

AGREEMENT FOR

ADDENDUM

This is an Addendum to the Agreement between the City of Fairfield, Ohio (City) and the American Federation of State, County and Municipal Employees, Council #8, Local #3646 (AFSCME) effective April 1, 2011 ("Agreement"). This Addendum shall be effective April 1, 2013. Upon execution, this Addendum shall become a part of the Agreement, and shall be enforceable as part of the Agreement.

In consideration of the mutual promises contained herein, the parties agree that the Agreement is amended as follows:

ARTICLE XI

WAGES, SHIFT PREMIUMS, AND CLOCK IN TIME

SECTION 1.- WAGE RATES

- A. The wage rates which shall be effective during the contract period of April 1, 2011 to March 31, 2013 are set forth in attached Appendix A. The wage rates which shall be effective during the contract period of April 1, 2013 to March 31, 2014 are set forth in attached amended Appendix B.

ARTICLE XXV

EMPLOYEE BENEFITS

SECTION 2 – PENSION PLAN, HOSPITALIZATION, MEDICAL CARE AND GROUP LIFE INSURANCE

- C. 2. Except as provided hereinafter, after a member of the bargaining unit has been employed by the City for a period of ninety (90) days, the City will pay into the Employees Benefit Trust Fund of the City of Fairfield, Ohio, monthly an amount equal to 85% of the total monthly cost for that employee's family or single coverage (or any other coverage option approved by the Committee), as applicable. The employee's total monthly 15% share of the actual cost or COBRA rate, as applicable, shall be deducted in two equal installments each month from the payroll checks of the member on a pre-tax basis and paid into the Employees Benefit Trust Fund of the City of Fairfield, Ohio. The total monthly cost shall be as established by the Plan Provider, the Center for Local Government Benefits Cooperative, and/or the Third Party Administrator of the Plan each plan year in accordance with all applicable laws and shall include any administrative fees associated with coverages provided. All funds paid or deposited into the Employees Benefit Trust Fund of the City of Fairfield may be expended only for the costs of providing health and dental benefits. A new employee may participate in the Health and Dental Plan at his/her own expense (100%) during the first ninety (90) days of employment.

If an employee selects coverage under a High Deductible Health Plan (HDHP) which qualifies the employee to make contributions to a Health Savings Account (HSA), the City will deposit into the employee's HSA each year on or about August 1st a lump sum contribution of \$1,800 for an employee with single coverage or a lump sum contribution of \$3,600 for an employee with coverage including the employee and other family members, provided that the City contribution to an employee's HSA shall not exceed 90% of the annual deductible applicable to the employee's coverage nor be less than 50% of the applicable annual deductible.

Effective August 1, 2013, the City's annual contribution to the Employees Benefit Trust Fund for any employee shall be limited to 85% of the total cost of the High Deductible Health Plan (HDHP), the HSA fee, and the dental plan in addition to the applicable health savings account (HSA) contribution based upon the level of the plan selected by the employee. Any employee who remains on or elects the traditional (non-HDHP) health/dental plan after August 1, 2013 shall be responsible for the additional cost of such traditional plan, if any, which shall be paid by payroll deduction in addition to the 15% employee share.

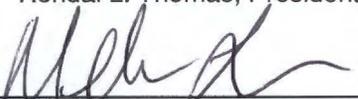
The following two exceptions to the above rule shall apply:

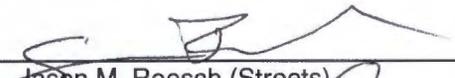
- 1) New employees who are eligible for health/dental benefits shall be provided the traditional (non-HDHP) plan without paying the additional cost above the HDHP plan as outlined above, but only until the start date of the next plan year for which the employee was eligible to enroll in the HDHP plan. Thereafter, the above-stated additional cost shall apply to the new employee if he or she remains on the traditional (non-HDHP) plan.
- 2) If an employee is legally required to provide the traditional (non-HDHP) health/dental plan for a covered dependent, the employee shall not be required to pay the additional cost of the plan above the 15% as outlined above. "Legally required" means ordered by a court or other legal authority having jurisdiction over the employee. The employee must provide appropriate proof of such order and that the employee did not agree or consent to such an order.

