

CITY OF STRONGSVILLE, OHIO

ORDINANCE NO. 2025 – 125

By: Mayor Perciak and All Members of Council

**AN ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO A MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE CITY OF STRONGSVILLE AND THE TEAMSTERS LOCAL UNION NO. 52 (SERVICE WORKERS), IN ORDER TO AMEND THE COLLECTIVE BARGAINING AGREEMENT CONCERNING WAGES AND EFFECTIVE THROUGH DECEMBER 31, 2027, AND DECLARING AN EMERGENCY.**

WHEREAS, by and through Ordinance No. 2024-203, the Mayor was authorized to enter into a Collective Bargaining Agreement between the Teamsters Local Union No. 52 (Service Workers) and the City of Strongsville through December 31, 2027; and

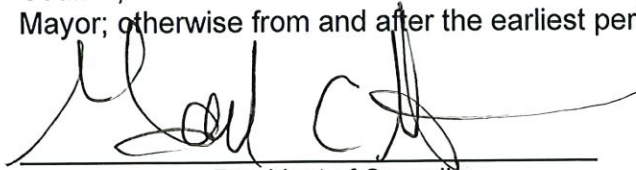
WHEREAS, at this time, both the City and Union have agreed to enter into a Memorandum of Understanding in order to amend the aforementioned Collective Bargaining Agreement concerning Appendix 1 Wage Schedule to be effective through December 31, 2027.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF STRONGSVILLE, COUNTY OF CUYAHOGA, AND STATE OF OHIO:

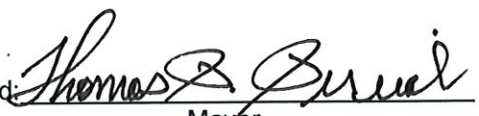
**Section 1.** That the Mayor be and is hereby authorized to enter into a Memorandum of Understanding by and between the City of Strongsville and the Teamsters Local Union No. 52 (Service Workers), all as set forth in the Memorandum of Understanding attached hereto as Exhibit A, and which in all respects is hereby approved.

**Section 2.** That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council; and that all deliberations of the Council and any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements.

**Section 3.** That this Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the City, and for the further reason that it is immediately necessary to amend the Collective Bargaining Agreement in order to provide for an increase in wages through 2027. Therefore, provided this Ordinance receives the affirmative vote of two-thirds of all members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise from and after the earliest period allowed by law.

  
\_\_\_\_\_  
President of Council

Date Passed: October 20, 2025

Approved:   
\_\_\_\_\_  
Mayor

Date Approved: Oct. 20, 2025

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	<u>Yea</u>	<u>Nay</u>
Carbone	<u>✓</u>	_____
Clark	<u>✓</u>	_____
Kaminski	<u>✓</u>	_____
Kosek	<u>✓</u>	_____
Roff	<u>✓</u>	_____
Short	<u>✓</u>	_____
Spring	<u>✓</u>	_____

Attest: *Quinn Pientka*  
Clerk of Council

Ord. No. 2025-125 Amended: \_\_\_\_\_  
1<sup>st</sup> Rdg. 10-20-25 Ref: \_\_\_\_\_  
2<sup>nd</sup> Rdg. Suspended Ref: \_\_\_\_\_  
3<sup>rd</sup> Rdg. Suspended Ref: \_\_\_\_\_

Public Hrg. \_\_\_\_\_ Ref: \_\_\_\_\_  
Adopted: 10-20-25 Defeated: \_\_\_\_\_



## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into between the City of Strongsville (hereinafter referred to as "Employer") and Teamsters Local Union No. 52 Service Workers (hereinafter referred to as "Union"). The Employer and Union desire to enter into this MOU in order to modify the Collective Bargaining Agreement entered into on December 17, 2024, and which is effective January 1, 2025 through December 31, 2027. This MOU sets forth the following acknowledgements, understandings and agreements:

1. The Employer and Union agree to amend Appendix 1 Wage Schedule of the Collective Bargaining Agreement as follows:

### **APPENDIX 1 WAGE SCHEDULE**

The City agrees to the following Wage increases from January 1, 2025 through December 31, 2027

All Classifications will receive a three and one-half percent (3.5%) increase for 2025

All Classifications will receive a three **and one-half** percent (3.5%) increase for 2026

All Classifications will receive a three **and one-half** percent (3.5%) increase for 2027

