

**AGREEMENT TO MODIFY AND AMEND**  
**COLLECTIVE BARGAINING AGREEMENT**

This Agreement, is entered into by the City of Huber Heights, Ohio, hereinafter referred to as the "Employer," and The Fraternal Order of Police, Ohio Labor Council, Inc., hereinafter referred to as the "Union," as follows:

**WHEREAS**, the Employer and Union are parties to a Collective Bargaining Agreement effective June 28, 2011 through June 27, 2014; and

**WHEREAS**, the Collective Bargaining Agreement provided for a reopener for wages for the period June 28, 2013 through June 27, 2014; and

**WHEREAS**, the parties desire to enter into this Agreement to reflect the parties' understanding and agreement regarding wages for the period June 28, 2013 through June 27, 2014.

**NOW THEREFORE**, for valuable consideration the parties agree to the following modification to Article 17, Section 17.1 of the Collective Bargaining Agreement:

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**Article 17**  
**COMPENSATION**

**Section 17.1. Wages**

Bargaining unit members shall be paid according to the following schedule. Wage increases shall be effective at the beginning of the first pay period ending in the calendar year indicated.

**Records Techs**

Effective June 28, 2011 and June 28, 2012 wage rates for all Records Techs shall be increased by 0%. The wage rate effective June 28, 2013 shall be increased by 0%.

<b>Year</b>	<b>Start</b>	<b>After 1 Year</b>	<b>After 2 Years</b>	<b>After 3 Years</b>
2011	\$14.5827	\$15.1920	\$15.7384	\$16.6734
2012	\$14.5827	\$15.1920	\$15.7384	\$16.6734
2013	\$14.5827	\$15.1920	\$15.7384	\$16.6734

Effective June 28, 2011 and June 28, 2012, the wage rate for M. Spurlock shall be increased by 0%. The wage effective June 28, 2013 shall be increased by 0%.

<u>Year</u>	<u>Hourly Wage</u>
2011	\$20.9186
2012	\$20.9186
2013	\$20.9186

During the remaining term of this Agreement (June 28, 2013 through June 27, 2014) if negotiated wage rates for any other unionized employees of the City of Huber Heights, Ohio are increased above the rates currently provided for in their respective collective bargaining agreements, the rates for the Records Tech/Secretary unit shall increase by an equivalent percentage. Similarly, if other unionized employees of the City of Huber Heights, Ohio receive negotiated lump sum payments, Records Tech/Secretary unit covered hereunder shall receive equivalent lump sums.

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Except as modified herein, all other provisions of the parties' Collective Bargaining Agreement shall remain unchanged and in full force and effect.

IN WITNESS HEREOF, the parties hereto have set their hand this 8 day of July, 2013:

**FOR THE CITY OF HUBER HEIGHTS**

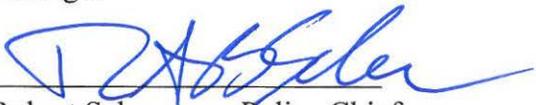
**FOR THE FOP, OHIO LABOR COUNCIL, INC.**

By:   
David Studebaker, City Manager

By:   
Andrea H. Johan, Staff Representative

By:   
Kathryn Knisley, Human Resources Manager

By:   
Mary Kay Spurlock, Committee Member

By:   
Robert Schommer, Police Chief

APPROVED AS TO FORM:  
  
Law Director, City of Huber Heights