

Motion to approve the minutes of the March 18, 2013 Regular City Council meeting as submitted was moved by Burgess, seconded by Soucy.

Roll Call: 7 Ayes 0 Nays Motion Carried

(e) Proclamation — Fair Housing Month.

Meadows read a proclamation in observance of Fair Housing Month into the record as follows:

P R O C L A M A T I O N

WHEREAS, on January 13, 1961, the Council of the City of Oberlin was presented with a "Statement of Belief" which had been circulated throughout the community and signed by more than 550 residents of the City of Oberlin, and which read in part:

"Believing that we are not being true to our religious and democratic heritage if residence in any neighborhood is restricted to certain racial and ethnic groups on purely arbitrary grounds, we the undersigned declare our intention to practice the principle of equality with respect to housing, and we declare our desire to see people given the right to acquire residence without prejudice as to their race, religion, or national origin." and

WHEREAS, on November 20, 1961, City Council passed Ordinance 235 AC, the third Fair Housing law enacted in this nation; and which on March 10, 1965, with the decision handed down in *Porter v. Oberlin*, became the first Fair Housing law in the United States to survive legal challenge in a state supreme court; and

WHEREAS, City Council has continually committed itself to equal access to housing and mortgage borrowing opportunities, regardless of race, color, religion, national origin, familial status, handicap status, gender, or sexual preference or orientation, through the passage over the years of Ordinances 67-491, 73-927, 88-70, and 91-31, together today comprising Chapter 1185 of the Oberlin Codified Ordinances; and

WHEREAS, April has come to be designated Fair Housing Month by the President of these United States and by the Department of Housing and Urban Development, in part to commemorate the enactment, at long last, of the first federal Fair Housing Act, on April 11, 1968, in the wake of the shocking assassination of Dr. Martin Luther King, Jr.;

NOW, THEREFORE, I, Ronnie Rimbart, Mayor of the City of Oberlin, Ohio, on behalf of the Council of the City of Oberlin, proclaim the month of April 2013 as:

FAIR HOUSING MONTH

and encourage the citizens of Oberlin to reacquaint themselves with their human rights that are protected by law from arbitrary or prejudicial consideration, and join with the Human Relations Commission in reaffirming our City's commitment to equal treatment in housing, public accommodation, and other matters, regardless of circumstances of origin, age, status, or orientation;

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Great Seal of the City of Oberlin, Ohio, to be affixed hereto this 1st day of April 2013.

Ronnie J. Rimbart
Mayor/ President of Council

The Presiding Officer announced that the proclamation would be accepted by Gary Boyle, the Oberlin Planning and Development Director. He then asked that item (g), be moved up on the agenda to allow for the introduction of the new Economic Development and Housing Officer (EDHO).

Boyle introduced Carrie Handy, the new EDHO for the City of Oberlin. He noted that she was a planner with twenty (20) years of experience with the City of Sandusky as well as with Erie County; she has experience in grant writing, administrating CHIP and CDBG programs, and as a private transit consultant. In addition she brings a varied and complete set of skills to help the City with its community development efforts. Boyle

expressed his appreciation for receiving the proclamation which speaks to the City's history in its practice to stand behind the issues of equality, particularly with respect to housing.

Handy expressed her gratitude for the opportunity to serve as the new EDHO for the City. She felt that Oberlin was a great town with plenty of assets to help promote the City and bring future development to the area.

Proclamation — Friendship Day.

In preparation to read the Friendship Day Proclamation, Soucy remarked that the promotion of American National Friendship Day was a mutual effort that the City has worked on with the College for three years, which has spread here locally and abroad.