\* \* \*

### **2026 WAGES (+3.5%)**

Title/Classification	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Vehicle Maintenance Crew Leader	<del>\$ 39.13</del>	<del>\$ 39.41</del>	<del>\$ 39.79</del>
Sewer Crew Leader	<del>\$ 39.13</del>	<del>\$ 39.41</del>	<del>\$ 39.79</del>
Utility Repairperson	<del>\$ 37.32</del>	<del>\$ 37.89</del>	<del>\$ 38.90</del>
Sewer Tech III	<del>\$ 37.32</del>	<del>\$ 37.89</del>	<del>\$ 38.90</del>
Vehicle Mechanic II	<del>\$ 37.32</del>	<del>\$ 37.89</del>	<del>\$ 38.90</del>
Heavy Equipment Operator	<del>\$ 37.32</del>	<del>\$ 37.89</del>	<del>\$ 38.90</del>
Arborist II	<del>\$ 37.32</del>	<del>\$ 37.89</del>	<del>\$ 38.90</del>
Sign Maker/Repair III	<del>\$ 37.32</del>	<del>\$ 37.89</del>	<del>\$ 38.90</del>
Sexton	<del>\$ 37.32</del>	<del>\$ 37.89</del>	<del>\$ 38.90</del>
Animal Control Officer	<del>\$ 37.32</del>	<del>\$ 37.89</del>	<del>\$ 38.90</del>
Concrete III	<del>\$ 37.32</del>	<del>\$ 37.89</del>	<del>\$ 38.90</del>
Sign Maker/Repair II	<del>\$ 36.38</del>	<del>\$ 36.64</del>	<del>\$ 36.75</del>
Sewer Tech II	<del>\$ 36.38</del>	<del>\$ 36.64</del>	<del>\$ 36.75</del>
Concrete II	<del>\$ 36.38</del>	<del>\$ 36.64</del>	<del>\$ 36.75</del>
Bus Driver	<del>\$ 36.38</del>	<del>\$ 36.64</del>	<del>\$ 36.75</del>
Turf Specialist	<del>\$ 36.38</del>	<del>\$ 36.64</del>	<del>\$ 36.75</del>
Vehicle Mechanic I	<del>\$ 31.40</del>	<del>\$ 33.10</del>	<del>\$ 34.76</del>
Truck Driver	<del>\$ 31.40</del>	<del>\$ 33.10</del>	<del>\$ 34.76</del>
Sign Maker/Repair I	<del>\$ 31.40</del>	<del>\$ 33.10</del>	<del>\$ 34.76</del>
Sewer Tech I	<del>\$ 31.40</del>	<del>\$ 33.10</del>	<del>\$ 34.76</del>
Arborist I	<del>\$ 31.40</del>	<del>\$ 33.10</del>	<del>\$ 34.76</del>
Concrete I	<del>\$ 31.40</del>	<del>\$ 33.10</del>	<del>\$ 34.76</del>
Laborer	<del>\$ 24.90</del>	<del>\$ 26.60</del>	<del>\$ 28.29</del>
Tree Care Technician	<del>\$ 24.90</del>	<del>\$ 26.60</del>	<del>\$ 28.29</del>



Title/Classification	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Vehicle Maintenance Crew Leader	\$ 39.32	\$ 39.60	\$ 39.98
Sewer Crew Leader	\$ 39.32	\$ 39.60	\$ 39.98
Utility Repairperson	\$ 37.50	\$ 38.08	\$ 39.09
Sewer Tech III	\$ 37.50	\$ 38.08	\$ 39.09
Vehicle Mechanic II	\$ 37.50	\$ 38.08	\$ 39.09
Heavy Equipment Operator	\$ 37.50	\$ 38.08	\$ 39.09
Arborist II	\$ 37.50	\$ 38.08	\$ 39.09
Sign Maker/Repair III	\$ 37.50	\$ 38.08	\$ 39.09
Sexton	\$ 37.50	\$ 38.08	\$ 39.09
Animal Control Officer	\$ 37.50	\$ 38.08	\$ 39.09
Concrete III	\$ 37.50	\$ 38.08	\$ 39.09
Sign Maker/Repair II	\$ 36.56	\$ 36.81	\$ 36.93
Sewer Tech II	\$ 36.56	\$ 36.81	\$ 36.93
Concrete II	\$ 36.56	\$ 36.81	\$ 36.93
Bus Driver	\$ 36.56	\$ 36.81	\$ 36.93
Turf Specialist	\$ 36.56	\$ 36.81	\$ 36.93
Vehicle Mechanic I	\$ 31.56	\$ 33.26	\$ 34.93
Truck Driver	\$ 31.56	\$ 33.26	\$ 34.93
Sign Maker/Repair I	\$ 31.56	\$ 33.26	\$ 34.93
Sewer Tech I	\$ 31.56	\$ 33.26	\$ 34.93
Arborist I	\$ 31.56	\$ 33.26	\$ 34.93
Concrete I	\$ 31.56	\$ 33.26	\$ 34.93
Laborer	\$ 25.02	\$ 26.73	\$ 28.43
Tree Care Technician	\$ 25.02	\$ 26.73	\$ 28.43

