

The City of Reading (Employer) and the Fraternal Order of Police, Ohio Labor Council, Inc. (Representing the Employees) hereby agree to the following:

The Parties, as stated above, having been in negotiations concerning the reopener of wages, as contained in Article 12, Section 12.1, do hereby agree that there will be no change to the wages and salaries for calendar year 2014, however the Employer will provide a bonus of \$500.00 to each bargaining unit member within two pay periods of the signing of this reopener agreement. This agreement is for calendar year 2014 only as indicated in the "reopener" language.

ARTICLE 12 WAGES

Section 12.1 Wages and Salaries: Effective the beginning of the first full pay period after the signing of this document, wage and salary rates for bargaining unit personnel shall be as set forth below:

CLERK/DISPATCHER

	A	B	C	D	E	F	G	H	I
2013 ANNUAL RATE	\$42,896.56	\$44,613.03	\$46,397.86	\$48,253.21	\$50,183.42	\$52,190.41	\$52,779.58	\$53,485.89	\$53,957.05

PATROL OFFICER

	A	B	C	D	E	F	G	H
2013 Annual Rate	\$51,918.88	\$53,476.49	\$55,080.97	\$56,733.41	\$59,305.81	\$61,679.83	\$64,145.41	\$66,711.96

LIEUTENANT 2011 shall be 15% greater than Patrol Officer Step H Rate; Effective 1/1/13 Lieutenant shall be 15% greater than Patrol Officer Step H Rate.

	A
2013 Annual Rate	\$76,718.75

Not less than ninety (90) days nor more than one hundred and twenty (120) calendar days prior to January 1, 2014, the parties agree to reopen negotiations regarding the issue of wages for 2014. Not less than ninety (90) days nor more than one hundred and twenty (120) calendar days prior to January 1, 2015, the parties agree to reopen negotiations regarding the issue of wages for 2015 unless the 2015 wages were agreed to during the reopener for 2014.

FTO Compensation: Members assigned to the position of Field Training Officer (FTO) shall receive an additional forty cents (\$.40) per hour for each hour the employee is assigned and performing the duties of an FTO.

1. The annual salary for Lieutenant's is determined by adding fifteen percent (15%) rank differential to the annual salary of the top step Patrol Officer.

Clerk/Dispatchers shall serve six (6) months in the Step to which they were appointed and one year in each Step thereafter until the top step is reached.

Patrolmen shall serve one (1) year in each Step before entering the top Step.

The Employer will not implement a merit pay plan unless agreement on a plan is reached with the FOP.

2. Pension Pickup. The City shall provide a Pension Pickup program by the salary reduction method, deducting the employee contribution from the gross salary each year.

IN WITNESS WHEREOF, the parties hereunto signed by their representatives this 19 day of January, 2015.

For the City of Reading, Ohio:

**For the Fraternal Order of Police,
Ohio Labor Council, Inc.:**