<p>PROCLAMATION AMERICAN NATIONAL FRIENDSHIP DAY April 8, 2013</p> <p><i>WHEREAS</i>, friendship is a concept promoted by all religious, ethical and cultural traditions of the world; and</p> <p><i>WHEREAS</i>, friendship transcends ethnicity, gender, geographic boundaries, and political and religious affiliations; and</p> <p><i>WHEREAS</i>, the designation of a day in our calendar as the National Friendship Day is an effective way to transform an ideal humanitarian philosophy into a public ritual and thereby helping communal cohesion and solidarity; and</p> <p><i>WHEREAS</i>, the spirit of friendship exemplifies strength of character, sound human values, and human bonds that go beyond self-interest; and</p> <p><i>WHEREAS</i>, friendship can be a powerful foundation for international peacemaking; and</p> <p><i>WHEREAS</i>, the globalization of an American National Day of Friendship can change the image of the United States abroad and therefore can serve as a powerful leverage in our foreign affairs; and</p> <p><i>WHEREAS</i>, the City of Oberlin has a long tradition of promoting diversity, equality, fairness and friendship.</p> <p><i>NOW, THEREFORE</i>, I, Ronnie Rimbart, Mayor of the City of Oberlin, Ohio, on behalf of Oberlin City Council, do hereby proclaim Monday, April 8th, 2013 as</p> <p style="text-align: center;">“AMERICAN NATIONAL FRIENDSHIP DAY”</p> <p>in the City of Oberlin, and urge all citizens to celebrate American National Friendship Day and support efforts to foster friendship within the City as well as within the international community.</p> <p style="text-align: right;"><i>IN WITNESS WHEREOF</i>, I have hereunto set my hand and caused the Great Seal of the City of Oberlin, Ohio, to be affixed hereto this 1st day of April 2013.</p> <p style="text-align: right;">_____ Ronnie J. Rimbart Mayor/ President of Council</p>

Following the reading of the proclamation, City Manager Norenberg remarked that there will be an event on campus at the Cat and the Cream to celebrate Friendship day on April 8th, 2013 at 5:00 p.m. There will be a series of formal events in honor of the occasion and he will be reading the proclamation on behalf of the City of Oberlin.

(f) Appointment to boards and commissions.

Motion to appoint Meeko Israel to fill the vacancy on the Oberlin Underground Railroad Center Implementation Team was moved by Broadwell, seconded by Burgess.

Roll Call: 7 Ayes 0 Nays Motion Carried

Broadwell further noted that with the hiring of the new Law Director who at one time served as the Zoning Board of Appeals chair, the City now had an opening on the Zoning Board of Appeals. Interested applicants should contact the Oberlin City Clerk or go to the City website for an application.

- (g) Introduction of Carrie Handy the new Economic Development and Housing Officer for the City of Oberlin.

Clerk Note: This item was handled during the reading of the Fair Housing Month Proclamation

2. ANY CONCERNS THAT ARE NOT ON THE AGENDA MAY BE BROUGHT TO THE ATTENTION OF COUNCIL AT THIS TIME.

None

3. OLD BUSINESS:

None

4. NEW BUSINESS:

(A). ORDINANCE No. 13-19 AC CMS: An Ordinance Authorizing the City Manager to Apply for and Accept Community Development Block Grant Formula Allocation Program Funding from the Lorain County Board of Commissioners for the Purpose of Constructing Sidewalk and Accessibility Improvements in Census Tract Block Group 601-3 in the City of Oberlin, and Declaring an Emergency. (1st)(E)

Meadows moved to have the ordinance read by number, title and substantive portions only, seconded by Soucy.

Roll Call: 7 Ayes 0 Nays Motion Carried

The Clerk read as directed.

Motion to approve the ordinance on first reading was moved by Broadwell, seconded by Meadows.

Norenberg remarked that a public hearing was held at 6:45 p.m. to review the proposed application as required. During the public hearing staff reviewed some of the options that were considered. After further review and discussion, staff recommends that we apply for funds to repair and reconstruct sidewalk and accessibility ramps within the applicable census tract area.

Meadows asked if staff had determined which of the projects would be completed first if the funds were awarded, the replacement of the sidewalks or the replacement of the accessible curb ramps? Baumann noted that both projects would be completed at the same time.

Mucciolo noted that he was pleased with the approach being taken to get these projects simultaneously completed.

A motion to suspend the rules requiring three readings and to elevate Ordinance No. 13-19 to an emergency for the reasons stated in Section 3 was moved by Peterson, seconded by Broadwell.

Roll Call: 7 Ayes 0 Nays Motion Carried
(1st, Suspension of Rules/ Emergency)

Roll Call: 7 Ayes 0 Nays Motion Carried
(1st, Final)

(B). ORDINANCE No. 13-20 AC CMS: An Ordinance Approving a Collective Bargaining Agreement Between the City of Oberlin, Ohio, and the Ohio Patrolmen's Benevolent Association (OPBA) for Oberlin Police Department Part-Time Dispatchers and Declaring an Emergency. (1st)(E)

Meadows moved to have the ordinance read by number, title and substantive portions only, seconded by Mucciolo.

Roll Call: 7 Ayes 0 Nays Motion Carried

The Clerk read as directed.

