



11-MED-09-1160

2014 RE-OPENER AGREEMENT

STATE EMPLOYMENT RELATIONS BOARD

0608-01

K28533

BETWEEN THE CITY OF DEFIANCE AND

2014 APR 15 AM 8:29

THE DEFIANCE POLICE OFFICERS ASSOCIATION LOCAL 166

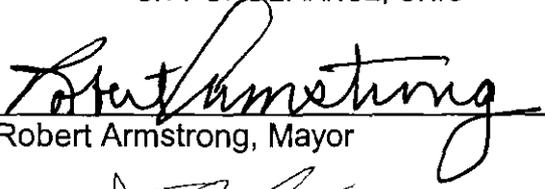
Pursuant to Article 50 – Duration of Agreement: Section 50.1 (A) provides that the Union has the option of re-opening at the second (2<sup>nd</sup>) year of the contract.

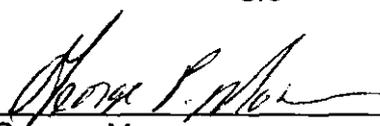
After exercising such right, the parties have agreed to accept a one and one-half percent (1.5%) wage increase as outlined in the attached amended Article 42 – Wages.

IN WITNESS WHEREOF, the parties have caused this agreement to be executed April 8, 2014.

CITY OF DEFIANCE, OHIO

FOR THE DEFIANCE POLICE OFFICERS ASSOC., LOCAL 166 a/w INTERNATIONAL FOR THE UNION OF POLICE ASSOCIATIONS, AFL-CIO

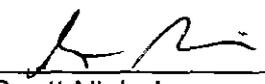
  
Robert Armstrong, Mayor

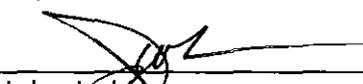
  
George Moser  
President, Local 166 a/w IUPA

  
Mike McCann  
President of Council

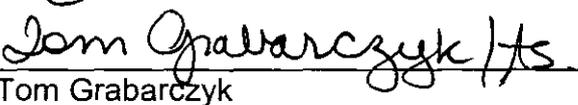
  
Tobie Delaney  
Vice President, Local 166 a/w IUPA

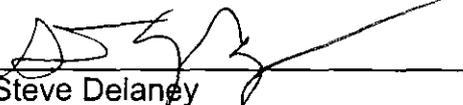
  
Jeff Leonard  
City Administrator

  
Scott Nichelson  
Secretary, Local 166 a/w IUPA

  
John Lehner  
Finance Director

  
Scott Campbell  
Treasurer, Local 166 a/w IUPA

  
Tom Grabarczyk  
Labor Relations Management, Inc.

  
Steve Delaney  
Trustee, Local 166 a/w IUPA

  
John Roca, Attorney  
Gallon, Takacs, Boissoneault & Schafer Co., LPA

APPROVED AS TO FORM:

  
David H. Williams  
Law Director

Underlined Text – New Wording  
~~Strikeout Text – Deleted Wording~~

STATE EMPLOYMENT  
RELATIONS BOARD

ARTICLE 42

WAGES

2014 APR 15 AM 8: 29

Section 43.1: Employees in the two (2) Bargaining Units shall be paid according to the following pay schedules retro-active for employees employed upon execution of this Agreement to January 1, 20124. In the case of a disagreement involving hourly rates and annual salaries of pay, the hour rate will supersede the annual rate.

<u>Classifications</u>	<u>Effective 1/1/10</u>	<u>Effective 1/1/14</u>
POLICE OFFICER	\$17.9811	<u>\$18.2508</u>
0-1 Years of Service	<del>\$37,400.89</del>	<u>\$37,961.66</u>
POLICE OFFICER	\$19.5464	<u>\$19.8395</u>
1 – 2 Years of Service	<del>\$40,656.43</del>	<u>\$41,266.16</u>
POLICE OFFICER	\$21.2436	<u>\$21.5622</u>
2-3 Years of Service	<del>\$44,186.66</del>	<u>\$44,849.37</u>
POLICE OFFICER	\$22.9371	<u>\$23,2811</u>
3-4 Years of Service	<del>\$47,709.15</del>	<u>\$48,424.68</u>
POLICE OFFICER	\$24.6355	<u>\$25.005</u>
4-5+ Years of Service	<del>\$51,241.74</del>	<u>\$52,010.40</u>
SERGEANT	\$26.6064	<u>\$27.0051</u>
	<del>\$55,340.65</del>	<u>\$56,170.60</u>
LIEUTENANT	\$28.8669	<u>\$29.2999</u>
	<del>\$60,043.25</del>	<u>\$60,943.79</u>

Section 43.2: Shift Differential

In addition to the above listed wages, officers shall be compensated an additional \$.50 per hour when working the "afternoon shift". Officers working the "midnight shift" shall be compensated an additional \$.35 per hour. Officers working the "swing shift" will be compensated an additional \$.50 per hour.

Section 43.3: 2012 Bonus

~~On or before July 14, 2012 the City shall pay a \$500 lump sum bonus to each member of the bargaining units. This is a one-time payment and it shall not be rolled in to the base wage.~~

Section 43.34: On Call Pay

Offices assigned to the detective bureau, in addition to their regular wages, shall be compensated \$40.00 per week for the week that they are on call. The detective shall receive this payment even if he is not called in to work during that week, and the \$40.00 payment is not subject to overtime. The specific number of hours that the detective is required to come in while on call may vary, but they are expected to be available when needed.

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

In the Matter of : Case No. 2013-MED-12-1614  
: 2013-MED-12-1615  
City of Defiance :  
: Employer, :  
: and :  
: Defiance Police Officer's :  
Assoc. Local 166 :  
: Union. :

2014 APR 15 AM 8:28

STATE EMPLOYMENT  
RELATIONS BOARD

FILING OF COLLECTIVE BARGAINING AGREEMENT

Labor Relations Management, Inc., representing the City of Defiance, pursuant to Board Rule 4117-9-07(A), hereby files a copy of the collective bargaining wage re-opener agreement entered into between the Employer and the Employee Organization in the above-captioned case.

Respectfully submitted,



Tom Grabarczyk, Consultant  
Labor Relations Management, Inc.  
6800 W. Central Ave., Suite L-2  
Toledo, Ohio 43617

cc: Jeff Leonard, City Admin.

CERTIFICATE OF SERVICE

I hereby certify that a copy of the foregoing Filing of the Collective Bargaining wage re-opener Agreement was sent by regular U.S. Mail to John M. Roca Esq., 3516 Granit Circle, Toledo, Ohio on this 10<sup>th</sup> day of April, 2014.

  
Tom Grabarczyk