



Bazetta Township Trustees

3372 State Route 5 N.E.

Cortland, Ohio 44410

Chairman Trustee Michael J. Hovis – Vice Chairman Trustee Robert McBride

Trustee Michael Morelli

Fiscal Officer Stacy Marling

Administration Secretary Deanna Longo - Email: dlongo@bazettatwp.org

Office Phone: 330-637-8816 – Fax 330-637-4588



JOB POSTING

Department:	Road Department
Position:	Full-time Employment
Pay Range:	See Article 33 Wages Section 1 & 2 Truck Driver Wage
Appointing Authority:	Bazetta Township Board of Trustees
Immediate Supervisor:	Road Superintendent
Work Location:	2211 Wilson Sharpsville Road (SR 305) Cortland, Ohio 44410
Job Duties:	See attached Job Description
Posting Period:	March 16 – April 30, 2026 Employers Bulletin Board, Website and Social Media

Current members of the international Brotherhood of Teamsters Local No. 377 wishing to bid on this position are requested to submit their qualifications to the Board of Bazetta Township Trustees within five (5) business days of the posting on the employers bulletin Board.

Bazetta Township is a Drug-free workplace, and all employees adhere to this policy

2. If contribution rates for participation in Teamsters H&W rise to a higher rate than the township pays for its other full-time employees or greater than the summary plan benefits with Teamsters H&W, the bargaining unit members may vote to remain in the Teamsters H&W and pay the difference between the cost of the plans up to a maximum of 10% of the total cost, but not more than the difference between the two plans. In the alternative, the bargaining unit member may choose to participate in the Township's current health care plan.

Section 4: If during the life of the agreement, it becomes necessary for the Employer to change carriers or modify coverage, the Employer agrees to meet with the Union in advance of such action for the purpose of discussing the change in carriers and/or modifications of coverage.

Section 5: The Employer shall provide each bargaining unit employee with a twenty-five thousand dollar (\$25,000.00) life insurance policy including a double indemnity clause.

Section 6: Notwithstanding any provision to the contrary in this Article or in any agreement between the Township, Union and/or healthcare plan, this Article may be amended or the collective bargaining agreement terminated, by mutual consent of the parties, should there be any material change in the costs or expenses paid by the Union and its members or the Township or in the benefits conferred by the Plan.

ARTICLE 32

ADDITIONAL DUTIES

Section 1. Township Park

The Union shall perform the additional general duties in the Township Park:

- Mowing
- Spraying
- Cleaning restrooms
- Inspecting Grounds
- Repairing Fences
- Repairing Chains
- Clean Up of Trees and Debris

The employees shall also perform all other general maintenance and/or repair work within their ability.

The Union and Township also agree to the following exceptions with respect to the Township Park:

1. Township approved organizations that assist the Township may perform various duties within the park, particularly with respect to maintenance and upkeep of the baseball fields.
2. Labor work associated with capital improvements or repairs.
3. Maintenance of playground equipment that requires specialized cleaning or other work.
4. Work duties that the Union does not have time or manpower to perform and agrees to

permit third parties to perform that work.

Section 2. Cemetery Maintenance

The Union shall perform the following general duties with respect to the Township cemetery maintenance:

- Grass Cutting
- Tree Removal
- Tree Trimming
- Storm Damage Clean Up
- Plowing
- Digging
- Headstone Foundation Maintenance and Repair
- Building Maintenance

Section 3. Township Cemetery Sexton

A Union member, approved by the Township, shall perform the general duties of cemetery sexton. These duties shall generally include:

- Answer questions relating to the cemetery
- Answer and return applicable phone calls
- Mark graves
- Mark foundations
- Sell graves and maintain associated records (which includes filling in the cemetery book).

The non-regular work hour compensation of a cemetery sexton shall be set by the Board of Trustees by resolution.

Section 4. Township Administrative Offices Custodian

A Union member, approved by the Township, shall perform custodial services at the Township Administration Building on weekends. These general duties include:

- Interior cleaning of meeting rooms
- Interior cleaning of offices
- Interior cleaning of restrooms

These duties shall generally be fulfilled during the weekend, when the office is closed, at a time to be determined by the Union member.

The Union member performing these services shall be compensated at an overtime rate, for a period of 1.5 hours. If additional work is required, prior Trustee approval must be obtained.

If the designated Union member is not available to perform these services on the weekend, he or she may have another Union member perform these services on his or her behalf, as long as advance notice is provided to the Township.

ARTICLE 33
WAGE

Section 1. Employees shall receive the following annual increases:

<u>Classification</u>	<u>1/1/2023</u>	<u>1/1/2024</u>	<u>1/1/2025</u>	<u>1/1/2026</u>
Superintendent	\$34.19	\$35.22	\$36.27	\$37.36
Asst. Superintendent	\$25.71	\$26.48	\$27.28	\$28.09
Mechanic	\$25.71	\$26.48	\$27.22	\$28.09
Equipment Operator	\$22.93	\$23.62	\$24.33	\$25.06
Equip Op Entry Level	\$21.96	\$22.62	\$23.30	\$24.00
Truck Driver	\$21.39	\$22.03	\$22.69	\$23.37
Laborer (Full Time)	\$19.43	\$20.01	\$20.61	\$21.23
Laborer (Part Time)	\$14.83	\$15.27	\$15.73	\$16.20
Clerical	\$22.53	\$23.21	\$23.90	\$24.62

Section 2. Bargaining unit employees hired after the effective date of the agreement shall be paid a starting rate of eighty-five percent (85%) of the hourly rate of pay in effect at the time the individual begins employment with the Employer. Upon completion of each two (2) month period, such employee shall receive a five percent (5%) increase. Upon successful completion of the six (6) month period, the employee shall be compensated at the rate of pay in effect for the classification in which the employee performed the work.

Section 3. Bargaining unit employees shall receive their paychecks on a bi-weekly basis, with pay days of Friday. Any shortage in regular pay, overtime pay, or paychecks will be paid within five (5) working days, provided the Fiscal Officer is available.

Section 4. During the thirty (30) calendar day period prior to the first anniversary date of this agreement, either party may reopen the agreement for the purpose of negotiating hourly rates of pay and hospitalization. A notice of intent to reopen negotiations filed by the party requesting such re-opener shall be sent, certified mail, to the opposite party. In addition, a copy of such intent shall be sent to the State Employment Relations Board (SERB). The negotiations shall be in accordance with ORC 4117.

ARTICLE 34
LONGEVITY

Section 1. In addition to an employee's base pay as provided in Article 33, Wages, each full-time employee shall receive longevity pay of five cents (\$0.05) per hour for all hours worked, multiplied by years of service as defined in Article 12.

Section 2. In order to be eligible for longevity pay, employees hired after the execution of this agreement must complete five (5) years of continuous service with the Employer. Upon completion of five (5) years of continuous service, the employee shall receive (\$.25) per hour for all hours worked. Part-time service with the Employer shall count towards longevity when hired to full-time.