RESOLUTION NO. 91-2026

Introduced by William Biddlecombe

A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A MEMORANDUM OF UNDERSTANDING BETWEEN THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES ("AFSCME") AND THE CITY OF HURON MODIFYING THE CURRENT AFSCME COLLECTIVE BARGAINING AGREEMENT EXPIRING ON DECEMBER 31, 2027, AS PREVIOUSLY AMENDED.

WHEREAS, the Huron City Council previously authorized a Collective Bargaining Agreement with AFSCME in Resolution No. 102-2024 adopted on December 18, 2024. That Agreement was reopened per its terms in 2025, and the Huron City Council authorized an amendment to that Agreement in Resolution No. 74-2025 adopted on October 14, 2025 (collectively, the "CBA"); and

WHEREAS, subsequent to the effective date of the CBA, administrative staff has determined that certain changes to positions and department structures are necessary for the efficient operation of those City departments, which changes affect the terms of the CBA; and

WHEREAS, the City is restructuring the Water Distribution and Street Departments into a combined Service Department and have renamed and combined certain positions in those departments; and

WHEREAS, the parties find it necessary to modify the current CBA to reflect these changes, which changes are to be effective as of Sunday, October 11, 2026.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF HURON, OHIO:

SECTION 1: That the City Manager be, and he hereby is, authorized and directed to enter into a Memorandum of Understanding with the American Federation of State, County and Municipal Employees ("AFSCME") of the current AFSCME Collective Bargaining Agreement expiring on December 31, 2027, as previously amended, which Memorandum of Understanding shall be substantially in the form of Exhibit A attached hereto and made a part hereof.

SECTION 2: That this Council hereby finds and determines that all formal actions relative to the adoption of this Resolution were taken in an open meeting of the Council and that all deliberations of this Council and of its committees, if any, which resulted in formal action, were taken in meetings open to the public in full compliance with applicable legal requirements, including O.R.C. §121.22 of the Revised Code.

SECTION 3: This Resolution shall be in full force and effect immediately upon its passage, with the terms of the MOU effective retroactively to October 11, 2026.

J. Monty Tapp

Monty Tapp, Mayor

ATTEST: Jerri Wellbaum

Clerk of Council

ADOPTED: 10 NOV 2026

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by the City of Huron ("the City) and the **American Federation of State, County and Municipal Employees, Local 2024, and Ohio Council 8** ("the Union") for the purpose of confirming the agreement reached between the City and the Union regarding the restructuring of streets and water distribution and its application of several sections of their collective bargaining agreement ("the CBA"). The City and Union agree to the following:

1. **Service Department.** The City is restructuring the Water Distribution and Streets Departments into a combined Service Department. An updated organizational chart is attached as Appendix A.

2. **Service Foreman Position.** The City has created a new position of Service Foreman and associated job description.

   a. Effective upon implementation of this MOU, the Distribution Foreman and Street Foreman positions are combined and shall be known as Service Foreman.

   b. Service Foreman will replace any reference in the CBA to the Distribution Foreman and the Street foreman.

3. **Maintenance Worker Position.** The City has created a new position of Maintenance Worker and associated job description.

   a. The change in title shall not alter existing rights, benefits, seniority, or other contractual provisions.

   b. Maintenance Worker will replace any reference in the CBA to Maintenance Worker I and Maintenance Worker II.

4. **Water Plant Operator Position.** The City has created a new position of Water Plant Operator and associated job description.

   a. Effective upon implementation of this MOU, the Maintenance Worker II – Floater and Maintenance Worker III positions are combined and shall be known as Water Plant Operator.

   b. Water Plant Operator will replace any reference in the CBA to the Maintenance Worker II – Floater and Maintenance Worker III.

5. **Step A Wage Adjustment.** Current CBA Step A wage scale shall be increased by $1.45 per hour for all bargaining unit employees. The $1.45 per hour increase shall be incorporated into the applicable Step A and shall not be construed as a general wage increase to any other step. All other wage steps remain unchanged. An updated wage scale appendix is attached hereto as Appendix D.

6. **Service Foreman Wage Adjustment**. Effective upon implementation of this MOU, the Service Foreman wage scale shall be increased by $1.45 per hour. An updated wage scale appendix is attached as Appendix D.

7. **Chief Operator Wage Adjustment**. Effective upon implementation of this MOU, the Chief Operator wage scale shall be increased by $1.45 per hour. An updated wage scale appendix is attached as Appendix D.

8. **No Other Changes.** Except as specifically modified by this MOU, all other provisions of the existing CBA shall remain in full force and effect. This MOU shall become part of and shall be incorporated into the CBA between the City and the Union.

9. **Mutual Agreement.** The Parties acknowledge that they have discussed the matter addressed herein and voluntarily agree to the terms of this MOU.

