

ADDENDUM AND AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT
 City of Upper Arlington, Ohio and Fraternal Order of Police, Ohio Labor Council Inc.
 Re the Agreement made in 2011-MED-10-1420

Effective as of September 1, 2013, the City of Upper Arlington, Ohio ("City") and the Fraternal Order of Police, Ohio Labor Council Inc. ("FOP?OLC") agree to amend the collective bargaining agreement entered into by and between them in SERB Case No. 2011-MED-10-1420 (signed on or about August 13, 2012) in complete satisfaction of the wage reopener contained in the last paragraph of Section 15.1. The parties agree to amend Section 15.1 to read as follows:

Section 15.1. Wages. The following regular wage rates shall be paid to members by classifications and grades beginning on the first day of the pay period that includes the date specified:

<u>January 1, 2012</u>					
<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	
Hourly	18.8813	19.9715	21.3686	22.8929	24.5240
Biweekly	1,510.51	1,597.72	1,709.49	1,831.43	1,961.92
Annual	39,273.20	41,540.66	44,446.70	47,617.18	51,009.84

Effective the date the fringe benefit PERS pickup being paid by the City to PERS for the bargaining unit employees is reduced from ten percent (10%) to six percent (6%) the pay scale shall be increased by four percent (4%). That date shall be July 26, 2012.

Effective the date the fringe benefit PERS pickup being paid by the City to PERS for the bargaining unit employees is reduced from six percent (6%) to three percent (3%), the pay scale shall be increased by three percent (3%). That date shall be the beginning of the pay period that includes January 1, 2013 (first payroll in 2013). See Section 15.9 herein.

Effective the date the fringe benefit PERS pickup being paid by the City to PERS for the bargaining unit employees is reduced from three percent (3%) to zero percent (0%) the pay scale shall be increased by three percent (3%). That date shall be the beginning of the pay period that includes January 1, 2014 (first payroll in 2014). See Section 15.9 herein.

If the Agreement provides for an annual increase due to a reduction in PERS fringe benefit pickup and another general increase in the pay scale for that year, they shall be added together, but not compounded on each other.

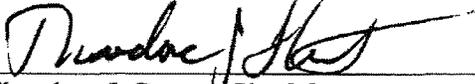
January 1, 2013 – Zero Wage Increase.

The City of Upper Arlington will pay each bargaining unit member \$750.00 lump sum payable with the payroll that includes September 1, 2013.

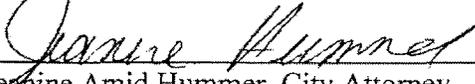
No change in third year wages.

IN WITNESS WHEREOF, the parties have hereunto signed by their authorized representatives this 18 day of September, 2013.

FOR THE CITY:

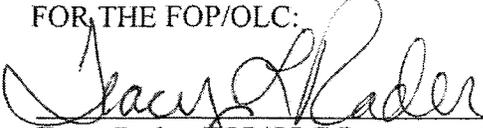


Theodore J. Staton, City Manager

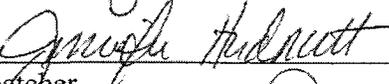


Jeanine Amid Hummer, City Attorney

FOR THE FOP/OLC:



Tracy Rader, FOP/OLC Representative



Dispatcher



Dispatcher

STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

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

}
} Case No(s): 11-MED-10-1420
} Dispatchers
}

and,

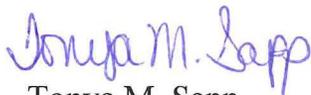
City of Upper Arlington,
EMPLOYER.

}
}
}
}
}
}
}

FILING OF MEMORANDUM OF UNDERSTANDING AS AN 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 the Addendum to the Collective Bargaining Agreement executed between the parties in the above captioned case(s).

Respectfully Submitted,



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

cc: Mr. Mark J. Lucas, mjlucas@clemansnelson.com
Theodore Staton, City Manager, tstaton@uaoh.net