

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

**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 Sergeants as stated below, effective January 1, 2014:

**ARTICLE 19, WAGES (SERGEANTS)**

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

**SERGEANTS**

<b>Effective</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
Jan. 1, 2013	\$19.08	\$19.65	\$20.35	\$21.04	\$21.70	\$22.30
Jan. 1, 2014	\$19.37	\$19.94	\$20.66	\$21.36	\$22.03	\$22.63
Jan. 1, 2015	\$29.56	\$20.14	\$20.87	\$21.57	\$22.25	\$22.86

**SERGEANTS WITH DEGREE IN LAW ENFORCEMENT**

<b>Effective</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
Jan. 1, 2013	\$19.65	\$20.35	\$21.04	\$21.70	\$22.45	\$23.06
Jan. 1, 2014	\$19.94	\$20.66	\$21.36	\$22.03	\$22.79	\$23.41
Jan. 1, 2015	\$20.14	\$20.87	\$21.57	\$22.25	\$23.02	\$23.64

**Section 19.2.** Upon entering the bargaining unit due to a promotion, the employee shall be assigned to the lowest rate in the pay scale listed in the above section which provides an increase in the employee's previous rate of pay. New employees shall enter the bargaining unit at Step A of the above pay scale.

**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. 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. 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 9<sup>th</sup> day of December, 2013.

FOR THE CITY OF KENTON



Randy Manns, Mayor

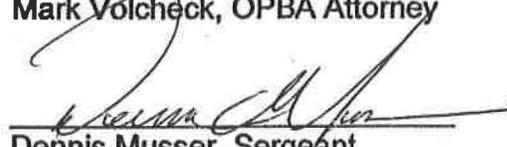


James Hites, Safety Service Director

FOR THE OHIO PATROLMEN'S  
BENEVOLENT ASSOCIATION

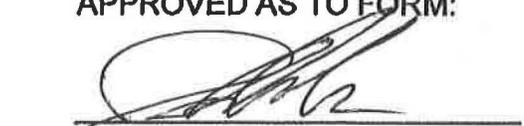


Mark Volcheck, OPBA Attorney



Dennis Musser, Sergeant

APPROVED AS TO FORM:



John A. Schwemer, Law Director