

**2012-2013 SECOND ADDENDUM TO THE**  
**COLLECTIVE BARGAINING AGREEMENT**  
**BETWEEN THE CITY OF ROCKY RIVER AND THE ROCKY RIVER FIRE**  
**FIGHTERS, LOCAL #659 INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS**  
**NORTHERN OHIO FIRE FIGHTERS**

WHEREAS: The City of Rocky River, ("Employer" or "City") and the Rocky River Fire Fighters, Local #659 International Association of Fire Fighters Northern Ohio Fire Fighters ("Union") are parties to a Collective Bargaining Agreement ("CBA") for the years 2009 through December 31, 2011, and an Addendum which modified certain terms of the CBA through December 31, 2012. This Second Addendum will cover the period of January 1, 2012 through December 31, 2013.

WHEREAS: The foregoing CBA and Addendum cover the wages, hours, terms and conditions of work for the employee members of the aforesaid Union. A copy of the CBA and the Addendum are attached hereto and incorporated by reference herein.

WHEREAS: Due to extended financial constraints, the City of Rocky River has determined that the budget for the City's Fire Division must be again be reduced, including a reduction in budget which affects the wages, hours, and terms and conditions of employment for the Union employee members covered by the aforesaid CBA and Addendum.

WHEREAS: The Mayor of the City of Rocky River and the members of the aforesaid Union desire to reach a mutually agreeable solution to the budgetary limitations which are and will continue to affect the City in the years 2012 and 2013 without unduly impacting the conditions of employment in the Fire Division.

IN CONSIDERATION THEREOF, IT IS NOW THEREFORE RESOLVED:

ITEM 1. That the CBA and Addendum for the Rocky River Fire Fighters, Local #659 International Association of Fire Fighters Northern Ohio Fire Fighters, be further amended as provided herein below from January 1, 2012 through December 31, 2013, regarding Article 15(A) of the CBA, titled Salaries, Hourly Rates and Overtime and further that the other terms of the CBA also be extended to cover the same period.

ITEM 2. That the 2.50% wage increase due each bargaining unit member beginning January 1, 2012 under the CBA and Addendum is hereby waived for the entire year of 2012, with the effect being that the wage rates for the year 2011 shall again be the wage rates applicable for the year 2012. The wage rates which were to become effective January 1, 2012 shall now become payable commencing January 1, 2013. Accordingly, Article 15(A), titled Salaries, Hourly Rates and Overtime, of the CBA is hereby amended as follows:

ARTICLE 15(A). SALARIES, HOURLY RATES AND OVERTIME

The annual wage for employees of the bargaining unit shall be in accordance with the following Schedule: The Lieutenant's salary is calculated at 12% above the second year Fireman's salary in each time period. The Captain's salary is calculated at 12% above the Lieutenant's salary in each time period. The Schedule reflects the following wage increases: 0% effective 1/1/11, 0% effective 1/1/12, **2.50% effective 1/1/13. The equity adjustment of 1.0% which was provided in the Addendum is hereby waived, and the equity adjustment of 1% shall be effective 7/1/13.**

	2011 0%	2012 0%	01/01/2013 to 6/30/2013 2.50%	07/01/2013 to 12/31/2013 1.00%
Captain	83,197.58	83,197.58	85,277.52	86,130.30
Lieutenant	74,283.54	74,283.54	76,140.63	76,902.04
Firefighter (after 2 years)	66,324.60	66,324.60	67,982.72	68,662.55
Firefighter (after 1 year)	58,466.54	58,466.54	59,928.20	60,527.48
Firefighter (starting)	50,735.51	50,735.51	52,003.90	52,523.94
Fire Prevention Officer	74,283.54	74,283.54	76,140.63	76,902.04

These salaries shall be paid bi-weekly. To accurately compute bi-weekly salaries, the factor of 26.0893 shall be divided into the annual salary.

ITEM 3. That in further consideration for the above-stated amendments, the Parties agree to meet quarterly, or otherwise as agreed upon, to review revenues and expenses, and the City shall provide all requested financial documentation for this purpose.

ITEM 4. The formulas, calculations, and other provisions for benefits in the CBA and the Addendum for the year 2011, shall be provided by this Second Addendum Agreement for the years 2012 and 2013, including Uniform Allowance (Article 16) and Health Benefits (Article 26). All other articles and provisions of the CBA not modified herein, shall remain in full force and effect through December 31, 2013.

IT IS SO AGREED.

This Second Addendum Agreement is made and entered into at Rocky River, Ohio, this 7<sup>th</sup> day of February, 2012, by and between the City of Rocky River, Ohio and the Rocky River Fire Fighters, Local #659 International Association of Fire Fighters Northern Ohio Fire Fighters.

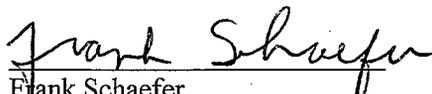
ROCKY RIVER FIRE FIGHTERS  
ASSOCIATION, LOCAL #659

THE CITY OF ROCKY RIVER

  
Steve Golobic  
Negotiator

  
Pamela E. Bobst, Mayor

APPROVED AS TO FORM:

  
Frank Schaefer  
Negotiator

  
Andrew D. Bemer  
Law Director

  
Kevin Bednarski  
Negotiator

  
Jeff Hollis  
Negotiator