

**Addendum Agreement between the City of Rittman and Rittman Police  
Department Ohio Police Benevolent Association  
Effective Contract – 2011 – 2014 Expires December 31, 2014**

Where the City and the Union agreed previously that the Union would accept a zero percent wage increase for the effective date of this contract, and in the event that if the City's General Fund budget was \$550,000 or more, the City and the Union would reopen negotiations.

It is hereby agreed that the City and Union have agreed to a 2% wage increase reflected on Page 17 of the current contract referenced in Article XXIV under wages to the following:

24.01 The Wage Schedule for Dispatchers during the life of this agreement shall be as follows:

| 2013               | 2014             |
|--------------------|------------------|
| Part Time \$14.76  | To be determined |
| Start \$14.17      |                  |
| Six Months \$14.88 |                  |
| One Year \$15.88   |                  |
| 18 Months \$17.00  |                  |
| 30 Months \$17.89  |                  |

24.02 The wage scale for the full time Patrol Officers during the life of this agreement shall be as follows:

| 2013      |         | 2014             |
|-----------|---------|------------------|
| Start     | \$17.85 | To be determined |
| 6 Months  | \$19.41 |                  |
| 1 year    | \$21.60 |                  |
| 18 months | \$22.70 |                  |
| 30 months | \$23.81 |                  |

24.03 The Wage Scale for the Sergeants shall be as follows:

| 2013    | 2014             |
|---------|------------------|
| \$26.43 | To be determined |

It is agreed that if the 2013 General Fund Carryover Balance is again over the following list at the beginning of 2014 following wage increase will be administered by the City.

General Fund Carryover Balance

- \$500,000 or above 2% increase
- \$450,000 to \$499,999 1 ½ increase
- \$400,000 to 449,000 1 % increase
- \$399,999 or below 0% increase

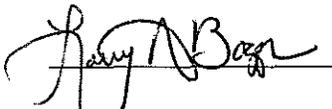
The City and Union agree that this addendum to the contract will be effective on February 11, 2013 (Date that AFSCME and Non Union employees received increases)

Amendments to the following contract sections are hereby approved by both Union and the City:

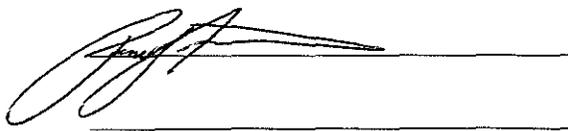
13.01 All police officers, for work performed in excess of 40 (forty) hours in a 7 day work period, when approved by the Chief of Police or immediate supervisor, shall be compensated at the rate of time and one-half (1 1/2) the regular rate or may elect compensatory time. Such compensatory time bank shall not exceed (120) hours. In the event that vacation or floating holiday have been approved during that 7 day period, such time shall count toward overtime.

13.02 All Dispatchers, for work performed in excess of 40 (forty) hours in a 7 day work period, when approved by the Chief of Police or immediate supervisor, shall be compensated at the rate of time and one-half (1 1/2) the regular rate or may elect compensatory time. Such compensatory time bank shall not exceed (120) hours. In the event that vacation or floating holiday have been approved during that 7 day period, such time shall count toward overtime.

For the City

 Date 3/4/13

For the Union

 Date 03/04/13  
Date \_\_\_\_\_