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CITY OF WILLOWICK  
AND  
OHIO PATROLMEN'S BENEVOLENT ASSOCIATION  
CLERKS/DISPATCHERS

STATE EMPLOYMENT  
RELATIONS BOARD  
2004 APR -8 AM 8:38

SIDE LETTER OF UNDERSTANDING

As a result of negotiations between the parties and in order to draw conclusion to the year 2000/2001 negotiations, the parties mutually agree to the resolution to the City's proposal to eliminate compensatory time as follows:

Scheduling compensatory time off shall continue as has been the parties past practices. Compensatory time off will be scheduled in a manner that does not initially create overtime or result in the pyramiding of time off at the discretion of the Chief of Police that meets the safe and efficient needs of the department.

Should any demand, claim, or mandate be made which alters the Employer's authority to deny the use of comp-time as set out in the previous paragraph, shall result in the temporary suspension of the earning of compensatory time.

At that time, the parties mutually agree to submit to binding arbitration whether or not the compensatory time section of the agreements shall be maintained in the agreement. The Arbitrator shall be limited to awarding only either the Union's or Employer's position. Fees and expenses of the Arbitrator shall be shared equally by both parties.

Thomas M. Grabarczyk  
FOR THE CITY OF WILLOWICK  
Thomas M. Grabarczyk

Colleen M. Bonk  
FOR THE OHIO PATROLMEN'S  
BENEVOLENT ASSOCIATION  
CLERKS/DISPATCHERS  
Colleen Bonk

5/31/01  
Date

6/25/01  
Date

# LRM

LABOR RELATIONS MANAGEMENT, INC.

6800 W. Central Ave., Suite L-2

Toledo, Ohio 43617

(419) 842-0100

March 20, 2007

Jeff Perry, Business Agent  
OPBA  
10147 Royalton, Suite J  
North Royalton, Ohio 44133

Re: Seniority-City of Willowick  
Dispatchers

Dear Mr. Perry:

May this correspondence serve as a side letter of understanding, in the interpretation and application of Article 12, Seniority, section 12.03.

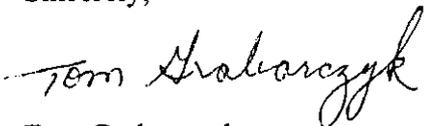
Pursuant to our conversation on Friday, March 16, 2007; John O'Donnell, Law Director for the City of Willowick pointed out that seniority for two (2) dispatchers hired to start on the same day is determined by the last four (4) digits of the employees' social security numbers. Article 12, section 12.03 does not however, state if the higher number or lower number is the most senior.

You had stated in our conversation, that you believed the individual with the higher of the two (2) numbers was the most senior.

I checked with Chief Lazor who informed me that we have in fact hired two (2) dispatchers who started on the same day. The person who was offered the position first, who also has the higher social security number based on the last four (4) digits was designated as most senior.

The City will determine seniority of two (2) individuals hired to start on the same date, based on the higher, of the last four (4) digits of the employees' social security numbers being most senior.

Sincerely,



Tom Grabarczyk

CC: Richard J. Bonde, Mayor  
John O'Donnell, Law Director  
Michael Lazor, Chief of Police  
Cheryl Benedict, Finance Director

MAR 23 2007

CITY OF WILLOWICK

AND

FOP Lodge No. 116 Police, Sergeants and Above  
Willowick Service Employees Association, Service Department  
Willowick Service Employees Association, Secretarial Unit  
The Ohio Patrolmen's Benevolent Association, Dispatchers

**SIDE LETTER OF UNDERSTANDING**

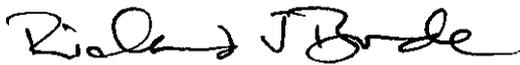
Language found in all Union Bargaining Agreements with the City of Willowick under Health Insurance state; "Health insurance benefits shall be at least equal to those currently provided by the City for the duration of this contract."

In 2010, the City was able to obtain bids for health, prescription, vision (eye) and dental care from various carriers.

Cigna offered a full range of benefits as a package, including a "Vision" plan, that exceeds the benefits currently provided.

In agreeing to contract with Cigna for health, prescription, eye and dental care, the City of Willowick will not be required to maintain vision (eye) coverage at the level provided by Cigna, should the City contract with another carrier in the future. A vision (eye) discount plan will be provided at the same level as provided by the previous carrier, Assurant Dental.

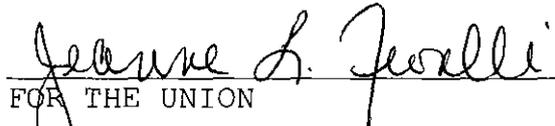
The parties mutually agree, the level of vision (eye) coverage will be maintained at least equal to that which was provided by the previous carrier, should Cigna offer a vision (eye) plan equal to that previously provided or the City contacts with another carrier in the future.



FOR THE CITY OF WILLOWICK

4/4/10

DATE



FOR THE UNION

6/2/10

DATE



ASSURANT

Employee  
Benefits

## Vision discount plan

Your Assurant Employee Benefits Dental plan includes a vision discount plan through Vision Service Plan (VSP). The vision plan includes discounts on exams and the purchase of prescription eyewear when provided by VSP network doctors. The discount plan is available for you and everyone covered under your dental plan!

### Features of VSP

- Immediate savings when using a VSP network doctor.
- You may use the discounts as often as you wish.
- No waiting periods.
- No deductibles.

