

Exhibit A

ROAD DEPARTMENT CONTRACT NEGOTIATIONS

ARTICLE 14 (WAGES) SECTION 1. PAY RANGES & RATES

ROAD DEPT.				
STEP	A	B	C	D
1/1/2018	\$ 15.00	\$ 18.36	\$ 20.11	\$ 23.25
1/1/2019	\$ 17.88	\$ 20.16	\$ 21.56	\$ 25.84
1/1/2020	\$ 18.41	\$ 20.76	\$ 22.20	\$ 26.61
1/1/2021	\$ 18.96	\$ 21.38	\$ 22.86	\$ 27.40

Per Existing Contract
Asking

POLICE DEPT.				
STEP	A	B	C	D
1/1/2018	\$ 20.77	\$ 21.97	\$ 23.24	\$ 28.44

FIRE DEPT.							
STEP	A	B	C	D	E	F	G
1/1/2018	\$ 21.69	\$ 22.81	\$ 26.07	\$ 29.33	\$ 32.58	\$ 36.49	\$ 40.87

ARTICLE 14 SECTION 3, LONGEVITY PAY

ROAD DEPT.					
STEP	0-4 YRS	5-9 YRS	10-15 YRS	16 AFTER	20 - MORE
1/1/2019	\$ -	\$ 300.00	\$ 400.00	\$ 500.00	
	\$ -	\$ 410.00	\$ 720.00	\$ 900.00	\$ 1,082.00

Per Existing Contract
Asking

POLICE DEPT					
STEP	0-4 YRS	5-9 YRS	10-15 YRS	15-20 YRS	20 - MORE
	\$ -	\$ 400.00	\$ 550.00	\$ 700.00	\$ 950.00

FIRE DEPT. (40 HOUR EMPLOYEE)								
STEP	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS	6 YEARS	7 YEARS	8 YEARS
	\$ 104.00	\$ 208.00	\$ 312.00	\$ 416.00	\$ 520.00	\$ 624.00	\$ 728.00	\$ 832.00
	9 YEARS	10 YEARS	11 YEARS	12 YEARS	13 YEARS	14 YEARS	15 YEARS	16 YEARS
	\$ 936.00	\$ 1,040.00	\$ 1,144.00	\$ 1,248.00	\$ 1,352.00	\$ 1,456.00	\$ 1,560.00	\$ 1,664.00
	17 YEARS	18 YEARS	19 YEARS	20 YEARS				
	\$ 1,768.00	\$ 1,872.00	\$ 1,976.00	\$ 2,080.00				

Carl Smadgrass
ST - B.A

Local
413

12-6-18

ISSUES TO DISCUSS

BOOT ALLOWANCE

PER CONTRACT
\$100.00

ASKING
\$200.00

ARTICLE 19, SECTION 3 (VACATION USE)

"Language change" to read as follows.

The Vacation year for employees will end at Midnight the night before their "Anniversary Date" Each week of eligible vacation will be paid at the employee's straight time rate. Employees shall be allowed to take Vacation in Hour, Day or Weekly increments. No more than one (1) employee shall be permitted to be off at a time unless otherwise approved by the Road Superintendent. Unused Vacation Time can be cashed out up to 80 Hours per time.

ARTICLE 19, SECTION 4 (CARRY OVER OF VACATION)

"Language change" to read as follows.

No more than forty (40) hours of Accumulated Vacation time is permitted to be carried over to the next Calendar year starting on the employees Anniversary Date unless it is approved by the Road Superintendent and Board of Trustees.

INSURANCE PREMIUM INCREASE

With the Premium Increase that was given to the Township of 9.5% starting on January 1, 2019 and ending on December 31, 2020. That would be an increase of 4.75% Each Year for the next 2 Years. We would be willing to Cover that increase by paying 5.0 % more of our Monthly Premium that we already pay. This would be for 2019, 2020, 2021.

Signing Bonus

Would like to ask for a \$500.00 Signing Bonus per Employee to be paid out on pay period ending on December 11, 2018.