

**ORDINANCE NO. 2025 - 108**

**AN ORDINANCE APPROVING AND AUTHORIZING THE ADMINISTRATION TO EXECUTE A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF PARMA HEIGHTS AND LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 860, AND DECLARING AN EMERGENCY**

**WHEREAS**, terms and conditions of employment of certain employees in the Service Department of the City have been reached in collective bargaining negotiations between the City of Parma Heights and Laborers' International Union of North America, Local 860 (Local 860).

**NOW, THEREFORE, BE IT ORDAINED** by the Council of the City of Parma Heights, County of Cuyahoga and State of Ohio:

Section 1: The Collective Bargaining Agreement with Local 860, attached hereto and incorporated herein as Exhibit "A", is adopted, ratified, and approved, and the Administration is authorized and empowered to execute and enter into said Collective Bargaining Agreement for and on behalf of the City of Parma Heights.

Section 2: All prior legislation inconsistent with this Ordinance in whole or in part is hereby repealed to the extent necessary to avoid conflict with this Ordinance.

Section 3: This Council finds and determines that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of the Council and of any of its committees comprised of a majority of the members of the Council that resulted in those formal actions were in meetings open to the public, in compliance with the law.

Section 4: This Ordinance is declared to be an emergency measure for the public peace, health and safety of the Municipality and for the further reason that the provisions of this ordinance are immediately required in order to continue the highest possible level of efficiency and service of certain employees in the Service Department of the City; wherefore, this Ordinance shall be in full force and effect immediately upon its passage by Council and approval by the Mayor.

PASSED: December 29, 2025 Thomas Rounds  
PRESIDENT OF COUNCIL

ATTEST: Barbara Allen December 29, 2025  
CLERK OF COUNCIL APPROVED

FILED WITH THE MAYOR: December 29, '25 M. M. Gallo  
MAYOR MARIE GALLO