EXHIBIT C

Negotiated amendments to the November 1, 2011 agreement

Pursuant to the contract re-opener provisions in Sections 25.01, 28.02 and 28.03, the parties have met and have agreed to the amended language in the following sections of the contract. Upon signing of this agreement, these sections will supercede and replace current language in each of the contract sections.

ARTICLE 25
GROUP INSURANCE

Revised section all units

25.01 The Employer shall continue to provide full-time bargaining unit employees, and their eligible dependents, with the existing major-medical, dental and vision insurance coverage except as modified by Exhibit A. For any employee hired after the effective date of this Agreement, coverage shall commence on the first day of employment. Effective January 1, 2009 and continuing until modified in accordance with a re-open provision, , all employees covered by this Plan and provided with health care coverage shall continue to pay $80.00 per month for family plan coverage or $40.00 per month for single plan coverage. **Effective November 1, 2013, bargaining unit members shall pay $120.00 per month for family/dependent coverage, and $80.00 per month for individual coverage.** This amount shall be deducted from the affected Employee's pay monthly in a manner that equalizes the employee's withholding over twenty-six pays in each year.

When a married couple are both employed by the City, only one employee shall pay the monthly health insurance premium. The employee paying the premium shall pay either the single or family rate. If paying the family rate, all dependent members of the employee's family shall be completely covered by the health care coverage.

ARTICLE 28
RATES OF PAY

28.02 Effective **October 22, 2012**, all employees shall be paid in accordance with the following schedule, which reflects a **one percent (1.0%)** increase...

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Police Officer	$21.59	$22.28	$24.41	$25.86	$27.44	$29.10

28.03 Effective **October 21, 2013**, all employees shall be paid in accordance with the following schedule, which reflects a **two percent (2.0%)** increase...

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Police Officer	$22.02	$22.73	$24.90	$26.38	$27.99	$29.68

NEW SECTION All units

28.11 All employees of this unit who currently are assigned a pager, and/or are expected to utilize a personally owned cell phone during their assigned duties or for the purposes of being notified of a call to duty shall be compensated by a stipend of five dollars ($5.00) per month for use of this phone. This stipend will be paid two times each year with a cumulative six month amount of thirty dollars.

FOR THE CITY	FOR THE F.O.P.O.L.C., INC.
	Lionel R Harris
	Hugh Bennett
Date 12/28/12	

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF :	}	
	}	
FRATERNAL ORDER OF POLICE,	}	CASE NO.(S): 11-MED-07-0981
OHIO LABOR COUNCIL, INC.,	}	(Patrol Officers)
EMPLOYEE ORGANIZATION,	}	
	}	
and,	}	
	}	(This will close the open case for
CITY OF KENT,	}	Case No.(s): 12-MED-09-0795)
EMPLOYER.	}	
	}	
	}	

FILING OF COLLECTIVE BARGAINING AGREEMENT
(Addendum)

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

Respectfully Submitted

Tara M. Crawford
Paralegal
F.O.P., O.L.C.I.
222 East Town Street
Columbus, Ohio 43215
614-224-5700

cc: Mr. Dave Ruller
RullerD@kent-ohio.org