

COMPENSATION

ARTICLE 26 (Based on full-time service within Poland Township)

Section 1.

Effective January 1, 2013, the hourly rate paid shall be as follows:

| | |
|-------------------------------|----------|
| Hire to 6 months | \$ 16.00 |
| 6 months to one year (70%) | \$ 17.00 |
| 1 year plus to 2 years (75%) | \$ 18.21 |
| 2 years plus to 3 years (80%) | \$ 19.51 |
| 3 years plus to 4 years (90%) | \$ 21.90 |
| 4 years plus to 5 years (95%) | \$ 23.08 |
| After 5 years | \$ 24.84 |
| After 6 years | \$ 24.96 |
| After 7 years | \$ 25.06 |
| After 8 years | \$ 25.18 |
| After 9 years | \$ 25.29 |
| After 10 years | \$ 25.39 |

Effective January 1, 2013, at the request of either party to this agreement, the parties shall renegotiate contract issues regarding the economic aspects of wages and health care. (Satisfied for 2013)

Section 2. The rate changes corresponding to the steps listed in Sections 1, 2, and 3 above will be made in the pay period immediately following the pay period which the 1 Patrolman gains the required seniority or transfer.

Section 3. Effective as of the first pay period following the ratification of this Agreement, shift differential shall be paid pursuant to this Section to Full time Patrol Officers with the Poland Township Police Department who work second shift (afternoons) or third shift (midnights). Shift differential will only be paid on the first shift worked and will not apply to overtime or shifts worked over. Shift differential will not be paid in addition to holiday pay. The payment of shift differential shall not be included when considering a Patrol Officer's base rate of pay. Shift differential shall be paid at the rate of \$0.25 per hour for second shift worked and \$0.35 per hour for third shift worked.

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE FOP/OLC & POLAND TWP.**

Current employees under the 2013 wage reopener shall receive

2% for the year 2013

NEW HIRE 'S

The following is a language addendum to the patrol contract for year 2013 and is non-precedent setting. The parties agree that any person(s) hired after December 31, 2012 shall be referred to in status as a Patrol 2. ~~All current full time patrol employees shall not be affected by the language in this agreement as it pertains to layoffs.~~

M.D. P.S.B. E.C.D.

Compensation

Article 26

| | |
|-------------------|------------------------|
| Hire to 6 months | \$16.00 (probationary) |
| 6 months to 1 Yr- | \$17.00 (70%) |
| 1 Yr to 2 Yr- | \$18.21 (75%) |
| 2 Yr to 3 Yr- | \$19.51 (80%) |
| 3 Yr to 4 Yr- | \$21.90 (90%) |
| 4 Yr to 5 Yr- | \$23.08 (95%) |
| 5 Years + | \$24.84 |
| 6 Years + | \$24.96 |
| 7 Years + | \$25.06 |
| 8 Years + | \$25.18 |
| 9 Years + | \$25.29 |
| 10 Years + | \$25.39 |

Uniform Allowance

Article 27

Patrol 2 officers shall receive Four-Hundred and Twenty Five dollars (\$425.00) in the first pay period after Sept 1st of 2013. (After, completion of one year the Uniform allowance for Patrol 2 officers will mirror current Patrol officer's benefit.)

Probation Period

Article 30

Change from 1 year to 6 months for a Patrol 2, officer in 2013

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1-28-13

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STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

| | | |
|----------------------------|---|------------------------------------|
| IN THE MATTER OF : | } | |
| | } | |
| FRATERNAL ORDER OF POLICE, | } | CASE NO.(S): 12-MED-05-0540 |
| OHIO LABOR COUNCIL, INC., | } | (Patrol Officers) |
| EMPLOYEE ORGANIZATION, | } | |
| | } | |
| and, | } | |
| | } | (This will close the open case for |
| POLAND TOWNSHIP TRUSTEES, | } | Case No.(s): 13-MED-01-0006) |
| EMPLOYER. | } | |
| | } | |
| | } | |
| | } | |

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 an addendum and amendment to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted



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