Motion to approve the ordinance on first reading was moved by Broadwell, seconded by Mucciolo.

Norenberg noted that this was the third of four collective bargaining agreements that City Council has had the opportunity to review this year. The proposed contract is with the part-time dispatchers who were gracious in accepting the wage freeze that other employees have been accepting through other union agreements. In addition, the proposed agreement makes adjustments in other areas to clarify overtime practices and calculations that are unique to the part-time dispatchers. A summary of the revisions made to the contract are attached to the minutes.

Forgoing discussion a motion to suspend the rules requiring three readings and to elevate Ordinance No. 13-20 to emergency for the reasons specified in Section 3 was moved by Soucy, seconded by Burgess.

Roll Call: 7 Ayes 0 Nays Motion Carried
(1st, Suspension of Rules/ Emergency)

Roll Call: 7 Ayes 0 Nays Motion Carried
(1st, Final)

(C). ORDINANCE No. 13-21 AC CMS: An Ordinance Approving a Collective Bargaining Agreement Between the City of Oberlin, Ohio, and the International Brotherhood of Electrical Workers (IBEW) and Declaring an Emergency. (1st)(E)

Broadwell moved to have the ordinance read by number, title and substantive portions only, seconded by Mucciolo.

Roll Call: 7 Ayes 0 Nays Motion Carried

The Clerk read as directed.

Motion to approve the ordinance on first reading was moved by Burgess, seconded by Meadows.

Norenberg remarked that the IBEW represents employees in the Electric Department and Public Works including, Water, Wastewater, and the General Maintenance Division. A year ago, the IBEW members agreed

Act (FLSA). The change was made at that time to do away with the comp time program for exempt employees and instead give an additional personal day to compensate for that loss, which is why the discrepancy exists between exempt and non-exempt employees. Mr. Mealy questioned whether staff still had the benefit of flextime. Norenberg responded that flextime is available, but most department heads work well over the 40 hours a week. In this case a flexible work schedule is not viewed as being as much of a benefit by many department heads as receiving an extra personal day. Mealy asked if the contract employees still had comp time in their contracts or if that had changed as well. Colaso remarked that employees who are non-exempt still receive compensatory pay.

Soucy remarked that she understood Mr. Mealy's concern to some extent due to her own personal experience of working over thirty years in administration, where she was given three (3) personal days. She expressed her concern that the personal days appeared to be getting high. She felt that some of the differences between the union employees who have four (4) personal days and their salaried staff who had seven (7) personal days came through the salaries and the benefits package salary employees received. She reiterated her appreciation and gratitude for staff's willingness to work with the City and didn't want to imply a desire to discontinue that benefit for the department heads, but felt the need to voice her discomfort on the matter.

Rimbert said he would like to see comparables from other communities. Norenberg remarked that he would get that information for Council before second reading.

A motion to suspend the rules requiring three readings and to elevate Ordinance No. 13-22 to emergency for reasons stated in Section 3 was moved by Mucciolo. Motion failed for lack of a second.

Roll call was taken as follows:

Roll Call: 7 Ayes 0 Nays Motion Carried
(1st, Reading)

(E). ORDINANCE No. 13-23 AC CMS: An Ordinance Amending 145.07 of the Codified Ordinances of the City of Oberlin Relating to Longevity Compensation and Declaring an Emergency. (1st)(E)

Burgess moved to have the ordinance read by number, title and substantive portions only, seconded by Soucy.

Roll Call: 7 Ayes 0 Nays Motion Carried

The Clerk read as directed.

Motion to approve the ordinance on first reading was moved by Broadwell, seconded by Soucy.

Norenberg expressed his desire to see the changes in longevity pay for union workers applied to non-union employees as well. Discussion covered a number of topics including when this benefit was last updated and how the rate increase was determined. The City Manager responded that like the other benefits this one had not been updated since 2007. Colaso noted that the rate increase was not random nor was it something that was compared across the board, although traditionally, Oberlin has been far under what comparables have been for longevity rates. The purpose was to give employees a modest increase to compensate for the change in the insurance, where the rates were going up.

Rimbert sought clarification on whether or not this benefit was available to all employees. Norenberg remarked that this chart was for the non-union workers, but it was different for the OPBA members, who use a different formula. The rate chart is also for full-time but not for part-time employees. Rimbert noted that he would like to see comparisons with other communities when discussing increases in employee benefits.

