



MEMORANDUM OF UNDERSTANDING  
WAGE AND HEALTHCARE RE-OPENER  
EFFECTIVE JANUARY 1, 2014 THROUGH DECEMBER 31, 2014  
BETWEEN THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 3130  
(Firefighters and Paramedics)  
AND  
COPLEY TOWNSHIP

STATE EMPLOYMENT  
RELATIONS BOARD  
2014 FEB 20 AM 3:26  
11-MED-09-1123  
K28696 2295-04

Copley Township (Employer) and the International Association of Firefighters Local 3130 (Union) hereby agree to the following terms and language for the current contract in effect from January 1, 2012 through December 31, 2014, regarding wages and healthcare for all full time bargaining unit members for 2014.

**ARTICLE 28  
COMPENSATION**

Section 28.1. Effective as of the first pay period in January, 2012, and continuing through December 31, 2013, the hourly wage rates and annual salaries for full-time bargaining unit members with the following years of full-time service with the Employer shall be as follows:

A. Length of Service	2600	2080	Salary
	Hourly Rate	Hourly Rate	
0-18 months	\$18.60	\$23.26	\$48,370.95
19-36 months	\$22.35	\$27.94	\$58,121.63
37 months plus	\$24.57	\$30.70	\$63,869.91
Chief Fire Inspector	\$27.76	\$34.70	\$72,172.99
Lieutenant	\$27.76	\$34.70	\$72,172.99
Captain	\$31.09	<u>\$38.86</u>	\$80,833.76

B. Notwithstanding (A) hereof, the Fire/Medic assigned the position of Chief Fire Inspector shall be paid at the same wage rate as a Lieutenant.

Effective as of January 1, 2014, and continuing through December 31, 2014, the hourly wage rates and annual salaries for full-time bargaining unit members with the following years of service with the Employer shall be as follows:

A. Length of Service	2600	2080	Salary
	Hourly Rate	Hourly Rate	
0-18 months	\$18.97	\$23.73	\$49,338.37
19-36 months	\$22.80	\$28.50	\$59,284.06
37 months plus	\$25.06	\$31.31	\$65,147.31
Chief Fire Inspector	\$28.32	\$35.39	\$73,616.45
Lieutenant	\$28.32	\$35.39	\$73,616.45
Captain	\$31.71	<u>\$39.64</u>	\$82,450.44

B. Notwithstanding (A) hereof, the Fire/Medic assigned the position of Chief Fire Inspector shall be paid at the same wage rate as a Lieutenant.

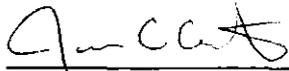
**ARTICLE 26  
INSURANCE**

The Employer and the Union hereby agree to maintain current contract language regarding Article 26.1 Insurance, within the current bargaining agreement through December 31, 2014.

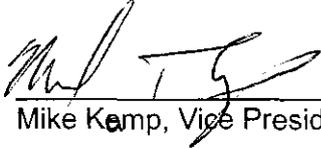
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SIGNATURE PAGE REGARDING MOU

FOR THE UNION



James Carter, President



Mike Kemp, Vice President

FOR THE EMPLOYER



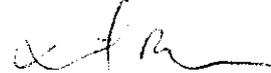
Dale Panovich – President



Helen Humphrys – Vice President



Scott Dressler



Fire Chief Michael Benson