

**AMENDMENT
 TO THE
 COLLECTIVE BARGAINING AGREEMENT
 BETWEEN
 THE CITY OF FAIRLAWN
 AND
 THE FAIRLAWN PROFESSIONAL FIRE FIGHTERS
 IAFF LOCAL 4164
 EFFECTIVE FOR THE FINAL YEAR OF THE
 COLLECTIVE BARGAINING AGREEMENT
 (JANUARY 1, 2013 THROUGH DECEMBER 31, 2013)**

11-MED-10-1609
 2277-05
 K27846
 01/10/2013

1. The City and Union have met and agreed that the following language shall replace and supersede the language in Article 36, Wages:

ARTICLE 36
WAGES

Section 36.1. Fire/Medics' Wages. Beginning on January 1, 2013, and effective through December 31, 2013, the salary schedule for bargaining unit members with the following years of full-time service as a Fire/Medic with the City shall be increased 2.25% as follows:

<u>Years of Service</u>	<u>2013</u>
0-1 year	\$49,362.82
1-2 years	\$55,656.21
2-3 years	\$58,849.64
3-4 years	\$62,047.43
4 years and over	\$66,871.63

The wage rate shall be determined at the employee's completed years of service, effective on the employee's anniversary date of his or her date of employment.

Section 36.2. Fire Lieutenants' Wages. Beginning on January 1, 2013, and effective through December 31, 2013, the salary schedule for bargaining unit members with the following years of full-time service as a Fire Lieutenant with the City shall be increased 2.25% as follows:

<u>Years of Service</u>	<u>2013</u>
Less than 1 year	\$69,546.49
1 year and over	\$75,221.49

The wage rate shall be determined at the employee's completed years of service, effective on the employee's anniversary date of his or her date of employment.

Section 36.3. Out of Classification Wage. When there is no Full-Time Fire Captain or Full-Time Fire Lieutenant on duty, the most senior Full-Time Fire/Medic on duty shall be the Acting Shift Commander. When a Full-Time Fire/Medic works as the Acting Shift Commander, he/she shall be paid his/her base hourly rate plus \$1.50 per hour for all hours worked in that capacity.

2. The City and Union have met and agreed that the following language shall replace and supersede the language in Section 50.1:

Section 50.1. Duration of Agreement. This Agreement shall be effective as of January 1, 2012, and shall remain in full force and effect through midnight December 31, 2013.

3. The City and Union have met and agreed that this Amendment to the Collective Bargaining Agreement shall supersede and replace any provisions in the Amendment to the Collective Bargaining Agreement entered into between the parties on or about December 19, 2011 which are in conflict herewith.

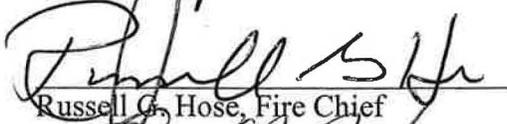
4. All other provisions in the Collective Bargaining Agreement shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the Parties have caused this Amendment to be executed on the 18th day of December, 2012.

FOR THE CITY OF FAIRLAWN:



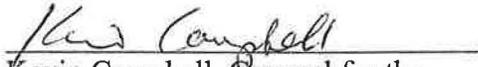
Mayor William J. Roth, Jr.



Russell G. Hose, Fire Chief

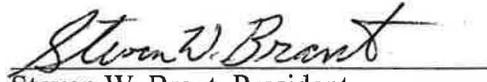


Edward J. Riegler, Director of Law



Kevin Campbell, Counsel for the
City of Fairlawn

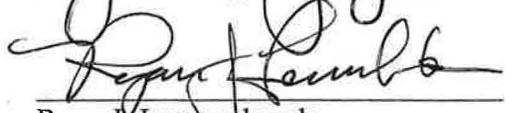
FOR THE FAIRLAWN PROFESSIONAL
FIRE FIGHTERS IAFF LOCAL 4164:



Steven W. Brant, President



Lt. Justin N. Joy, Vice-President



Ryan J. Lemmerbrock
Attorney at Law