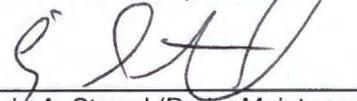
Except as specifically modified in this addendum, the agreement effective April 1, 2011 shall remain in full force and effect.

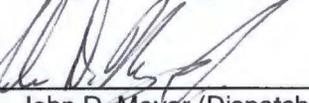
FOR THE AMERICAN FEDERATION
OF STATE, COUNTY & MUNICIPAL
EMPLOYEES (AFSCME) OHIO COUNCIL #8,
LOCAL #3646:

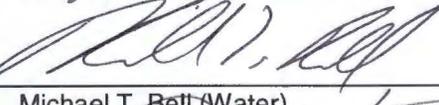
By: 
Rondal L. Thomas, President

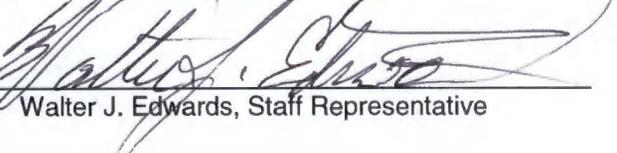
By: 
Melanie R. Locke (Clerical)

By: 
Jason M. Roesch (Streets)

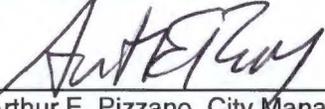
By: 
Craig A. Stroud (Parks Maintenance)

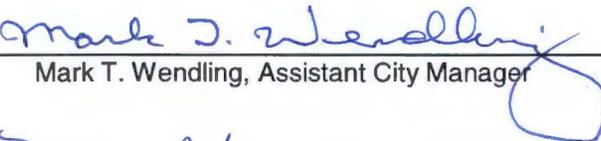
By: 
John D. Meyer (Dispatcher/Custodial/Inspectors)

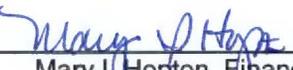
By: 
Michael T. Bell (Water)

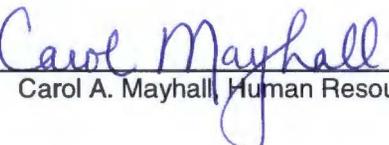
By: 
Walter J. Edwards, Staff Representative

FOR THE CITY OF FAIRFIELD:

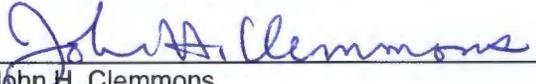
By: 
Arthur E. Pizzano, City Manager

By: 
Mark T. Wendling, Assistant City Manager

By: 
Mary I. Hopton, Finance Director

By: 
Carol A. Mayhall, Human Resources Manager

APPROVED AS TO FORM:


John H. Clemmons
Fairfield Law Director

APPENDIX B
Wage Rates for April 1, 2013 through March 31, 2014

ACCOUNT CLERK I

Account Clerk I D	2 years experience	19.46 20.04
Account Clerk I C	1 year experience	18.65 19.21
Account Clerk I B	6 months experience	17.84 18.38
Account Clerk I A	Starting Rate	16.54 17.04

ACCOUNT CLERK II

Account Clerk II C	2 years experience	21.30 21.94
Account Clerk II B	1 year experience	20.59 21.21
Account Clerk II A	Starting Rate	20.03 20.63

ANIMAL CONTROL OFFICER

Animal Control Officer D	2 years experience	19.89 20.49
Animal Control Officer C	1 year experience	19.03 19.60
Animal Control Officer B	6 months experience	18.29 18.84
Animal Control Officer A	Starting Rate	16.95 17.46

CLERK I

Clerk I D	2 years experience	19.46 20.04
Clerk I C	1 year experience	18.65 19.21
Clerk I B	6 months experience	17.84 18.38
Clerk I A	Starting Rate	16.54 17.04