### Services available from a VSP network doctor

- 20% discount off eye exams.<sup>1</sup>
- 20% discount off complete pairs of prescription glasses and lens options.<sup>2</sup>
- 15% discount off the contact lens exam (fitting and evaluation).<sup>2</sup>
- VSP has contracted with many of the nation's laser surgery facilities and doctors, to offer you a discount off PRK and LASIK surgeries.

### 3 easy steps to using VSP

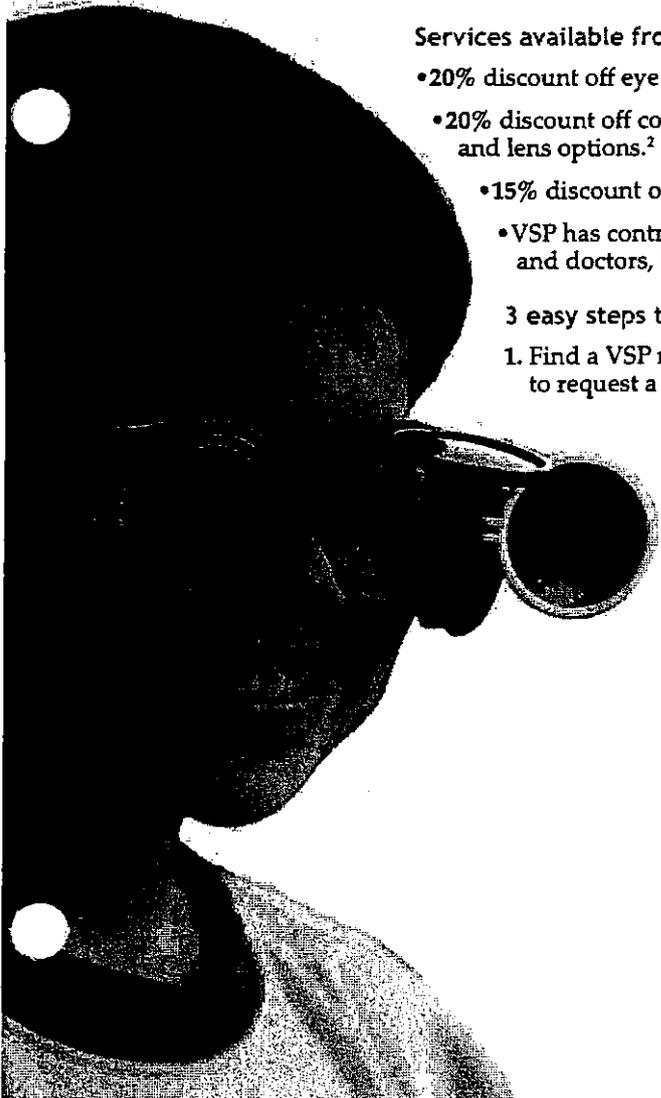
1. Find a VSP network doctor near you at [www.vsp.com](http://www.vsp.com) or call 800.877.7195 to request a doctor listing.
2. Tell the doctor you are a VSP member and provide the covered member's social security number when you make your appointment.
3. Fees are automatically reduced at the time of service - with no claim forms to fill out!

**This vision discount plan is not insurance.**

Products and services marketed by Assurant Employee Benefits are underwritten and/or provided by Union Security Insurance Company.

<sup>1</sup>Does not apply to contact lens exam (fitting and evaluation).

<sup>2</sup>Discounts only offered through the VSP network doctor who provided an eye exam within the last 12 months.



**ORDINANCE NO. 2013 - 67**

**AN ORDINANCE AUTHORIZING THE APPROVAL OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF WILLOWICK AND THE FRATERNAL ORDER OF POLICE AND ITS LODGE NO. 116 FOR A BARGAINING UNIT CONSISTING OF DISPATCHERS, AND DECLARING AN EMERGENCY.**

**WHEREAS**, negotiations for a collective bargaining agreement between the City of Willowick, Ohio and The Fraternal Order of Police and its Lodge No. 116 for and on behalf of dispatchers have been completed and an agreement reached by representatives for the City and The Fraternal Order of Police and its Lodge No. 116 for dispatchers; and

**WHEREAS**, the Council and the Administration of the City of Willowick deem it to be in the best interest of the City to enter into this Agreement reached through collective bargaining to continue harmonious and cooperative relations with City's dispatchers, and to ensure the orderly and uninterrupted efficient operations of police protection for the residents of the City of Willowick;

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF WILLOWICK, COUNTY OF LAKE, AND STATE OF OHIO:**

**SECTION 1.** That The Mayor is hereby authorized and directed to enter into an agreement with The Fraternal Order of Police and its Lodge No. 116 for the bargaining unit consisting of dispatchers, substantially pursuant to the terms and conditions set forth in the "Agreement between City of Willowick and The Fraternal Order of Police Willowick Lodge No. 116, Dispatchers, effective January 1, 2013, through to December 31, 2015," maintained on file in the office of the Clerk of Council and which is incorporated herein by reference and addressing all matters pertaining to wages, hours, or terms and other conditions of employment mutually expressed between the parties.

**SECTION 2.** All formal actions of this Council concerning the passage of this Ordinance were adopted in an open meeting, and that all deliberations of this Council, or any of its Committees, which resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including Chapter 107 of the Codified Ordinances and Section 121.22 of the Ohio Revised Code.

**SECTION 3.** This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety, welfare and dignity of the residents of the City of Willowick, insofar as it provides for the usual daily operation of the City and its Secretarial Unit and that it will ensure the orderly and uninterrupted efficient operation of the City.

**WHEREFORE**, this Ordinance shall be in full force and effect immediately upon its passage by Council and approval by the Mayor.