A motion to suspend the rules requiring three readings and to elevate Ordinance No. 13-23 to emergency for reasons stated in Section 3 was moved by Broadwell, seconded by Mucciolo.

Roll Call: 7 Ayes 0 Nays Motion Carried
(1st, Suspension of Rules/ Emergency)

Roll Call: 7 Ayes 0 Nays Motion Carried
(1st, Final)

(F). ORDINANCE No. 13-24 AC CMS: An Ordinance Authorizing an Amendment to the Contract with Quality Control Inspection, Inc. (QCI) of Bedford, Ohio, to Provide for Additional Professional Construction Inspection Services for the Main Street Sanitary Sewer Improvement Project in the City of Oberlin and Declaring an Emergency. (1st)(E)

Soucy moved to have the ordinance read by number, title and substantive portions only, seconded by Meadows.

Roll Call: 7 Ayes 0 Nays Motion Carried

The Clerk read as directed.

Motion to approve the ordinance on first reading was moved by Meadows, seconded by Peterson.

Norenberg provided brief remarks for the proposed ordinance. It was noted that this was a follow up ordinance, to Ordinance No. 13-18 AC CMS: an ordinance for the Main Street Sanitary Sewer Improvement Project that would cover two sections on Main Street. He expressed that this was the standard inspection service contract that usually follows this type of project. He then deferred all questions to Public Works Director Jeff Baumann.

Peterson asked if a recent study had been done to compare the costs between using a third party inspector vs. hiring a full time inspector. Baumann remarked that in this past he had reviewed this information, but not recently. He noted that when reviewing this information, he would need to take into consideration that the numbers for QCI usually come in 40% to 50% lower than the amount that is actually requested. He listed several additional challenges that would occur if the City were to hire a full-time inspector but offered a willingness to review the issue again and report back with updated numbers. Soucy asked if one of the problems for hiring someone to do this in-house is that the skills needed for different types of inspection jobs vary significantly, therefore by using QCI, we can pull in different individuals with a wide range of expertise. Baumann remarked that there are some occasions where expertise would be of value (e.g. environmental projects), but generally speaking there are employees on staff who have the expertise to do some of the inspections but not all.

Peterson remarked that it would still be a good idea to have the research information on hand. By consent of Council, the City Manager was directed to instruct staff to provide feedback at an unspecified date on what the comparables would be when considering the option of hiring a full time employee to handle the inspection service as opposed to a third party.

Tony Mealy, 328 South Professor Street asked if the inspectors were liable if mistakes were made when a project is being worked on. Baumann remarked that the contractor would be responsible unless the inspection firm could be shown to have been negligent in the performance of their duties.

A motion to suspend the rules requiring three readings and to elevate Ordinance No. 13-24 to emergency for reasons stated in Section 4 was moved by Burgess, seconded by Mucciolo.

Roll Call: 7 Ayes 0 Nays Motion Carried
(1st, Suspension of Rules/ Emergency)

Roll Call: 7 Ayes
(1st, Final)

0 Nays

Motion Carried

(G). ORDINANCE No. 13-25 AC CMS: An Ordinance Authorizing Additional Compensation for the Clerk of Council for Special Projects and Declaring an Emergency. (1st)(E)

Soucy moved to have the ordinance read by number, title and substantive portions only, seconded by Burgess.

Roll Call: 7 Ayes

0 Nays

Motion Carried

The Clerk read as directed.

Motion to approve the ordinance on first reading was moved by Broadwell, seconded by Soucy.

Clerk Anderson provided the background for the proposed ordinance. She expressed to Council that it was her hope that this ordinance would not have to come before Council. The original intent is always for the Charter Committee to select a secretary from the body of its members, unfortunately this time around none of the members wanted to step into the position. Some members felt that serving as the secretary would impede their ability to discuss issues that come before the committee. Others felt they simply didn't have the skills needed to complete the task. The Clerk noted that she had gone through an interviewing process to fill the Clerk's Assistant position in her own office and while going through that process she attempted to hold interviews for the secretary of the Charter Review Committee as well. She explained that when she presented the idea of serving as the Charter Review Committee secretary as a stand-alone position most applicants declined the offer due to the amount of hours associated with the pay. A third alternative was a volunteer who initially agreed to serve as the secretary but once the meeting schedule was approved, he later resigned from the position due to a conflict with his schedule. This matter came before the Charter Review Committee and members unanimously agreed that it would be beneficial to have the Clerk serve as the committee's secretary for various reasons. Clerk Anderson noted that in the past the former City Clerk Eugene Simmons had been appointed as the Charter Review Committee Secretary and had received additional compensation for performing those duties. For that reason this ordinance is being presented before Council.

