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RE: Contract Negotiations
2015-MED-09-0752

EXTENSION AND RETROACTIVITY AGREEMENT

The parties to this Extension and Retroactivity Agreement are the City of Richmond Heights (hereinafter referred to as the "City") and the Ohio Patrolmen's Benevolent Association (hereinafter referred to as the "OPBA"). The parties have agreed that the current collective bargaining agreement effective January 1, 2013, until December 31, 2015, shall be extended indefinitely, pending the completion of negotiations, with the exception of the health care provision contain in section 22.1 of the collective bargaining agreement. Further, the City and OPBA agree that first year matters with cost implications, if any, may be retroactive to January 1, 2016 and agree to waive the statutory impediment to retroactivity in R.C. 4117.14(G)(11).

Finally, this Agreement (except for retroactivity) can be terminated by either the City or the OPBA through the service of twenty-one (21) days' advance written notification of intention to terminate on the other party, in which case the parties will proceed to impasse resolution as provided in R.C. 4117.14 or as agreed by the parties.

FOR THE CITY

FOR THE OPBA

By: Sara J. Fagnilli

By: [Signature]

Print Name: Sara J. Fagnilli

Print Name: Jeff Perry

Title: Lead Negotiator

Title: Business Agent

Date: December 3, 2015

Date: 12/8/15