CLERK II

Crew Leader	Appointment by Management	+0.30
Clerk II C	2 years experience	21.30 21.94
Clerk II B	1 year experience	20.59 21.21
Clerk II A	Starting Rate	20.03 20.63

CUSTODIAL MAINTENANCE WORKER

Custodial Maintenance Worker A	No Range	19.09 19.66
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CUSTODIAL WORKER

Crew Leader	Appointment by Management	+0.30
Custodial Worker D	2 years experience	19.65 20.24
Custodial Worker C	1 year experience	18.79 19.35
Custodial Worker B	6 months experience	17.94 18.48
Custodial Worker A	Starting Rate	17.70 18.23

DATA ENTRY OPERATOR I

Data Entry Operator I D	2 years experience	19.46 20.04
Data Entry Operator I C	1 year experience	18.65 19.21
Data Entry Operator I B	6 months experience	17.84 18.38
Data Entry Operator I A	Starting Rate	16.54 17.04

DATA ENTRY OPERATOR II

Data Entry Operator II C	2 years experience	21.30 21.94
Data Entry Operator II B	1 year experience	20.59 21.21
Data Entry Operator II A	Starting Rate	20.03 20.63

DISPATCHER

Foreman	Appointment by Management	25.88* 26.66
Dispatcher assigned to train a new dispatcher	Appointed, and duration determined, by Management	+0.50 *
Dispatcher D	2 years experience	21.69 22.34
Dispatcher C	1 year experience	20.49 21.10
Dispatcher B	Upon completion of training	19.90 20.50
Dispatcher A	Starting Rate	18.59 19.15

* Appointee's regular rate of pay is increased by specified hourly amount.

GREENSKEEPER

Crew Leader	Appointment by Management	+0.30
Greenskeeper D	2 years experience	25.27 26.03
Greenskeeper C	1 year experience	24.47 25.20
Greenskeeper B	6 months experience	23.65 24.36
Greenskeeper A	Starting Rate	23.12 23.81

INSPECTORS

Building Inspector	HVAC &/or Electrical Safety Inspector Certificate of Competency	1.00 each *
Building Inspector D	2 years experience	29.24 30.12
Building Inspector C	1 year experience	28.86 29.73
Building Inspector B	6 months experience	28.47 29.32
Building Inspector A	Starting Rate	28.11 28.95

Heating Inspector	Electrical Safety Inspector &/or Class III Certificate of Competency	1.00 each *
Heating Inspector D	2 years experience	29.24 30.12
Heating Inspector C	1 year experience	28.86 29.73
Heating Inspector B	6 months experience	28.47 29.32
Heating Inspector A	Starting Rate	28.11 28.95

Electrical Inspector	HVAC and/or Class III Certificate of Competency	1.00 each *
Electrical Inspector D	2 years experience	29.24 30.12
Electrical Inspector C	1 year experience	28.86 29.73
Electrical Inspector B	6 months experience	28.47 29.32
Electrical Inspector A	Starting Rate	28.11 28.95

