

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF :	}	
	}	
FRATERNAL ORDER OF POLICE,	}	CASE NO.(S): 11-MED-10-1445
OHIO LABOR COUNCIL, INC.,	}	(Corrections Officers)
EMPLOYEE ORGANIZATION,	}	
	}	
and,	}	
	}	(This will close the open case for
CITY OF BROADVIEW HEIGHTS,	}	Case No.(s): 13-MED-09-1105)
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). The Contract Data Summary Sheet is attached.

Respectfully Submitted



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**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN THE F.O.P. / O.L.C. (Corrections Officers)**  
**and the CITY OF BROADVIEW HTS.**

1. That effective January 1, 2014 Compensation (Article 28) shall be as follows:

	Eff. 1-1-14	Eff. 7-1-14	Eff. 1-1-15	Eff. 1-1-16
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
1 year	\$14.63	\$14.78	\$15.08	\$15.38
1-2 years	\$17.07	\$17.24	\$17.58	\$17.93
2-3 years	\$18.71	\$18.90	\$19.28	\$19.67
Over 3 years	\$19.72	\$19.92	\$20.32	\$20.73

2. That effective January 1, 2014, Insurance (Article 31, as well as Appendices I, II and III, (which appendices will be deleted)) will be as follows:

31.01 Subject to Section 31.02, below, the Employer will provide employees covered by this Agreement the minimum levels of coverages, subject to any applicable employee premium contribution, as currently provided or as may be modified per section 31.02. (For the 2014-2015 insurance year, in accordance with the recommendation of the Insurance Committee which recommendation was adopted by Council, the City is providing one Medical Mutual PPO plan as well as dental coverage and vision coverage with employee contributions of 5% and with a maximum contribution of \$14.00 per month for single coverage and \$30.00 per month for family coverage.)

31.02 The parties agree that in their efforts to reduce hospitalization/medical costs a City-wide Joint Medical/Hospitalization Insurance Committee with a representative from the Union will be established and convened as necessary to review alternative insurance coverages and plans and make recommendations to the Employer. Should the Insurance Committee recommend changes to the coverages, including premium contributions, described above then the revised coverages and/or other changes shall be submitted to the Union. The Union shall have the opportunity to accept or reject the recommended changes, as a whole, and unless rejected by the Union within thirty (30) days of submittal and, further, provided they are adopted by the City, the recommended changes shall be deemed to be incorporated herein and shall supersede those set forth above to the extent they are in conflict. The parties agree to reopen negotiations regarding this Article,

including utilization of the applicable impasse resolution procedures if necessary, if any one of the three (3) following events occur: 1) The Union rejects the recommended changes of the Insurance Committee within thirty (30) days of their submittal; 2) The City does not adopt the recommended changes of the Insurance Committee; or 3) the City elects to change the City health insurance coverages, including premium contributions, absent a recommendation from the Insurance Committee.

31.03 The City shall provide employees with a Life Insurance Policy as contained in the medical coverage or other insurance policy.

3. That effective January 1, 2015, the uniform allowance (Section 30.02) will be increased by \$100 and the uniform maintenance (Section 30.04) will be increased by \$100.

4. Effective January 1, 2015, Longevity (Section 29.1) will be paid at \$10 per month.

5. Effective January 1, 2015, the parties agree to increase from 40 to 60 the amount of hours of vacation that can be purchased. (Section 22.05).

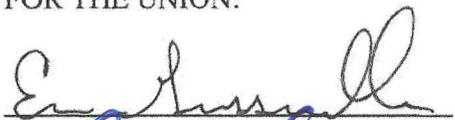
6. Add electronic submittal language to Duration Clause (Article 38) which will extend parties contract to December 31, 2016.

7. Add TAC Officer stipend as requested by City of \$200 per month.

8. The parties' current collective bargaining agreement which is set to expire on December 31, 2014 is hereby amended in accordance with this Memorandum of Understanding.

9. The parties will enter into a two year agreement for the period from January 1, 2015 through December 31, 2016 which incorporates the terms of this Memorandum and all other provisions of the current collective bargaining agreement not modified herein.

FOR THE UNION:


FOR THE EMPLOYER:

