

AN AGREEMENT

Between

**FRATERNAL ORDER OF POLICE
SERGEANTS AND LIEUTENANTS**

And

CITY OF PAINESVILLE

**EFFECTIVE: April 1, 2012
EXPIRES: March 31, 2015**

ARTICLE I AGREEMENT

1.01 This Agreement is made and entered into by and between the City of Painesville, hereinafter referred to as the "Employer," and the Fraternal Order of Police – Sergeants and Lieutenants, hereinafter referred to as the "Union."

1.02 The parties hereto agree to the following terms for a new three-year Collective Bargaining Agreement as follows:

- a. The term of this Agreement shall be from April 1, 2012 to March 31, 2015.

- b. With respect to wages, the parties agree that the current wage rates shall remain in effect without increase for the first and second years of the contract, i.e., April 1, 2012 and April 1, 2013. On or about April 1, 2014, the parties agree that there will be a wage re-opener only so that the parties can discuss wage increases and/or decreases.

- c. In all other respects, the previous contract under date of April 1, 2009 to March 31, 2012 with exhibits and attachments, shall remain in full force and effect, except as modified by this Agreement and/or where necessary to effectuate the terms of this Agreement. The referred to previous Agreement is attached hereto as Exhibit A and incorporated by reference herein.

ARTICLE II MUTUALITY

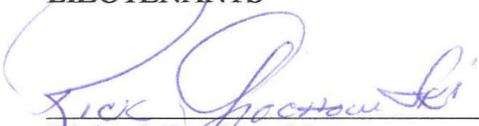
2.01 The Employer agrees that should it voluntarily, during the course of this negotiations, grant any wage or other monetary compensation to another collective bargaining unit, it will provide the same wage/compensation to the members of this unit. Voluntary does not include compensation forced by courts, arbitration or operation of law.

ARTICLE III TOTAL AGREEMENT

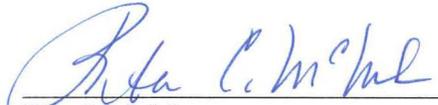
3.01 This Contract represents the entire agreement between the Employer and the Union. This Contract shall not be altered, changed or modified without the express written approval of the Union and the Employer. The articles, sections and language of this contract shall supersede any policies and/or procedures implemented by the Employer or the Union throughout the duration of the Collective Bargaining Agreement. Any changes, alterations or modifications to the terms/conditions of this Agreement shall be submitted and subject to validation by the Union and the Employer.

FOR FRATERNAL ORDER OF
POLICE - SERGEANTS AND
LIEUTENANTS

FOR THE CITY:


Richard Grochowski
Staff Representative

5-3-12
Date


Rita McMahon
City Manager

5-10-12
Date


Gerard F. Lynch
Committee Member


Larry Armstrong
Committee Member

Committee Member

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

FRATERNAL ORDER OF POLICE,
OHIO LABOR COUNCIL, INC.,
EMPLOYEE ORGANIZATION,

}
} Case No(s): 09-MED-01-0012
} (Sergeants and above)
}

and,

CITY OF PAINESVILLE,
EMPLOYER.

}
} (This will close the open case for
} Case No.(s): 12-MED-01-0045)
}
}

FILING OF COLLECTIVE BARGAINING AGREEMENT
(Addendum)

Pursuant to Board Rule 4117-09-07, the F.O.P., Ohio Labor Council, Inc. hereby files a copy of the addendum to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted



Tara M. Crawford
Paralegal
F.O.P., O.L.C.I.
222 East Town Street
Columbus, Ohio 43215
614-224-5700

cc: Ms. Rita McMahn
rmcmahon@painesville.com