

**WAGE REOPENER AGREEMENT FOR 2014 AND 2015
BETWEEN THE CITY OF FAIRLAWN AND THE
PART-TIME EMPLOYEES OF THE DIVISION OF FIRE
AND EMERGENCY RESCUE SERVICE**

The City of Fairlawn and the Part-Time Employees of the Division of Fire and Emergency Rescue Service have met and agreed to amend and supplement the previously entered into Tentative Agreement for a 2% wage reopener for year 2014, dated February 12, 2014, in this Wage Reopener Agreement as follows:

1. The following language shall replace and supersede the language in Article 11, Wages:

ARTICLE 11
WAGES

Section 11.1. Base Wage Rates. Except as specifically set forth in another Article of this Agreement, the hourly rates for bargaining unit employees are set forth in this Article.

Section 11.2. Fill-In Rate. Beginning January 1, 2014 and effective through December 31, 2015, the fill-in hourly rates for bargaining unit members with the following years of service as a part-time Fire/Medic with the City shall be increased 2.0% effective January 1, 2014 and 2015, as follows:

<u>Employed As:</u>	<u>Yrs. of Service:</u>	<u>2014</u>	<u>2015</u>
Firefighter/EMT-B	0+ years	\$18.74	\$19.11
Firefighter/EMT-P	0-4 years	\$21.17	\$21.59
Firefighter/EMT-P	4+ years	\$21.77	\$22.21

Section 11.3. Check-Off Wage. During a new Employee's "check-off" period (i.e., from his/her date of hire through the time when he/she is given full active status), such Employee will be paid the federal minimum wage for all hours approved by the Chief or his designee. Upon reaching full active status, the Employee will be paid according to the pay rates set forth in Section 11.2.

Section 11.4. Run Time. "Run time" is defined as time spent running calls when an Employee is not working a fill-in shift (call backs, second calls, all calls). Run time on holidays will be paid according to the provisions in Article 10. Run time on days other than holidays will be paid at one and one-half (1.5) times the Employee's fill-in rate as set forth in Section 11.2.

2. The following language shall replace and supersede the language in Article 18, Miscellaneous:

ARTICLE 18
MISCELLANEOUS

Section 18.1. Duration of Agreement. This Agreement shall be effective as of January 1, 2013, and shall remain in full force and effect through midnight, December 31, 2015.

Section 18.2. Notice to Negotiate. If either party desires to modify or amend this Agreement, it shall give written notice of such intent no earlier than one hundred twenty (120) calendar days prior to nor later than ninety (90) calendar days prior to the expiration date of this Agreement.

Such notice shall be by certified mail, return receipt requested. The parties shall commence negotiations within two (2) calendar weeks upon receiving such notice.

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

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on the 18th day of June, 2014.

FOR THE CITY OF FAIRLAWN:

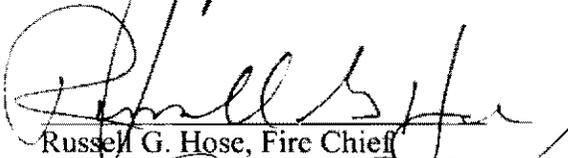
FOR THE PART-TIME EMPLOYEES
OF THE DIVISION OF FIRE AND
EMERGENCY RESCUE SERVICE:



William J. Rom, Jr., Mayor



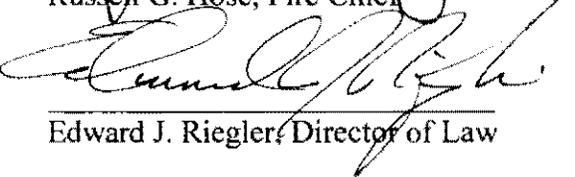
Kenneth Strope



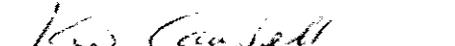
Russell G. Hose, Fire Chief



Michael Lucas



Edward J. Riegler, Director of Law



Kevin Campbell, Counsel for the
City of Fairlawn