

WAGE AND FRINGE BENEFIT
REOPENER AGREEMENT

This Agreement is entered into this 31st day of December, 2011, by and between the Saybrook Township Board of Trustees ("Township") and the International Association of Fire Fighters, Local No. 3196 ("Union").

WHEREAS, The Township and the Union are parties to a collective bargaining agreement which is effective from January 1, 2011 through December 31, 2013 ("CBA"); and

WHEREAS, The parties agreed in the CBA to engage in a reopener for wages and health insurance benefits for the 2012 and 2013 calendar years; and

WHEREAS, The parties have reached an agreement with regard to the wages and health care benefits and wish to memorialize their agreement as is hereinafter stated.

NOW THEREFORE, IT IS HEREBY AGREED AS FOLLOWS:

Section 20.1 of the CBA is hereby modified as follows:

The hourly pay rate for bargaining unit employees will be increased by Sixty Cents (\$.60) for each pay category, effective with the first pay period of 2012. The pay increase will be included in the employees' paychecks to be received on January 13, 2012.

The hourly pay rate for all pay categories will not be increased for calendar year 2013.

In accordance with the foregoing, the pay rates for 2012 and 2013 will be as follows:

Classification/Year of Service	Pay Rate
EMT-B	
1	\$17.00
5	19.18
10	19.56
15	19.86
20	20.14

EMT-P

1	\$17.26
5	19.70
10	20.10
15	20.36
20	20.66

Section 20.2 of the CBA is hereby modified as follows:

The Captain's Pay shall be increased from One Dollar and Thirty-Six Cents (\$1.36) per hour to One Dollar and Fifty Cents (\$1.50) per hour, effective with the payroll period identified in paragraph 1 of this Agreement. There will be no further change in the Captain's Pay for calendar year 2013.

Article 18 Insurance Coverage is modified as follows:

The Union and Trustees agree to activate the Insurance Committee as soon as possible after the execution of this Agreement, and further agree to convene a meeting of the committee no later than February 1, 2012. The Insurance Committee shall consist of one bargaining unit employee and an alternate from the Union, one bargaining unit employee and an alternate from the Communication Workers of America Union ("CWA"), and the Township's Fiscal Officer and one Township Trustee. The Insurance Committee will explore alternatives for health care coverages and cost savings and will make recommendations for changes for the Townships insurance plan on or before Thirty (30) days prior to the onset of the new plan year (August 1, 2012). The Township and Union agree to meet to review the recommendations from the Insurance Committee no later than July 15, 2012.

The issue of health insurance remains an open issue between the Township and Union for the health insurance plan year from August 1, 2012 through July 31, 2013, which will be resolved in one of the following manners: a) The Union and Trustees shall reach a negotiated agreement for the payment of the monthly premium costs for the new plan year beginning on August 1, 2012 and for the remainder of the CBA; or b) bargaining unit members shall pay a portion of the monthly premium costs equal to one-half of any increase to the Township's health insurance premium costs for hospitalization and prescription coverages of the SuperMed Plus HRA 2500 plan which exceeds a six percent (6%) increase of the premium cost compared to the premiums cost changed to the Trustees for the August 1, 2011 through July 31, 2012 plan year.

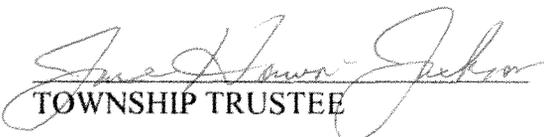
Additionally, the pending grievance involving the "Me-Too" clause in Section 20.1 of the CBA is withdrawn by the Union as being resolved through the parties negotiations.

The Township and Union do hereby agree that the aforementioned terms set forth in the entire agreement for the wage and fringe benefits reopener, and that all other terms and conditions of the CBA that are not expressly modified herein shall remain in full force and effect.

**INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS,
LOCAL NO. 3196**

**BOARD OF TOWNSHIP TRUSTEES
OF SAYBROOK TOWNSHIP**


CHIEF NEGOTIATOR


TOWNSHIP TRUSTEE

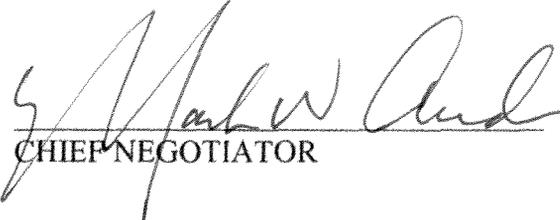

OFFICER


TOWNSHIP TRUSTEE

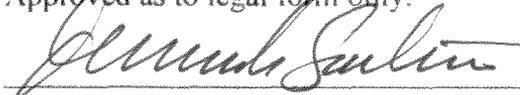

OFFICER


TOWNSHIP TRUSTEE


OFFICER


CHIEF NEGOTIATOR

Approved as to legal form only:


THOMAS L. SARTINI
Ashtabula County Prosecutor

Date: 2/12/12