

CITY OF CLAYTON, OHIO

RESOLUTION NO. R – 02 – 26 – 16

A RESOLUTION APPROVING A WAGE AGREEMENT FOR THE PERIOD OF JANUARY 1, 2026 TO DECEMBER 31, 2026 WITH THE TEAMSTERS FOR THE MAINTENANCE WORKERS

WHEREAS, representatives of the City and Union have tentatively agreed upon a Wage Agreement for the January 1, 2026 to December 31, 2026 for the Maintenance Workers within the Clayton Road Department and staff has recommended it for approval; and

WHEREAS, said Agreement provides for a 3% wage increase for the year 2025, effective January 1, 2025, and further provides for a 3% wage increase for the year 2026 plus a market adjustment of \$1.25, effective January 1, 2026; and

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

1. That the January 1, 2026 to December 31, 2026 wage agreement with the Teamsters for a 3% wage increase for the year 2026 plus a market adjustment of \$ 1.25, effective January 1, 2026, (Exhibit A) is approved and the City Manager is authorized to execute said Agreement on behalf of the City.

ADOPTED BY COUNCIL ON FEBRUARY 5, 2026

ATTEST:


Barbara Seim, Clerk


Ryan Farmer, Mayor

APPROVED AS TO FORM:


Law Director

CERTIFICATE

The undersigned, Clerk of the City of Clayton, Ohio does hereby certify that the foregoing is a true and correct copy of Resolution No. R-02-26-16 passed by the Council of said City on the 5th day of February 2026, and that the foregoing Resolution No. R-02-26-16 was posted at the City Building, Fire Station 83 and Fire Station 84, on the 6th day of February 2026, to the 20th day of February 2026, both days inclusive.


Barbara Seim, Clerk

Exhibit A

2026 Amendment to Collective Bargaining Agreement
Between the City of Clayton and Teamsters Local Union No. 957

January 1, 2026 to December 31, 2026

(Wage Re-Opener 2026)
ARTICLE 13 COMPENSATION

Section 1. Wages will be paid on a bi-weekly basis. Wages in 2024 shall increase by two percent (2%) retroactively to January 1, 2024. Additionally, the wages in 2024 shall receive a \$1.50 market rate adjustment retroactive to January 1, 2024. The 2024 wage rates are set forth in Exhibit A. Employer agrees not to change wage rates of bargaining unit members without prior notice to and bargaining with Local 957.

There will be a wage reopener for 2025 and 2026. Unless otherwise stipulated in the Agreement, all other sections of this Agreement will remain in full force and effect through December 31, 2026.

Wages in 2025 shall increase by three percent (3%) effective January 1, 2025. The 2025 wage rates are set forth in Exhibit B.

Wages in 2026 shall increase by three percent (3%) retroactively to January 1, 2026. Additionally, the wages in 2026 shall receive a \$1.25 market rate adjustment retroactive to January 1, 2026. The 2026 wage rates are set forth in Exhibit C.

All step increases shall occur on the anniversary of each employee's hire date unless an employee has a step increase withheld due to disciplinary or unsatisfactory performance. Step increases withheld due to disciplinary or unsatisfactory performance will be subject to the grievance and arbitration procedures. Wage changes due to step increases shall be reflected in the pay period following the anniversary of the employee's hire date.

For the City of Clayton

EK Witter

Dated:

02/06/26

For Teamsters Local Union 957.

Alan Weeks
John Ken

Dated:

1-21-26

EXHIBIT C

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5
<u>Maintenance Worker II</u>	Current \$23.91	Current \$24.91	Current \$26.16	Current \$27.48	Current \$28.70
	2026: \$25.88	2026: \$26.91	2026: \$28.19	2026: \$29.55	2026: \$30.81
<u>Maintenance Worker I</u>	Current \$19.01	Current \$19.75	Current \$20.46		
	2026: \$20.83	2026: \$21.59	2026: \$22.32		