Soucy stated that she supported this legislation and thanked the Clerk for agreeing to serve as the secretary, because she knew that this was not something that she sought. This Charter Review process occurs only every ten (10) years and she felt that it was extremely important to support the integrity of the process, a goal which she believed that having the Clerk on board would help to accomplish. Burgess asked how long the meetings would last and how many were scheduled for the year. The Clerk remarked that the committee had just placed a cap of an hour and a half on each meeting and they have approximately twenty (20) meetings left for the year. She cautioned that the meetings could be longer or they could be shorter, but the intent is to have fewer meetings overall. Rimbart added that there was also the possibility that there could be more meetings. Burgess said if they estimated on the high side of this process and settled on thirty (30) more meetings this year, then the amount that they would pay the Clerk in additional compensation would come in under \$2,000. The Clerk noted that there would also be additional compensation for the completion of the minutes, and putting the packets together. Rimbart further noted that monies had been budgeted for this request. Burgess remarked that because this ordinance is open-ended and the motion that is coming up later in the meeting is also open-ended, he was just trying to get an idea of how much money they were talking about. Rimbart asked if he were looking for a not to exceed number, because if he were and that amount was exceeded, then the Clerk would have to keep coming back to Council for approval of additional compensation. Burgess responded that he was looking for a not to exceed number for the motion, but he was fine with the way the ordinance had been written.

Mucciolo said that it seemed like the entire purpose of this ordinance and the motion is for the Clerk to serve as the secretary of the Charter Review Committee, and this is fair and understandable. However, the ordinance as written is very broad which causes a couple of potential problems. One, without any additional legislation outlining the tasks that could be approved by motion, this puts everything back into a political realm, and that could cause problems for the Clerk in the future if this legislation stays open. Two, this would also side-step the underlying issues concerning job description and fair compensation for tasks completed. Mucciolo noted that he would like to offer either of two amendments; one would be to have this ordinance expire by February of next year when the committee has done its work, the other would be to say that the Clerk of Council should receive \$45/hour for acting as the secretary of the Charter Review Committee, a total amount not to exceed — some number as approved by motion of Council — for the 2013/2014 committee year. He reiterated that the proposed ordinance and motion seems too open-ended, and leaving it to Council to make motions, to offer money on this particular topic, or on other topics, seemed problematic to him, even though this isn't the purpose of the request. Right now, by passing this ordinance, we create a structure wherein at any time, for potentially anything that is not directly written within the job description of the Clerk, a motion could be made to approve \$45/hour for specific projects. By comparison, the Law Director has specifically outlined what tasks will be compensated extraordinary pay. This ordinance could allow a future Council to put thousands of dollars onto the budget, or even more problematically, set up a dynamic for the Clerk that says she is to keep doing work that is not necessarily in her job description without compensation. Furthermore, he raised concerns with the kind of precedent that passage of the ordinance would set and felt that either having it expire or delineating specifically what it's for, would prevent Council from ending up in an untenable situation and would allow them to start looking at what duties the Clerk should be doing and whether they are compensating that fairly on a broader basis as opposed to on a case by case basis.

Peterson asked if the amendments were not adopted would the ordinance be a deal breaker for him? Peterson expressed his concern that by not passing this ordinance tonight, the Clerk would have to serve as the Charter Review Committee Secretary at the next meeting with nothing in place to compensate her for her efforts. He asked if they could at least pass the ordinance and get together later to hash out these larger issues for future work? He didn't see this as being a bad thing to incorporate this responsibility into the Clerk's job description in the future for future Charter Commissions, ten years from now.

Rimbert asked the Clerk if this was a boiler plate that they used from the former Clerk of Council. Anderson noted that it wasn't a boiler plate, but they did refer to the ordinance used to provide the former City Clerk additional compensation for the work she did with the 2003 Charter Review Committee. Rimbert pointed out that since this has already been done, the precedent had already been set.

