

**AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE BOARD OF TOWNSHIP TRUSTEES, UNION  
TOWNSHIP, CLERMONT COUNTY, OHIO, AND  
UNION TOWNSHIP POLICE ASSOCIATION**

**Effective through December 31, 2013**

## AGREEMENT

The Board of Township Trustees, Union Township, Clermont County, Ohio, and the Union Township Police Association hereby agree to amend the Collective Bargaining Agreement which they executed July 22, 2011. The only amendments will be to Article 24, Sections 24.2 and 24.3. The Collective Bargaining Agreement will remain the same in all other respects. The amendments to Article 24, Sections 24.2 and 24.3 are set forth on the following page.

report it immediately to his supervisor. It is understood that this Article does not apply to safety hazards, which are inherent in the nature of police work.

**ARTICLE 24  
WAGES**

**Section 24.1.** Effective April 8, 2011, rates of pay for bargaining unit members shall be as follows:

Dispatcher/Clerks	Probation Rate	12 mos Service	24 mos Service	36 mos Service
Hourly	\$17.12	\$18.99	\$21.07	\$23.41
Hourly	\$24.23	\$26.05	\$28.05	\$30.12

Sergeants

Hourly \$34.31

The above rates reflect a 0% decrease.

**Section 24.2.** Effective April 5, 2012, rates of pay for bargaining unit members shall be as follows:

Dispatcher/Clerks	Probation Rate	12 mos Service	24 mos Service	36 mos Service
Hourly	\$17.29	\$19.18	\$21.28	\$23.64
Patrol Officers	Probation Rate	12 mos Service	24 mos Service	36 mos Service
Hourly	\$24.47	\$26.31	\$28.33	\$30.42

Sergeants

Hourly \$34.65

The above rates reflect a 1% increase for all bargaining unit members.

Section 24.3. Effective April 4, 2013 rates of pay for bargaining unit members shall be as follows:

<u>Dispatcher/Clerks</u>	<u>Probation Rate</u>	<u>12 mos Service</u>	<u>24 mos Service</u>	<u>36 mos Service</u>
Hourly	\$17.46	\$19.37	\$21.95	\$23.88
<u>Patrol Officers</u>	<u>Probation Rate</u>	<u>12 mos Service</u>	<u>24 mos Service</u>	<u>36 mos Service</u>
Hourly	\$24.71	\$26.57	\$28.61	\$30.72
<u>Sergeants</u>				
Hourly	\$35.00			

The above rates reflect a 1% increase for all bargaining unit members.

Section 24.4. The Employer shall have the right to begin new hire employees in Unit A or Unit C at any rate in the wage scale. Members must progress through the remaining steps upon the succeeding anniversary dates.

Section 24.5. The probationary rate for Unit B employees shall be the mid-point between the top patrolman rate and the non-probationary sergeant rate.

#### ARTICLE 25 UNION LEAVE

Section 25.1. The Employer will provide up to a total of forty (40) hours of paid leave per agreement year for the three (3) bargaining units combined for employees selected by the Union to attend conferences, conventions, and educational seminars sponsored by the Union. Employees wishing to use this leave must make application to the Chief of Police not less than fourteen (14) calendar days prior to the event. The Chief will promptly notify an applicant whose request cannot be accommodated in order that the Union may name a replacement. The Employer will also consider vacation and compensatory time requests for these leaves on the same basis.

#### ARTICLE 26 DEATH OF A BARGAINING UNIT MEMBER

Section 26.1. In the event of the death of a bargaining unit member the surviving spouse, child, parent, or other appropriate family member shall be presented with the badge worn by the deceased member.

**SIGNATURE PAGE**

In Witness Whereof, the parties have hereunto signed by their authorized representatives this \_\_\_\_ day of April, 2012.

For Union Township

  
\_\_\_\_\_  
Chair, Board of Trustees

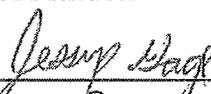
\_\_\_\_\_  
Vice Chair, Board of Trustees

  
\_\_\_\_\_  
Trustee

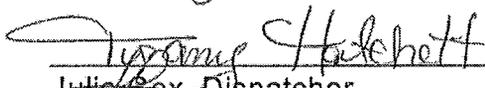
  
\_\_\_\_\_  
Ken Geis, Township Administrator

  
\_\_\_\_\_  
Township Counsel

For the Union Township Police Association

  
\_\_\_\_\_  
Jessup Gage  
Hardin, Lazarus & Lewis, LLC

  
\_\_\_\_\_  
Tony Rees, Sergeant

  
\_\_\_\_\_  
Julie Cox, Dispatcher  
Tiffany Hatchett

Attest:

  
\_\_\_\_\_  
Ron Campbell, Fiscal Officer