

2014 RE-OPENER AGREEMENT

11-MED-10-1563  
K28436  
0608-04

BETWEEN THE CITY OF DEFIANCE AND

THE DEFIANCE FIRE FIGHTERS LOCAL #918

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (AFL-CIO)

Pursuant to Article 22 – Duration of Agreement: Section 1 provides that the Union has the option of re-opening at the second (2<sup>nd</sup>) year of the contract.

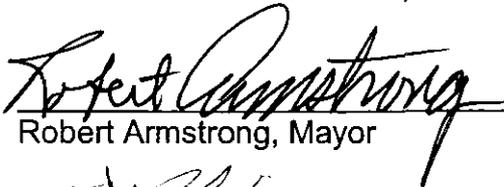
After exercising such right, the parties have agreed to accept a one and one-half percent (1.5%) wage increase as outlined in the attached amended Article 19 – Wages.

IN WITNESS WHEREOF, the parties have caused this agreement to be executed

March 13, 2014.

FOR THE DEFIANCE FIRE FIGHTERS LOCAL  
#918 INTERNATIONAL ASSOCIATION  
OF FIRE FIGHTERS

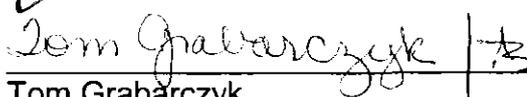
CITY OF DEFIANCE, OHIO

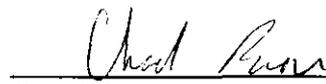
  
Robert Armstrong, Mayor

  
Mike McCann  
President of Council

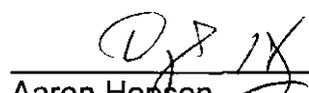
  
Jeff Leonard  
City Administrator

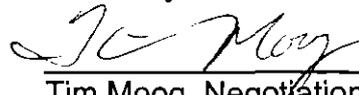
  
John Lehner  
Finance Director

  
Tom Grabarczyk

  
Chad Brown  
President, Local #918 IAFF

  
Todd Liffick  
Vice President, Local #918 IAFF

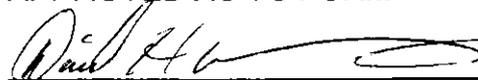
  
Aaron Hopson  
Secretary/ Treasurer Local #918 IAFF

  
Tim Moog, Negotiation Team Member

  
Brandon Case, Negotiation Team Member

Labor Relations Management, Inc.

APPROVED AS TO FORM:

  
David H. Williams  
Law Director

STATE EMPLOYMENT  
RELATIONS BOARD  
2014 MAR 20 AM 10:47

## ARTICLE 19

### Wages

Section 1: Employees shall be compensated during the term of this agreement in accordance with the wage schedules set out below. In the case of a disagreement involving hourly and biweekly rates of pay, the hourly rate will supersede the biweekly rate.

Classification	Effective January 1, 2012 0% Increase	Effective January 1, 2013 0% Increase	Effective January 1, 2014 1.5% Increase
Firefighter Entry 0 – 1 Year	\$12.7932 per hour \$1,433 bi-weekly	\$12.7932 per hour \$1,433 bi-weekly	\$12.9851 per hour \$1,454 bi-weekly
Firefighter 1 – 2 Years	\$13.6443 per hour \$1,528 bi-weekly	\$13.6443 per hour \$1,528 bi-weekly	\$13.8490 per hour \$1,551 bi-weekly
Firefighter 2 – 3 Years	\$14.4814 per hour \$1,622 bi-weekly	\$14.4814 per hour \$1,622 bi-weekly	\$14.6986 per hour \$1,646 bi-weekly
Firefighter 3 – 4 Years	\$15.3187 per hour \$1,716 bi-weekly	\$15.3187 per hour \$1,716 bi-weekly	\$15.5485 per hour \$1,741 bi-weekly
Firefighter 4+ Years	\$16.1700 per hour \$1,811 bi-weekly	\$16.1700 per hour \$1,811 bi-weekly	\$16.4126 per hour \$1,838 bi-weekly
Lieutenant I	\$17.0483 per hour \$1,909 bi-weekly	\$17.0483 per hour \$1,909 bi-weekly	\$17.3040 per hour \$1,938 bi-weekly
Lieutenant II	\$17.6661 per hour \$1,979 bi-weekly	\$17.6661 per hour \$1,979 bi-weekly	\$17.9311 per hour \$2,008 bi-weekly
Captain I	\$18.5583 per hour \$2,079 bi-weekly	\$18.5583 per hour \$2,079 bi-weekly	\$18.8367 per hour \$2,110 bi-weekly
Captain II	\$19.1622 per hour \$2,146 bi-weekly	\$19.1622 per hour \$2,146 bi-weekly	\$19.4496 per hour \$2,178 bi-weekly

In addition, with the signing of the contract in 2012, each full-time fire fighter will be paid a onetime Five Hundred Dollar (\$500.00) signing bonus subject to applicable payroll taxes.

#### Section 2: Firefighters

New employees shall be compensated at the Entry Rate of the wage schedule and advance annually based on the effective date of their employment as a full-time Firefighter.

**Section 3: Lieutenants**

Employees who are promoted to Lieutenant shall be compensated at the Lieutenant I rate of the wage schedule, and advance to the Lieutenant II rate after six (6) months based on the effective date of the promotion.

**Section 4: Captains**

Employees who are promoted to Captain shall be compensated at the Captain I rate of the wage schedule and advance to the Captain II rate after six (6) months based on the effective date of the promotion.

**Section 5: Paramedics**

The City agrees to pay seven percent (7%) above the regular base pay to members who are in active paramedic status and who fall under the classifications Firefighter Entry 0-1 Year to Firefighter 4+ Years. The City agrees to pay five percent (5%) above the regular base pay to members who are in active paramedic status and who fall under the classifications Lieutenant I through Captain II. The percent increase for active paramedic status will be included in determining the base rate for overtime purposes.

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

In the Matter of : Case No. 2013-MED-10-1462  
:   
City of Defiance :   
:   
Employer, :   
:   
and :   
:   
IAFF, Local 918 :   
:   
Employee Organization. :

STATE EMPLOYMENT  
RELATIONS BOARD  
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FILING OF COLLECTIVE BARGAINING AGREEMENT

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

Respectfully submitted,

  
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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 Wage Reopener Agreement was sent by regular U.S. Mail to Henry A. Arnett Esq., 1335 Dublin Road, # 108-B, Columbus, OH 43215 this 17th day of March, 2014.

  
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Tom Grabarczyk