FOR THE CITY:

_____

Stuart Hamilton, City Manager

Date: _____

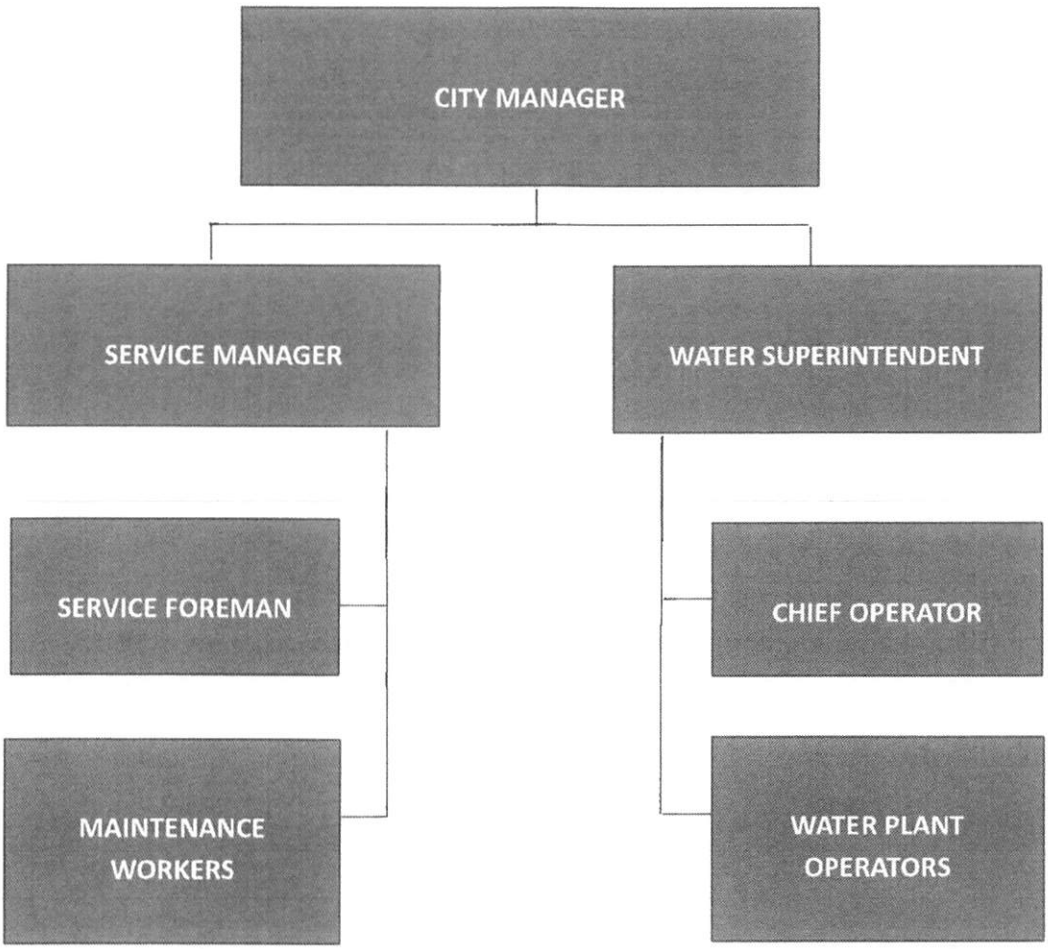
FOR THE UNION:

_____

Date: 10/15/26

APPENDIX A

Organizational Chart



APPENDIX D

Wage Information

The rates shown in the following grids do not include individual adjustments resulting from training, license premiums, longevity and merit compensation, subject to Appendix F Healthcare and Wages Reopener.

Wage Grids:

The following grid represents the wage scale for the following full-time positions.

Maintenance Worker

	2026	MOU 2026	2027
A	$ 29.05	$ 30.50	$ 31.49
B	$ 26.41	No Change	$ 27.27
C	$ 25.06	No Change	$ 25.87
D	$ 24.12	No Change	$ 24.90

The following grid represents the wage scale for the following full-time positions.

Water Plant Operator

	2026	MOU 2026	2027
A	$ 29.91	$ 31.36	$ 32.38
B	$ 28.07	No Change	$ 28.98
C	$ 26.41	No Change	$ 27.27
D	$ 25.78	No Change	$ 26.62

The following grid represents the wage scale for the following full-time positions.

Service Foreman

2026	MOU 2026	2027
$ 32.93	$34.38	$ 35.50

The following grid represents the wage scale for the following full-time positions.

Chief Operator

2026	MOU 2026	2027
$ 33.88	$35.33	$ 36.48

All Part-time employees within the bargaining unit shall be compensated in accordance with the part time rates outlined in the codified ordinances. Part time employees shall receive the same amount of percentage increase as full time employees on January 1 of each year of this Agreement.