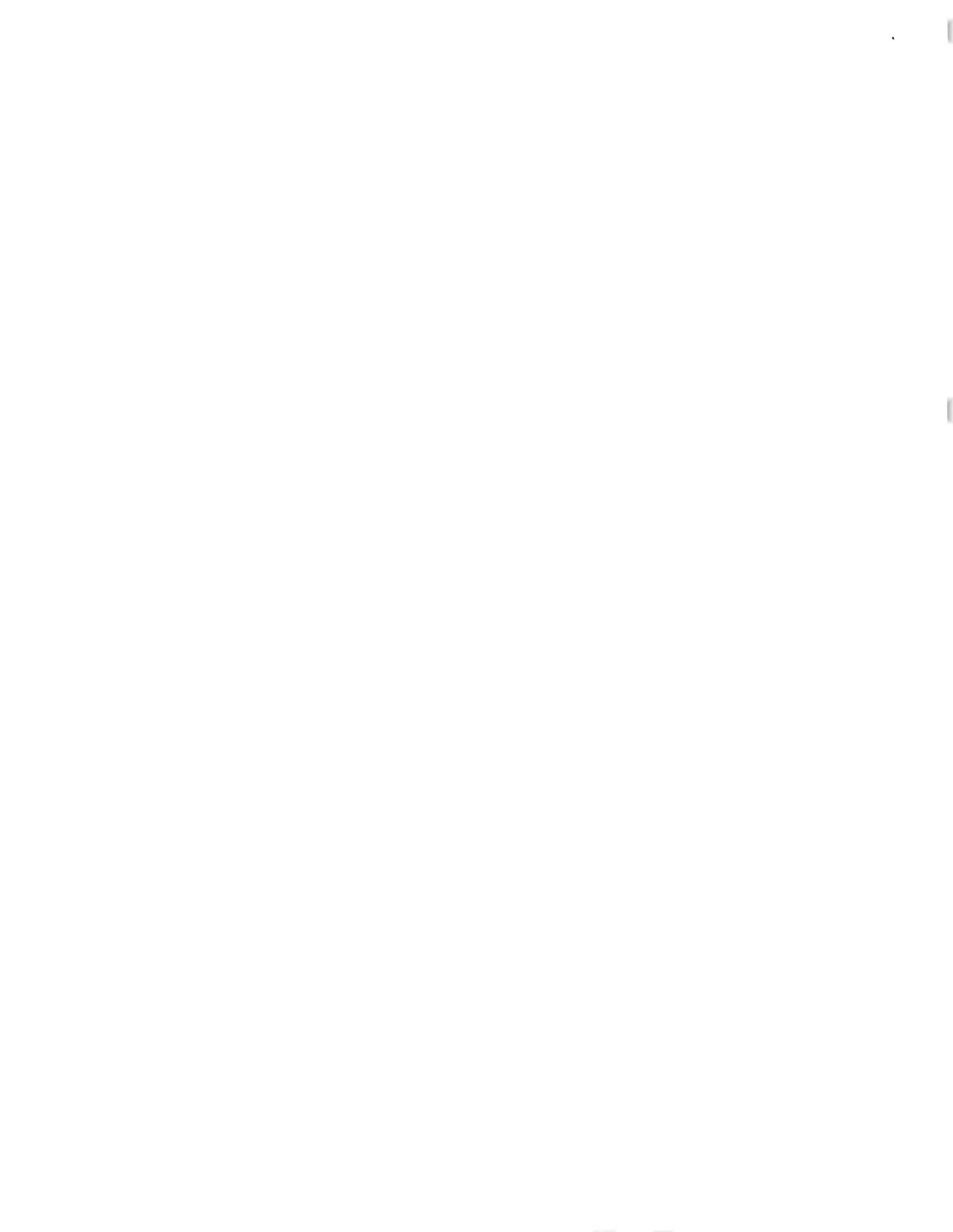
* Appointee's regular rate of pay is increased by specified hourly amount. An inspector will only receive an increase in pay for an additional Certificate of Competency received from the Board of Building Standards. Trainee certification and/or interim approval for certification is not eligible for an increase in pay. Each increase in pay is for a second or third Certificate of Competency. The inspector must receive the Certificate of Competency in the employee's classified discipline before being eligible for pay increases from successful testing in relation to other Certificates of Competency.

MAINTENANCE WORKER LABORER (All Operations)

Crew Foreman	Appointment by Management + CDL + All appropriate equipment	25.88 * 26.66
Crew Leader	Appointment by management + CDL + All appropriate equipment	+0.30
Maintenance Worker Laborer E	Proficiency Certification on Departmental Equipment Specified (Status Three) + CDL + 3 years experience	22.81 * 23.49
Maintenance Worker Laborer D	Departmental Specialized Equipment (Status Two) + CDL + 2 years experience	21.71 22.36
Maintenance Worker Laborer C	CDL + 1 year experience	20.67 21.29
Maintenance Worker Laborer B	CDL + 6 months experience (Status One)	19.65 20.24
Maintenance Worker Laborer A	Starting Rate	18.70 19.26

* An employee required by management to maintain proficiency on three or more pieces of Status Three equipment will be compensated thirty cents per hour in addition to the employee's regular hourly rate. Failure to maintain proficiency on at least three pieces of equipment shall result in the immediate loss of said additional hourly rate of pay.