**2027 WAGES (+3.5%)**

Title/Classification	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Vehicle Maintenance Crew Leader	<del>\$ 40.30</del>	<del>\$ 40.59</del>	<del>\$ 40.98</del>
Sewer Crew Leader	<del>\$ 40.30</del>	<del>\$ 40.59</del>	<del>\$ 40.98</del>
Utility Repairperson	<del>\$ 38.44</del>	<del>\$ 39.03</del>	<del>\$ 40.07</del>
Sewer Tech III	<del>\$ 38.44</del>	<del>\$ 39.03</del>	<del>\$ 40.07</del>
Vehicle Mechanic II	<del>\$ 38.44</del>	<del>\$ 39.03</del>	<del>\$ 40.07</del>
Heavy Equipment Operator	<del>\$ 38.44</del>	<del>\$ 39.03</del>	<del>\$ 40.07</del>
Arborist II	<del>\$ 38.44</del>	<del>\$ 39.03</del>	<del>\$ 40.07</del>
Sign Maker/Repair III	<del>\$ 38.44</del>	<del>\$ 39.03</del>	<del>\$ 40.07</del>
Sexton	<del>\$ 38.44</del>	<del>\$ 39.03</del>	<del>\$ 40.07</del>
Animal Control Officer	<del>\$ 38.44</del>	<del>\$ 39.03</del>	<del>\$ 40.07</del>
Concrete III	<del>\$ 38.44</del>	<del>\$ 39.03</del>	<del>\$ 40.07</del>
Sign Maker/Repair II	<del>\$ 37.47</del>	<del>\$ 37.74</del>	<del>\$ 37.85</del>
Sewer Tech II	<del>\$ 37.47</del>	<del>\$ 37.74</del>	<del>\$ 37.85</del>
Concrete II	<del>\$ 37.47</del>	<del>\$ 37.74</del>	<del>\$ 37.85</del>
Bus Driver	<del>\$ 37.47</del>	<del>\$ 37.74</del>	<del>\$ 37.85</del>
Turf Specialist	<del>\$ 37.47</del>	<del>\$ 37.74</del>	<del>\$ 37.85</del>
Vehicle Mechanic I	<del>\$ 32.34</del>	<del>\$ 34.09</del>	<del>\$ 35.80</del>
Truck Driver	<del>\$ 32.34</del>	<del>\$ 34.09</del>	<del>\$ 35.80</del>



Sign Maker/Repair I	\$ 32.34	\$ 34.09	\$ 35.80
Sewer Tech I	\$ 32.34	\$ 34.09	\$ 35.80
Arborist I	\$ 32.34	\$ 34.09	\$ 35.80
Concrete I	\$ 32.34	\$ 34.09	\$ 35.80
Laborer	\$ 25.65	\$ 27.40	\$ 29.14
Tree Care Technician	\$ 25.65	\$ 27.40	\$ 29.14

Title/Classification	Step 1	Step 2	Step 3
Vehicle Maintenance Crew Leader	\$ 40.70	\$ 40.99	\$ 41.38
Sewer Crew Leader	\$ 40.70	\$ 40.99	\$ 41.38
Utility Repairperson	\$ 38.81	\$ 39.41	\$ 40.46
Sewer Tech III	\$ 38.81	\$ 39.41	\$ 40.46
Vehicle Mechanic II	\$ 38.81	\$ 39.41	\$ 40.46
Heavy Equipment Operator	\$ 38.81	\$ 39.41	\$ 40.46
Arborist II	\$ 38.81	\$ 39.41	\$ 40.46
Sign Maker/Repair III	\$ 38.81	\$ 39.41	\$ 40.46
Sexton	\$ 38.81	\$ 39.41	\$ 40.46
Animal Control Officer	\$ 38.81	\$ 39.41	\$ 40.46
Concrete III	\$ 38.81	\$ 39.41	\$ 40.46
Sign Maker/Repair II	\$ 37.84	\$ 38.10	\$ 38.22
Sewer Tech II	\$ 37.84	\$ 38.10	\$ 38.22
Concrete II	\$ 37.84	\$ 38.10	\$ 38.22
Bus Driver	\$ 37.84	\$ 38.10	\$ 38.22
Turf Specialist	\$ 37.84	\$ 38.10	\$ 38.22
Vehicle Mechanic I	\$ 32.66	\$ 34.42	\$ 36.15
Truck Driver	\$ 32.66	\$ 34.42	\$ 36.15
Sign Maker/Repair I	\$ 32.66	\$ 34.42	\$ 36.15
Sewer Tech I	\$ 32.66	\$ 34.42	\$ 36.15
Arborist I	\$ 32.66	\$ 34.42	\$ 36.15
Concrete I	\$ 32.66	\$ 34.42	\$ 36.15
Laborer	\$ 25.90	\$ 27.67	\$ 29.43
Tree Care Technician	\$ 25.90	\$ 27.67	\$ 29.43

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2. There shall be no changes or amendments to any other language in Appendix 1 Wage Schedule or any other section of the Collective Bargaining Agreement.

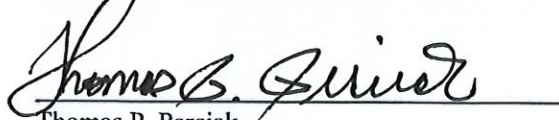
This Memorandum of Understanding is entered into by and between the parties this \_\_\_\_ day of October, 2025.

FOR THE TEAMSTERS LOCAL UNION  
NO. 52-SERVICE WORKERS



David D. Dudas  
Secretary Treasurer, Teamsters Local  
Union No. 52

FOR THE CITY OF STRONGSVILLE



Thomas P. Perciak  
Mayor, City of Strongsville