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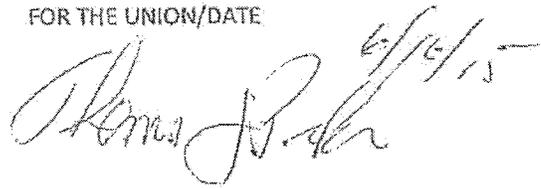
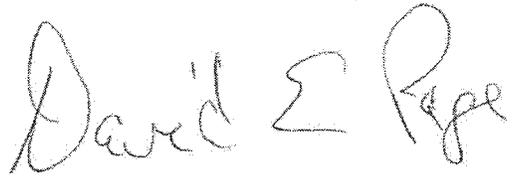
The parties, The City of Washington Court House, hereinafter referred to as the "Employer" or "the City" and the Fraternal Order of Police, Ohio Labor Council Inc., hereinafter referred to as the "FOP" or "the Union" have agreed to the following:

- 1) The parties have met with the police officers, dispatchers and sergeants throughout 2015 to negotiate wages to be effective March 1, 2015 thru February 28, 2015.
- 2) The parties met on June 11, 2015 whereas the City proposed a bonus of \$1,000.00 for each member of the three (3) bargaining units.
- 3) The union proposed wage increases of three percent (3%) to be added to the hourly rates of pay of bargaining unit members.
- 4) The parties were unable to reach agreement and the union declared impasse.
- 5) The sergeants bargaining unit SERB number 89-REP-08-0194 certified on December 12, 1989 had further discussions and Tom Fehr was contacted on Friday June 12, 2015 by Sergeant David Page indicating the sergeants would like to accept the city's offer of the \$1,000.00 bonus.
- 6) (Tom Fehr) contacted Joe Denen and he agreed the offer was still open.
- 7) The sergeants agree that by accepting the \$1,000.00 bonus that they are withdrawing their request for fact finding and that it resolves all wage issues for contract year 3/1/15-2/28/16.

FOR THE CITY/DATE

  
6/16/15

FOR THE UNION/DATE

  
6/14/15  
  
6-17-15

The parties, The City of Washington Court House, hereinafter referred to as the "Employer" or the "City" and the Fraternal Order of Police, Ohio Labor Council Inc., hereinafter referred to as the "FOP" or the "Union" have agreed to the following:

- 1) The parties have met with the police officers and dispatchers throughout 2015 to negotiate wages to be effective March 1, 2015 thru February 28, 2016.
- 2) The parties met on June 11, 2015 whereas the City proposed a bonus of \$1,000.00 for each member of the listed two (2) bargaining units.
- 3) The union proposed wage increases of three percent (3%) to be added to the hourly rates of pay of the listed bargaining unit members.
- 4) The parties were unable to reach agreement and the union declared impasse.
- 5) A fact finding hearing is set for Monday August 3, 2015 before Howard B. Tolley Jr. for the dispatchers and related classifications Case #2014-MED-12-1656 and for the patrol officer Case #2014-MED-12-1655.
- 6) The parties have reached an agreement to avoid fact finding.
- 7) The dispatchers et all and patrol officers agree to the \$1,000.00 bonus offered by the city earlier in negotiations. The parties also agree to extend the attached document for the listed bargaining units titled "Seniority Bid Shifts" dated 5/2/13 through the entire successor contract that will be effective March 1, 2016 thru February 28, 2019.

FOR THE CITY/DATE  
FOR THE UNION/DATE

*Joe Dennis 7-24-15*  
*Thomas J. Baker 7/24/15*

5/2/13

Seniority Bid Shifts

1. Shifts shall be bid and assigned by seniority as defined in section 14.1 of the bargaining agreement.
  - a. "Seniority" shall be computed on the basis of uninterrupted length of continuous service with the City of Washington Court House Police department.
2. In November of the current year a bid sheet shall be posted in a common area for all personnel to have access.
  - a. The bid sheet shall be posted for 7 calendar days.
  - b. The bid sheet shall be removed by the Chief of Police or his designee on a date specified on the posting.
  - c. Failure to select a bid permits assignment by the Chief of Police or his designee.
3. Upon the removal of the bid sheet, assignments will be made as soon as is practical and reposted for shift assignment notification.
4. The new shift assignments shall be made effective on the second full week of January of the next year.
5. Shifts shall be re-bid during the calendar year if necessary due to a known event or unforeseen circumstances such as but not limited to termination, layoff, retirement, or resignation, promotion, or a change of duty assignments within the department (example- investigator).

CITY  
Joe DeWan  
Maur

GCP  
Klaus Beck  
Sgt Russell  
Sgt R.C. Job  
Patricia M. Dawson