Meadows concurred with Rimbert in that the precedent had already been set. She further noted that the ordinance also stated that the Clerk of Council would be compensated the \$45/hour for additional projects that are approved by motion of City Council. Mucciolo asked what the additional compensation rate was for the former City Clerk. Clerk Anderson noted that the former City Clerk was compensated \$30/hour. Mucciolo asked if this were offered by ordinance and if it expire? Anderson noted that the 'additional compensation was approved by ordinance without an expiration date. In addition, through the former City Clerk's ordinance, projects were not required to come before Council on a case by case basis. It was the former Law Director and the finance director who added the stipulation that the additional project be approved by motion of City Council, to ensure that Council had oversight over the process. The Clerk noted her concurrence with this practice as well. Mucciolo remarked that to answer Mr. Peterson's question, not having his amendments approved was not a deal breaker. He would support this ordinance the way that it is written, but would be open to further discussion on the topic at a later date.

Soucy said that she didn't want to belabor this discussion but she didn't understand the use of the word "open-ended", when there is a provision that clearly says "...as approved by motion of Oberlin City Council". She questioned how any project that has to come before City Council could be considered open-ended. Though she



SUMMARY OF AGREEMENT
City of Oberlin & OPBA (Part-time Dispatchers)
2013 - 2014 Agreement

1. **Article 13 (Overtime Pay), Section 13.1** – Revised language to insure that there shall be no “pyramiding” of overtime or other premium pay for the same hours paid at the time and one-half rate.
Section 13.3 – Repositioned from Section 14.2.
2. **Article 14 (Premium Pay For 24-Hour Circumstances)** – Retitled Article from (Overtime/Double Back/24 Hour Notice) to (Premium Pay For 24-Hour Circumstances).
3. **Section 14.1** – Revised to insure that if employees work in excess of 8 hours in a 24 hour period, excluding shift change, they shall be compensated at the “premium” rate of 1 ½ times their regular hourly rate.
Section 14.2 – Relocated to Section 13.3.
Section 14.3 – Becomes Section 14.2.
4. **Article 17 (Personal Leave), Section 17.1** – Increased from 2 to 3 days under the same eligibility requirement based on an annual hours worked / proration basis.
5. **Article 18 (Compensation)** – Maintain the same schedule and hourly rates in effective from 1/1/12 through 12/31/14.
6. **Article 25 (Duration of Agreement)** – 2 years (effective 1/1/13 through 12/31/14).
7. **Letter of Understanding (Retroactive Pay Adjustments)** – modified to reflect new dates and 2 year duration.

SUMMARY OF AGREEMENT
City of Oberlin & IBEW
2013 - 2014 Agreement

1. **Article 4 (Dues Deduction)** – Delete “30 days” and insert “1440 hours of employment with the City.”
2. **Article 22 (Personal Leave/Holidays)** – Effective 1/1/13 increase personal days from 3 to 4.
3. **Article 27 (Medical/Hospitalization Insurance)** – Maintain the current PPO plan with employee contributions at \$154/month for family and \$118/month for single for the period January 1, 2013 through June 30, 2013. Effective July 1, 2013 through December 31, 2014, a revised PPO plan with higher co-pays and deductibles will be implemented and the monthly contribution will be reduced by 8.6% for the period July 1, 2013 through December 31, 2013 at \$141/month for family and \$108/month for single. The current annual percentage premium increases/decreases, including a 15% cap for employee contributions, will be maintained.
4. **Article 31 (Compensation)** – The current step progressions and wage rates will remain unchanged for the period January 1, 2013 through December 31, 2014.
5. **Article 32 (Longevity)** – Increase as follows:
 - 5-10 years from \$400 to \$500;
 - 11-15 years from \$500 to \$600;
 - 16-20 years from \$650 to \$800;
 - 21-25 years from \$800 to \$900;
 - 26 years or more from \$950 to \$1,100.
6. **Article 33 (Uniform/Work Related Clothing Allowance)** – Clothing allowance owed on November 1, 2012 will be increased from \$400 to \$500 and paid as soon as practical after Council approval. Effective for 2013 and 2014 the annual clothing allowance will be increased from \$500 to \$750. New employees will receive the clothing allowance upon successful completion of their probationary period. Clothing allowance payments will be considered wages and subject to tax withholding requirements.
7. **Article 34 (Temporary Assignments)** – Effective July 1, 2013 increase the hourly amount from \$1.25 to \$2.00.
8. **Article 39 (Duration)** – 2-year Agreement effective January 1, 2013 through December 31, 2014.

Revise dates in other parts of the Agreement as appropriate: Article 40 (Execution); Letter of Understanding – Attachment D (Pay adjustments); etc.