

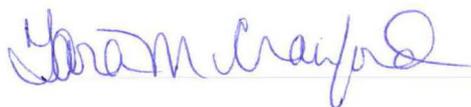
STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF : }
 }
FRATERNAL ORDER OF POLICE, } CASE NO.(S): 12-MED-08-0729
OHIO LABOR COUNCIL, INC., } (Police Officers)
EMPLOYEE ORGANIZATION, }
 }
and, }
 }
CITY OF SPRINGBORO, }
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).

Respectfully Submitted



Tara M. Crawford
Paralegal
F.O.P., O.L.C.I.
222 East Town Street
Columbus, Ohio 43215
614-224-5700

cc: Ms. Christine Thompson, chris@cityofspringboro.com
Mr. Jeff Kruithoff, jeff@cityofspringboro.com

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the City of Springboro ("City") and the Fraternal Order of Police, Ohio Labor Council, Inc. ("FOP"), the union representing a bargaining unit of City Employees in the classification of Police Officer as certified by the Ohio State Employment Relations Board.

Whereas, the City would like the ability, at its discretion, to hire police officers at a pay rate higher than the "less than one full year" pay rate that is currently allowed for in the collective bargaining agreement in an effort to hire officers with experience; and

Whereas, the membership of the FOP agree that hiring experienced officers is beneficial to the citizens of the City of Springboro and the membership of the bargaining unit; and

Whereas, the parties desire to make an allowance for the City to hire police officers at a pay rate higher than the "less than one full year" pay rate.

Now, Therefore, in consideration of these facts, the FOP and the City agree to the following:

1. Effective the signing date of this agreement, the City may, at its sole discretion, hire an experienced officer and place them at a step in the applicable pay scale between the "less than one full year" step not to exceed the "five or more full years" step.

2. Employees brought in at a step higher than the "less than one full year" step will progress through the steps annually, on their anniversary date, moving to the next step until such time they have reached top pay regardless of years of services with the Springboro Police Department.

3. Employees brought in under this agreement will be required to serve a probationary as outlined in Section 9.6 of the collective bargaining agreement.

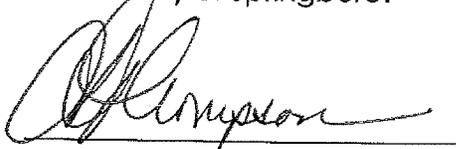
4. Although hired at a rate of pay higher than that listed for a "less than one full year" employee, seniority for those hired under this agreement will be computed from their date of hire with the City of Springboro, receiving no credit for prior time with other agencies or from other public employment. This date will be used for any seniority based consideration throughout their employment with the City.

5. Employees brought in under this agreement will earn vacation time pursuant to section 16.4 of the CBA, receiving no credit for prior time with other agencies or from other public employment.

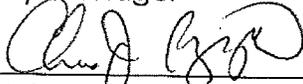
6. Employees brought in under this agreement will earn sick time in accordance with Section 19.2 (A) of the CBA and will be credited with any unused balance of sick leave earned from other agencies or from other public employment.

Signed this 31st day of July, 2014

For the City of Springboro:



Christine A. Thompson
City Manager

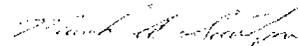


Christopher J. Pozzuto
Assistant City Manager



Jeffrey Kruthoff
Chief of Police

For the FOP/OLC:



Mark A. Scranton
FOP, Ohio Labor Council, Inc.



Nathan Anderkin



Jeffrey Strader