

XENIA CAPTAINS

ARTICLE 16
PAY PLAN

Section 16.1 Pay Plan.

Beginning October 2, 2011 through October 1, 2012 (0%):

	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>
HOURLY	\$37.11	\$38.63	\$40.12
YEARLY	\$77,188.80	\$80,350.40	\$83,449.60

Beginning October 2, 2012 through October 1, 2013 (1%):

	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>
HOURLY	\$37.48	\$39.02	\$40.52
YEARLY	\$77,958.40	\$81,161.60	\$84,281.60

Beginning October 2, 2013 through October 1, 2014 (2.5%):

	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>
HOURLY	\$38.42	\$40.00	\$41.53
YEARLY	\$79,913.60	\$83,200.00	\$86,382.40

Section 16.2. Pay Steps.

- A. The "A" Step shall be starting rate for Captains.
- B. A Captain shall be advanced to the "B" Step on the first day following completion of one (1) year in Step "A".
- C. A Captain shall be advanced to the "C" Step on the first day following completing of one (1) year in Step "B".

Section 16.3. Officer-in-Charge. Any Employee who has been assigned to serve as acting Chief of Police for a period in excess of one (1) week shall be paid an additional one dollar and fifty cents (\$1.50) per hour for all hours so worked. Such assignments shall not be split for the purpose of avoiding payment under this Section.

Section 16.4. Professional Development and Performance Incentives In order to promote the Xenia Police Divisions desire to have command staff that has a well rounded education, specialized comand trainng in the Law Enforcement field, and is goal oriented, the following incentives are offered to Captains within the police division. Captains appointed after September 1, 2009, are eligible to receive this incentive after completing their one (1) year probationary period.

Tier I Requirements: Two (2) years of College and the completion of one (1) of the following command staff programs; The FBI Academy, Northwestern Univeristy's Staff and Command School, or Southern Policing Institutes Command School and make satisfactory progress towards performance goals as set by the Chief of Police.

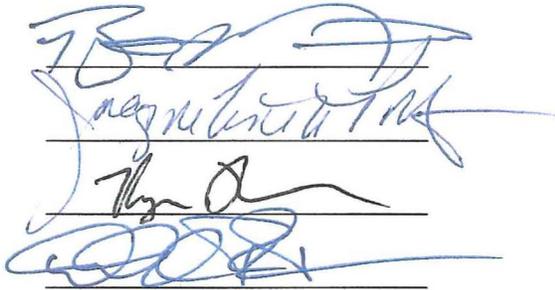
The incentive for meeting Tier I requirements is a three percent (3%) plus rating added to the base salary.

Tier II Requirements: A Bachelor's degree and one (1) of the command schools listed above or two (2) years of college and two (2) of the command schools listed above. Plus make satisfactory progress towards performance goals as set by the Chief of Police.

The incentive for meeting Tier II requirements is a five percent (5%) plus rating added to the base salary.

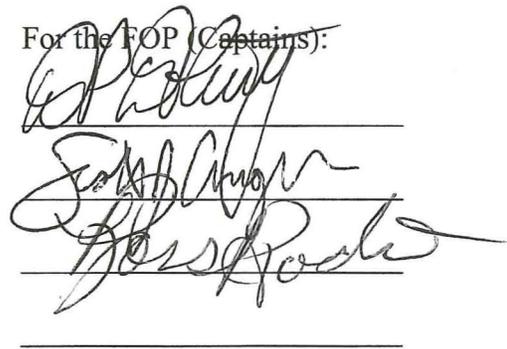
For the remainder of the contract Captains may qualify for either Tier but not both based on their eligibility. Failure to meet performance goals in any six (6) month period will result in the loss of this benefit for the following quarter and any ensuing quarters until performance again meets satisfactory progress towards goals.

For the City:



Date: 6/18/13

For the FOP (Captains):



Date: 6-18-13

HOURS OF WORK

PAGE: _____

Comp Time Max: _____ Hrs _____
Flex Time: (Y) _____
Call In: (Y) _____ Hrs _____
Court: (Y) _____ Hrs _____
Stand By: (Y) _____
Report In: (Y) _____ Hrs _____
Meal Time: _____ Min _____
Rest Break: _____ / _____ Min. _____
Overtime Cycle: _____ / _____

SENIORITY AND ARBITRATION

Prob. Period: _____
Shift: (Y) _____
Recall Years: _____
Super Seniority (Y) _____
Arb: (Y) _____
Type: _____
Cost (E/L/O): _____
Mediation Step:(Y) _____

OTHER

Fairshare: (Y) _____
Residency: (Y) _____
Drug Test: (Y) _____
Fitness Std.: (Y) _____
Sub-Contract: (Y) _____
Min Staff: (Y) _____
Successor/Priv.: (Y) _____
MAD: (Y) _____

WAGE INCREASE ACROSS BOARD

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Date of Increase 10/2/13

Percent 2.5 %
Hourly \$ 41.53
Annual \$ 86,382.70
Lump Sum \$ -
Comments _____

Date of Increase _____ / _____ / _____

Percent _____ %
Hourly \$ _____
Annual \$ _____
Lump Sum \$ _____

Comments _____

Date of Increase _____ / _____ / _____

Percent _____ %
Hourly \$ _____
Annual \$ _____
Lump Sum \$ _____

Comments _____

Date of Increase _____ / _____ / _____

Percent _____ %
Hourly \$ _____
Annual \$ _____
Lump Sum \$ _____

Comments _____

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

FRATERNAL ORDER OF POLICE,
OHIO LABOR COUNCIL, INC.,
EMPLOYEE ORGANIZATION,

}
} Case No(s): 13-MED-06-0775
} (Reopener Captains)
}

and,

CITY OF XENIA,
EMPLOYER.

}
}
}
}
}
}

FILING ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT

Pursuant to Board Rule 4117-09-07, the F.O.P. Ohio Labor Council Inc. hereby files a copy of an Addendum to the Collective Bargaining Agreement executed between the parties in the above captioned case(s).

Respectfully Submitted,


Catherine A. Brockman
F.O.P., O.L.C.I.
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Columbus, Ohio 43215
614-224-5700

cc: Jim Percival, jpercival@ci.xenia.oh.us