for all bargaining unit Employees shall be as follows:

	MINIMUM	MAXIMUM
Service Worker I:	\$25.56	\$31.93
Service Worker II	\$31.04	\$38.69

Section 15.5 This Bonus and Incentive Plan may include a merit bonus of up to two percent for those Employees who have reached the top of their established pay range.

Section 15.6 The Employer may determine the appropriate placement of new hires within the pay range established by this Agreement.

Section 15.7 Employees may only advance from Service Worker I to Service Worker II after obtaining a Class "A" Commercial Driver's License and after working as Service Worker I for two years. The CDL requirement may be waived by the City Manager, in his or her sole discretion, based upon the needs of the City.

The full amount of the required contributions to the Ohio Public Employees Retirement System ("Plan") shall be withheld from the gross pay (salary reduction method) of each person who is or becomes a contributing member of the Plan, which shall be paid to the Plan by the City of Montgomery. This salary reduction by the City of Montgomery is, and shall be designated as, Employee contributions and shall be in lieu of contributions to the Plan by each person. No person subject to this salary reduction shall have the option of choosing to receive the required contribution to the Plan directly instead of having it withheld and paid by the City of Montgomery or of being excluded from the withholding and remittance by the City.

The City of Montgomery shall, in reporting and making remittance to the Plan, report that the public Employee's contribution for each person subject to this salary reduction has been made as provided by the statute.

The total salary for each Employee shall be the salary otherwise payable under this Agreement. Such total salary of each Employee shall be payable by the City in two parts: (a) deferred salary and (b) cash salary. An Employee's deferred salary shall be equal to that percentage of that Employee's total salary which is required from time to time by the retirement system to be paid as an Employee contribution by that Employee, and shall be paid by the City to the retirement system on behalf of that Employee as a salary reduction and in lieu of the Plan Employee contribution otherwise payable by that Employee. An Employee's cash salary shall be equal to that Employee's total salary less the amount of the pick-up for that Employee, and shall be payable, subject to applicable payroll deductions, to that Employee. The City shall compute and remit its Employer contributions to the Plan based upon an Employee's total salary. The total salaries payable under this Agreement shall not be greater than the amounts it would have paid for those items had this provision not been in effect.

Section 15.8 Maintaining Certifications: Any Employee must maintain all certifications and licenses (including a valid State Driver License) that the Employee held when the Employee was hired or that the Employee obtained during employment. An Employee who fails to maintain certifications or licenses may receive discipline, up to and including demotion and termination.

MERIT INCREASE/BONUS GUIDELINES -- 2026

Evaluation Score	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00 and higher
Merit Increase Guideline	0.00%	0.70%	1.40%	2.10%	2.80%	3.50%	3.75%	4.00%	4.25%	4.50%	4.75%	5.00%	5.25%	5.50%	5.75%	6.00%
Merit Bonus Guideline	0.00%	0.20%	0.40%	0.60%	0.80%	1.00%	1.10%	1.20%	1.30%	1.40%	1.50%	1.60%	1.70%	1.80%	1.90%	2.00%