

EXHIBIT A  
 BARGAINING UNITS B, C D

**SECTION 30.3.** The parties agree the change to SuperMed Plus PPO Network. Employees will pay no more than a yearly deductible of \$250.00 per person, or \$500.00 per family. Employees will pay an Office Visit Copay of \$25.00 for Primary Care Physicians, a \$40.00 Office Visit Copay for Specialists and for In Network Providers. Employees will pay an Urgent Care Copay of \$50.00 and \$150.00 for Emergency Room for In Network Providers unless admitted. The prescription drug card shall be a co-pay of \$5/\$15/\$25, with double co-pays for a 90-day supply via mail order. Any and all other expenses are covered at one hundred percent (100%). (U.C.R. – Usual, Customary, Reasonable)

**ARTICLE 41**  
**WAGES**

**SECTION 41.1.** Bargaining Unit Employees shall receive the following pay rates:

	<b>2010 Rate</b>	<b>01/01/2011</b>	<b>10/16/2011</b>	<b>01/01/2013</b>	<b>01/01/2014</b>
Dispatcher A	\$18.34	\$18.34	20.17	20.78	20.78
Dispatcher B	\$14.18	\$14.18	15.60	16.07	16.07
Dispatcher C	\$12.80	\$12.80	14.08	14.50	14.50
Officer A	\$22.26	\$22.26	24.49	25.22	25.22
Officer B	\$19.57	\$19.57	21.53	22.18	22.18
Officer C	\$17.33	\$17.33	19.06	19.63	19.63
Officer-In- Charge	\$23.93	\$23.93	26.32	27.11	27.11
Sergeants	\$25.59	\$25.59	28.15	28.99	28.99

EXHIBIT A  
BARGAINING UNITS B, C D

**SECTION 41.3.** Those part-time Dispatchers and part-time officers hired after January 1, 1996 shall receive the following pay rates:

	2010 Rate	01/01/2011	10/16/2011	01/01/2013	01/01/2014
Dispatcher (A) (P.T.) 3,120 hrs.	\$12.70	\$12.70	13.97	14.39	14.39
Dispatcher (B) (P.T.) 1,040 - 3,119 hrs.	\$10.90	\$10.90	11.99	12.35	12.35
Dispatcher (C) (P.T.) 0 - 1,039 hrs.	\$9.46	\$9.46	10.41	10.72	10.72
Officer (A) (P.T.) 3,120 hrs.	\$14.71	\$14.71	16.18	16.67	16.67
Officer (B) (P.T.) 1,040 - 3,119 hrs.	\$12.70	\$12.70	13.97	14.39	14.39
Officer (C) (P.T.) 0 - 1,039 hrs.	\$11.87	\$11.87	13.06	13.45	13.45

**SECTION 43.1.** This Contract shall be effective on the date of January 1, 2014 and shall remain in force and effect until December 31, 2014, 12:00 midnight, provided however, that it shall be renewed automatically on its termination date for another year in the form in which it has been written, unless either party gives written notice to the other party of their desire to negotiate, modify or amend this Contract. The party desiring to negotiate, modify or amend this Contract between the parties shall give written notice no earlier than one hundred twenty (120) calendar days, nor no later than ninety (90) calendar days prior to the expiration date of this Contract. The parties shall commence negotiations within two (2) calendar weeks upon receiving notice of intent to negotiate.

*[Handwritten Signature]* 11-14-13  
*[Handwritten Signature]* 11-14-2013

*Paul Fisher* 11-14-13  
*[Handwritten Signature]* 11-14-13  
*J Adam Maguire* 11-14-13

