

01-14-13
10-MED-10-1369
1520-01
K27267

**CITY OF CAMPBELL
FOP CONTRACT**

FLAWS IN FACT FINDER FOP WAGE DECISION:

1. YEAR 2 Effective March 1, 2012 (retroactive)
YEAR 3 Effective March 1, 2013

Sergeant (out of class rate) \$17.4038 is less than
Senior Patrolman Step 5 of \$17.6442

REMEDY $17.6442 + 254 = 17.8942$ FOR SERGEANT (OUT OF CLASS)

2. YEAR 2 Effective March 1, 2012 (retroactive)
YEAR 3 Effective March 1, 2013

Patrolman Step 1 (after 1 yr.) \$15,293 is less than Cadet
(entry) \$15.875 rate.

REMEDY PATROLMAN STEP 1 (AFTER 1 YR) \$15.875 SAME AS CADET

3. FAILED to identify manner of payment of March 1,
2012 Retroactive Payment.

Michael L. Seifer
1/9/13

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1-9-13

ARTICLE 35
WAGES

SECTION 1. RATES OF PAY:

The following reflects the base salaries for the respective members of the bargaining unit for the duration of this agreement.

Effective March 1, 2012 (retroactive) (year 2)

Steps	Classification/Rank	Annual Salary	Base hrly rate
Step 2	Sergeant/Det. (after 2 yrs in rank)	\$40,045	\$19.2524
Step 1	Sergeant/Det. (after 1 yr. in rank)	\$39,213	\$18.8524
	Sergeant (entry)	\$38,280	\$18.4038
	Sergeant (out of class rate)		\$17,4098 17.8942
Step 5	Senior Patrolman (20 yrs.)	\$36,700	\$17.6442
			(added \$.25)
Step 4	Patrolman (after 15 years)	\$35,620	\$17.1250
Step 3	Patrolman (10 years)	\$35,100	\$16.8750
Step 2	Patrolman (after 5 years)	\$34,060	\$15.3750
Step 1	Patrolman (after 1 year)	\$31,809	\$15.2930
	Cadet (Entry)	\$30,598	\$14.7110

Effective March 1, 2013 (year 3)

Step 2	Sergeant/Det. (after 2 yrs in rank)	\$40,045	\$19.2524
Step 1	Sergeant/Det. (after 1 yr in rank)	\$39,213	\$18.8524
	Sergeant (Entry)	\$38,280	\$18.4038
	Sergeant (out of class)		\$17,4098 (7.8942)
Step 5	Senior Patrolman (20 years)	\$36,700	\$17.6442
Step 4	Patrolman (after 15 years)	\$35,620	\$17.1250
Step 3	Patrolman (after 10 years)	\$35,100	\$16.8750
Step 2	Patrolman (after 5 years)	\$34,060	\$16.3750
Step 1	Patrolman (after 1 year)	\$33,020	\$15.8750
	CADET (ENTRY)	\$33,020	15.8750

Within thirty (30) calendar days following receipt of the estimated revenue from Hilcorp Energy L.L.P., the bargaining unit employees Sergeants/Detectives and Patrolman at Step 4 will receive a Lump Sum payment of \$1,000 and a second lump sum of \$1,000 payment on March 1, 2013.

Section 2. Shift Differentials: The following reflects the shift differential pay which will be paid to all bargaining unit members, with the exception of Sergeants, during the term of this agreement:

Day Shift	(currently 8:00 AM-4:00 PM)	Ten cents (\$.10)
Afternoon Shift	(currently 4:00 PM-12:00 AM)	Thirty-five cents (\$.35)
Midnight Shift	(currently 12:00 AM - 8:00 AM)	Forty-two cents (\$.42)

Section 3. Pension Pick up: The City shall continue to pay four and one half percent (4.5%) of the employee contribution of the Police and Fireman Disability and Pension Fund that was

Michael L Seepers
1/9/13

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1-9-13

CORRECTED COPY

**ARTICLE 34
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Michael L. Seep 1/9/13

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 1-9-13

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF :	}	
	}	
FRATERNAL ORDER OF POLICE,	}	CASE NO.(S): 10-MED-10-1369
LODGE NO. 42,	}	10-MED-10-1370
EMPLOYEE ORGANIZATION,	}	
	}	
and,	}	
	}	(This will close the open case for
CITY OF CAMPBELL,	}	Case No.(s): 12-MED-02-0170
EMPLOYER.	}	12-MED-02-0171)
	}	
	}	

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



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

cc: Mr. Matthew Baker
mbaker@clemansnelson.com