A Maintenance Worker Laborer required to maintain an Ohio Department of Agriculture Public Operator Spraying License (which single license includes successful passage of both the core examination and appropriate category examinations required for the employee's job responsibilities), a National Swimming Pool Foundation Certified Pool/Spa Operator License, or an NPRA/OPRA National Playground Safety Inspector Certification will be compensated forty (40) cents per hour in addition to the employee's regular hourly rate. Any Maintenance Worker Laborer with one of those licenses or certifications on April 1, 2005, who maintains said license or certification continuously will be eligible for the additional forty (40) cents compensation.



MECHANIC

Foreman	Appointment by Management	1.25**
Mechanic G*	CDL + 5 years experience + ASE certifications for at least 10 tests outlined in Note below + Freon/refrigerant certificate	24.71 25.45
Mechanic F*	CDL + 4 years experience + ASE certifications for at least 8 test outlined in Note below + Freon/refrigerant certificate	24.15 24.87
Mechanic E *	CDL + 3 years experience + ASE certifications for at least 6 test outlined in Note below + Freon/refrigerant certificate	23.10 23.79
Mechanic D *	CDL + 2 years experience + ASE certifications for at least 4 tests outlined in Note below + Freon/refrigerant certificate	22.07 22.73
Mechanic C*	CDL + 1 year experience + ASE certifications for tests A1 and A8 + Freon/refrigerant certificate	21.02 21.65
Mechanic B	CDL + 6 months experience + Freon/refrigerant certification	20.37 20.98
Mechanic A	Starting Rate	19.85 20.45

NOTE: ASE certifications which may be obtained to qualify an employee for advancement to Mechanic steps D, E, and F above or for Chief Mechanic are limited to the following list. The City and the Union from time to time may agree to add to, or delete from, said list.

- | | | | |
|----|--|----|---|
| A1 | Auto: Engine Repair | L1 | Adv. Level: Adv. Engine Perf. Spec |
| A2 | Auto: Automatic Transmission/Transaxle | L2 | Truck Adv. Elec. Diesel Eng. Diagnosis |
| A3 | Auto: Manual Drive Train and Axles | T1 | Med/Hvy Truck: Gasoline Engines |
| A4 | Auto: Suspension & Steering | T2 | Med/Hvy Truck: Diesel Engines |
| A5 | Auto: Brakes | T3 | Med/Hvy Truck: Drive Train |
| A6 | Auto: Electrical/Electronic Systems | T4 | Med/Hvy Truck: Brakes |
| A7 | Auto: Heating & Air Conditioning | T5 | Med/Hvy Truck: Suspension & Steering |
| A8 | Auto: Engine Performance | T6 | Med/Hvy Truck: Elec./Electronic Systems |
| F1 | Alt. Fuels: Lt. Veh. Comprsd. Nat. Gas | T7 | Heating, Ventilation, & A/C |
| | | T8 | Preventive Maintenance Inspection |

* Should an employee fail to maintain the required number of certifications for any step listed above, the employee will be required to re-acquire the required number of certifications for the employee's current rate of pay within one (1) year of or, after that one (1) year, the employee's rate of pay will be reduced to the rate for the qualifications the employee meets at that time.

