

**MEMORANDUM OF UNDERSTANDING**  
**APPENDIX C WAGE SCHEDULE (Pay 5 Range)**

This Memorandum of Understanding is entered into by the City of Avon (hereinafter referred to as the “Employer”) and the American Federation of State, County and Municipal Employees, (hereinafter referred to as the “Union”) (collectively referred to as the “parties”).

The parties hereby agree that, effective the first full pay period of 2023, Pay Range 5 in Appendix C of the Wage Schedule of the parties’ collective bargaining agreement, expiring December 31, 2024, shall be eliminated and the positions within Pay Range 5 (Clerk / Secretary 1 and Utilities Billing Clerk 1) shall be assigned to Pay Range 4.

The incumbents in the positions currently assigned to Pay Range 5 shall be placed into the applicable step of the new pay range assignment (Pay Range 4) that provides at least a two and one-half percent (2.5%) pay increase, and specifically as follows:

<b>Employee</b>	<b>Position</b>	<b>Current Regular Rate</b>	<b>New/Assigned Rate effective first full pay period of 2023</b>
Nicole Rambo-Ackerman	Clerk/Secretary 1	21.41	24.33
Lori Carter	Clerk/Secretary 1	25.79	27.84
Deanne Thomas	Clerk/Secretary 1	25.79	27.84
Gina Irvin	Utilities Billing Clerk 1	25.79	27.84

Once placed in the new/assigned Pay Range and step, the above employees will continue to progress through the applicable steps of Pay Range 4 in accordance with Article 43, Section 2 of the collective bargaining agreement.

The parties agree the wage adjustments shall be effective the first full pay period of 2023.

**FOR THE CITY OF AVON  
 LOCAL 277**

**FOR AFSCME, OHIO COUNCIL 8,**

\_\_\_\_\_  
 Mayor Bryan K. Jensen

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 Marquez Brown, Regional Director

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 Diane Szlempa, Human Resources

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 Aaron Crane, Chairman, Local 277

/s/ **Melisa M. Fisco**  
 Melisa Fisco, Chief Spokesperson

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 Mitch Oster

**Approved as to Form:**

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Michelle Morahan

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John Gasior, Law Director

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David Leboda