**BORMA - City of Clyde**  
**Employee Benefits Options Effective January 1, 2014**  
**Updated October 18, 2013**

<u>\$200,000 Specific - 2014 Rates with Current Benefits</u>		<u>PEPM</u>	<u>Annual</u>
Single	9	\$530.50	\$57,294
Family	57	\$1,552.87	\$1,062,163
		<b>Total</b>	<b>\$1,119,457</b>
		<u>% Savings</u>	<u>\$ Savings</u>
<u>Network Options</u>			
1	Change to SuperMed Plus PPO Network	7.00%	\$78,362
<u>Deductible Options</u>			
2	Change In Network Deductible to \$250 / \$500, Double for Non Network	0.50%	\$5,597
3	Change In Network Deductible to \$500 / \$1,000, Double for Non Network	1.50%	\$16,792
<u>Coinsurance % / Out of Pocket Maximum Options</u>			
6	Change to 90% Coinsurance / Out of Pocket Maximum to \$500 / \$1,000, Double for Non Network	3.00%	\$33,584
7	Change to 80% Coinsurance / Out of Pocket Maximum to \$1,000 / \$2,000, Double for Non Network	4.00%	\$44,778
<u>Office Visit Copay Options</u>			
8	Include OV Copay of \$25 for In Network Providers	1.50%	\$16,792
9	Include OV Copay of \$25 for Primary Care Physicians / \$40 for Specialists, In Network Providers	2.00%	\$22,389
<u>Urgent Care/Emergency Room Copay Options</u>			
10	Include Urgent Care Copay of \$35 and \$100 for Emergency Room for In Network Providers	1.00%	\$11,195
11	Include Urgent Care Copay of \$50 and \$150 for Emergency Room for In Network Providers	1.50%	\$16,792
<u>Prescription Drug Copay Options</u>			
12	Change Retail Copays to \$5 / \$15 / \$25, Double Copays for 90 Day Supply Via Mail Order	1.00%	\$11,195
13	Change Retail Copays to \$10 / \$20 / \$30, Double Copays for 90 Day Supply Via Mail Order	2.00%	\$22,389

This document is for illustrative and comparative purposes only. The information summarizes the proposals of the carriers and the coverage, terms, conditions and exclusions of their underlying policies. In the event of a discrepancy, the carriers' policies will control. The above information may also be subject to final underwriting review by the carriers which may result in premium fluctuations and other modifications prior to final binding of the insurance. Please do not cancel your coverage until an application has been approved in writing.

*BOTH* 10-MED-09-1228  
 10-MED-09-1230

ORDINANCE NO. 2013- 49

AN ORDINANCE RATIFYING AND APPROVING ON BEHALF OF THE CITY OF CLYDE, OHIO, THE CONTRACT REOPENER WITH BARGAINING UNITS B, C AND D, LOCAL 1940, OHIO COUNCIL 8 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, FOR THE PERIOD EXPIRING ON DECEMBER 31, 2014 RELATIVE TO WAGES, BENEFITS AND EMPLOYMENT POLICIES GOVERNING CERTAIN EMPLOYEES OF THIS MUNICIPALITY; AND DECLARING AN EMERGENCY.

WHEREAS, this Council did by Ordinance No. 1983-32 recognize Local 1940, Ohio Council 8 of the American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter referred to as "Union") as the sole and exclusive bargaining representative for the purpose of negotiating wages, hours and other conditions of employment for those permanent, part-time and full-time employees of this City included in the bargaining units; and

WHEREAS, this City, through its negotiation team, has from time to time over the last month been negotiating with said "Union" relative to the *wage and insurance reopener* agreed to in the contract; and

WHEREAS, this Council has been informed that said "Union" and said City's duly authorized negotiating team have reached an agreement concerning the above matters, and

WHEREAS, this Council now desires to approve and ratify said contract.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Clyde, State of Ohio:

**SECTION 1.** That the contract reopener heretofore negotiated between the City's negotiating team and the "Union" for Bargaining Unit B, C, D as above described, which is attached hereto and marked "Exhibit A" be, and the same is hereby adopted, confirmed and ratified in all respects and the proper representatives of the City of Clyde, Ohio are authorized to execute the same in its name and on its behalf.

**SECTION 2.** That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the health, welfare and safety of the residents of the City of Clyde and for the further reason that the immediate adoption of this legislation will assure continued and orderly administration of City services, therefore, this Ordinance shall take effect and be in force immediately upon its passage.

PASSED: 12-3-13

  
G. Scott Black, Mayor

ATTEST: Janet R. Dickman  
Clerk of Council

APPROVED AS TO FORM:

  
Barry W. Boya, Solicitor