** Appointee's regular rate of pay is increased by specified hourly amount.

METER READER (Water Division)

Crew Leader	Appointment by Management	+0.30
Meter Reader D	2 years experience	22.10 22.76
Meter Reader C	1 year experience	21.83 22.48
Meter Reader B	6 months experience	21.40 22.04
Meter Reader A	Starting Rate	20.99 21.62



OPERATOR MAINTENANCE WORKER (Water Division)

Chief Operator	Appointment by Management	1.25 *
Foreman	Appointment by Management	1.25 *
Operator Maintenance G	Class III Water License	27.16 ** 27.97
Operator Maintenance F	Class II Water License	25.38 26.14
Operator Maintenance E	Class I Water License	23.59 24.30
Operator Maintenance D	2 years experience	22.81 23.49
Operator Maintenance C	1 year experience	22.26 22.93
Operator Maintenance B	6 months experience	20.73 21.35
Operator Maintenance A	Starting Rate	19.85 20.45

* Appointee's regular rate of pay is increased by specified hourly amount.

** Relief Operator hourly rate when working as Relief Operator (See Article VIII, Section 2B)

PARK RANGER

Crew Leader	Appointment by Management	+0.30
Park Ranger F	4 years experience	22.44 23.11
Park Ranger E	3 years experience	21.87 22.53
Park Ranger D	2 years experience	21.55 22.20
Park Ranger C	1 year + Basic Peace Officer Training School	20.67 21.29
Park Ranger B	6 month experience	20.10 20.70
Park Ranger A	Pass Pre-Basic Peace Officer Training School	19.85 20.45

PARK RANGER ALTERNATE

Crew Leader	Appointment by Management	+0.30
Park Ranger Alternate F	3 years experience	22.44 23.11
Park Ranger Alternate E	2 years experience	21.87 22.53
Park Ranger Alternate D	1 year experience	21.55 22.20
Park Ranger Alternate C	Starting rate with Basic Peace Officer Training School	20.67 21.29

TURF MANAGER

Turf Manager A	No Range	26.69 27.49
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TURF MECHANIC/MAINTENANCE WORKER

Turf Mechanic/Maintenance Worker G*	CDL + 5 years experience + 10 Turf Certifications/Service Training Schools + Freon/refrigerant certificate	24.70 25.44
Turf Mechanic/Maintenance Worker F*	CDL + 4 years experience + 8 Turf Certifications/Service Training Schools + Freon/refrigerant certificate	24.14 24.86
Turf Mechanic/Maintenance Worker E*	CDL + 3 years experience + 6 Turf Certifications/Service Training Schools + Freon/refrigerant certificate	23.10 23.79
Turf Mechanic/Maintenance Worker D*	CDL + 2 years experience + 4 Turf Certifications/Service Training Schools + Freon/refrigerant certificate	22.07 22.73
Turf Mechanic/Maintenance Worker C*	CDL + 1 years experience + 2 Turf Certification/Service Training Schools + Freon/refrigerant certificate	21.02 21.65
Turf Mechanic/Maintenance Worker B	CDL + 6 months experience + Freon/refrigerant certificate	20.37 20.98
Turf Mechanic/Maintenance Worker A	Starting Rate	19.85 20.45

NOTE: Turf Equipment Certifications/Service Training Schools which may be used to qualify an employee for advancement to Turf Mechanic/Maintenance Worker steps C, D, E, and F above are limited to the following list. As appropriate, the Parks and Recreation Director or the Golf Superintendent may authorize the inclusion of certain specific ASE certifications from the Mechanic classification to qualify as well. Factory Service Training Schools must be attended at least once every three years to remain current and eligible to be counted toward the requirements. The City and the Union from time to time may agree to add to, or delete from, said list.

Toro Reel Grinding Certification
 NTT Welding Certification
 NTT Hydraulic Certification

John Deere Factory Service Training
 Jacobson/Textron Factory Service Training
 Toro Factory Service Training
 Irrigation Training School

* Should an employee fail to maintain the required number of certifications/service training schools for any step listed above, the employee will be required to re-acquire the required number of certifications/service training schools for the employee's current rate of pay within one (1) year of or, after that one (1) year, the employee's rate of pay will be reduced to the rate for the qualifications the employee meets at that time.

ZONING CLERK

Zoning Clerk C	2 years experience	21.30 21.94
Zoning Clerk B	1 year experience	20.59 21.21
Zoning Clerk A	Starting Rate	20.03 20.63

