

**AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE
CITY OF KENTON AND THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION
(FULL-TIME POLICE OFFICER)**

EFFECTIVE JANUARY 1, 2013 THROUGH DECEMBER 31, 2015

1. In satisfaction of the parties' reopener on wages, the City of Kenton and the Ohio Patrolmen's Benevolent Association agree that the following language shall replace and supersede the language in Article 19, Wages, in the collective bargaining agreement for Full-Time Police Officers as stated below, effective January 1, 2014:

ARTICLE 19, WAGES

Section 19.1. Bargaining unit members shall be compensated in accordance with the following wage scales:

POLICE OFFICERS

Effective	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
Jan. 1, 2013	\$17.20	\$17.71	\$18.32	\$18.95	\$19.55	\$20.10

Effective	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
Jan. 1, 2014	\$17.46	\$17.98	\$18.59	\$19.23	\$19.84	\$20.40

Effective	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
Jan. 1, 2015	\$17.63	\$18.16	\$18.78	\$19.42	\$20.04	\$20.60

POLICE OFFICERS WITH DEGREE IN LAW ENFORCEMENT

Effective	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
Jan. 1, 2013	\$17.71	\$18.32	\$18.95	\$19.55	\$20.23	\$20.78

Effective	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
Jan. 1, 2014	\$17.98	\$18.59	\$19.23	\$19.84	\$20.53	\$21.09

Effective	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
Jan. 1, 2015	\$18.16	\$18.78	\$19.42	\$20.04	\$20.74	\$21.30

Section 19.2. New employees shall enter the bargaining unit at Step A of the applicable pay scale as contained in Section 19.1.

Section 19.3. Employees shall receive a performance evaluation after each year of service in the above pay ranges. If it is determined that the employee's performance has been satisfactory or above satisfactory, the employee shall receive a step increase. Employees shall be eligible for step increases until they reach the final step of the applicable pay range.

Section 19.4. Pay Period. The salaries and wages of employees shall be paid bi-weekly, on Friday of the appropriate week. In the event this day is a holiday, the preceding day shall be the payday.

Section 19.5. O.I.C. Pay. In the absence of any other supervisory employee, the most senior officer on duty who has completed first-line supervisor training, shall assume responsibility as Officer-In-Charge (O.I.C.). Officers assigned to be in the O.I.C. will be eligible for O.I.C. pay provided such assignment is approved by the Police Chief or designee and payment is authorized by the Safety-Service Director. The O.I.C. supplement shall be 4.0% above the employee's regular rate of pay.

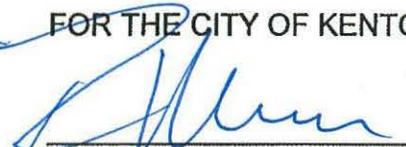
Section 19.6. Pay for Training. A bargaining unit member who is assigned to training of other employees shall receive an additional fifty cents (\$.50) per hour for the period of the training assignment. This provision regarding pay for training shall apply specifically and only to the following training assignments:

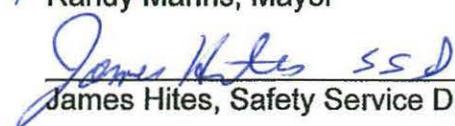
1. Firearms Instructor
2. BATON/ASP Instructor
3. Field Training Officer
4. TAG (Terminal Agency Coordinator)

All training assignments shall be made solely by and at the discretion of the Chief, with the advance approval of the Safety-Service Director.

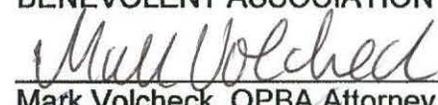
IN WITNESS WHEREOF, the Parties have caused this Amendment to be executed on the 9th day of December, 2013.

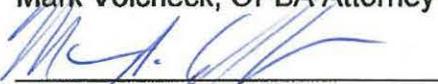
FOR THE CITY OF KENTON


Randy Manns, Mayor

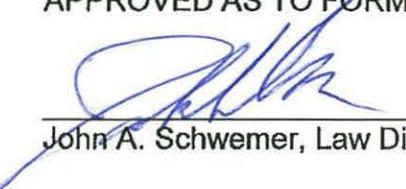

James Hites, Safety Service Director

FOR THE OHIO PATROLMEN'S
BENEVOLENT ASSOCIATION


Mark Volcheck, OPBA Attorney


Marc Coffman, Police Officer

APPROVED AS TO FORM:


John A. Schwemer, Law Director