

CONTRACT ADDENDUM

This Contract Addendum made and entered into on the 30th day of November, 2015, by and between the City of Middletown and the Fraternal Order of Police/Ohio Labor Council, as representative of the Civilian Employees.

WHEREAS, the City and the FOP/OLC entered into a collective bargaining agreement for the period from January 1, 2014 through December 31, 2016; and

WHEREAS, the collective bargaining agreement contains a wage re-opener provision for the agreement years commencing January 1, 2016 to December 31, 2016 and no other Articles of the Collective Bargaining Agreement were to be considered; and

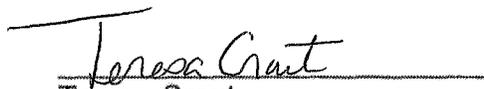
NOW, THEREFORE, the parties agree that the following amendments to the Agreement:

1. Article 22 – Wages. Section 1 is hereby amended as set forth in Exhibit "A", attached hereto and incorporated herein. The remainder of Article 22 remains unchanged and is as set forth in the collective bargaining agreement.
2. Members shall participate in the "Performance-Based Compensation" set forth in the Pay & Benefits Ordinance, as adopted by the City Council of Middletown each year. **In 2016, the Performance-Based Compensation is set at \$500.00.**

Fraternal Order of Police


Thomas Fehr
FOP/OLC

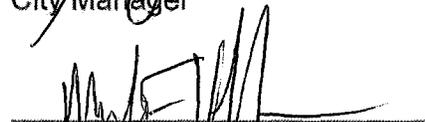

Cheryl Linkous
Bargaining Committee Member


Teresa Crout
Bargaining Committee Member

City of Middletown


Leslie S. Landen
Law Director


Douglas Adkins
City Manager


Mark Hoffmann
Assistant Police Chief


Seth Cantwell
Staff Attorney

Exhibit "A"

ARTICLE 22 – WAGES

1. There are hereby established the following pay ranges for the following classifications:

Civilian Employees

A. Neighborhood Improvement Specialist

	A	B	C	D	E	F	G
Current							
Annual	\$37,670.88	\$39,451.31	\$41,283.90	\$43,268.14	\$45,303.46	\$47,431.24	\$49,659.96
Bi-Weekly	\$ 1,448.88	\$ 1,517.36	\$ 1,587.84	\$ 1,664.16	\$ 1,742.44	\$ 1,824.28	\$ 1,910.00
Hourly	\$ 18.1110	\$ 18.9670	\$ 19.8480	\$ 20.8020	\$ 21.7805	\$ 22.8035	\$ 23.8750
Effective January 1, 2016 – 1%							
Annual	\$38,048.40	\$39,846.56	\$41,696.72	\$43,700.80	\$45,756.88	\$47,905.52	\$50,157.12
Bi-Weekly	\$ 1,463.40	\$ 1,532.56	\$ 1,603.72	\$ 1,680.80	\$ 1,759.88	\$ 1,842.52	\$ 1,929.12
Hourly	\$18.2925	\$19.1570	\$20.0465	\$21.0100	\$21.9985	\$23.0315	\$24.1140

B. Police Records Clerks Hired Prior to 6/10/1997

	A	B	C	D	E	F	G
Current							
Annual	\$32,496.89	\$34,024.62	\$35,622.09	\$37,298.52	\$39,059.36	\$40,876.17	\$42,839.72
Bi-Weekly	\$ 1,249.88	\$ 1,308.64	\$ 1,370.08	\$ 1,434.56	\$ 1,502.28	\$ 1,572.16	\$ 1,647.68
Hourly	\$ 15.6235	\$ 16.3580	\$ 17.1260	\$ 17.9320	\$ 18.7785	\$ 19.6520	\$ 20.5960
Effective January 1, 2016 – 1%							
Annual	\$32,822.40	\$34,365.76	\$35,978.80	\$37,671.92	\$39,450.32	\$41,284.88	\$43,268.16
Bi-Weekly	\$1,262.40	\$1,321.76	\$1,383.80	\$1,448.92	\$1,517.32	\$1,587.88	\$1,664.16
Hourly	\$15.7800	\$16.5220	\$17.2975	\$18.1115	\$18.9665	\$19.8485	\$20.8020

C. Word Processing Operators Hired Prior to 1/1/1999

	A	B	C	D	E	F	G
Current							
Annual	\$31,038.89	\$32,496.89	\$34,024.62	\$35,622.09	\$37,298.52	\$39,059.36	\$40,876.17
Bi-Weekly	\$ 1,193.80	\$ 1,249.88	\$ 1,308.64	\$ 1,370.08	\$ 1,434.56	\$ 1,502.28	\$ 1,572.16
Hourly	\$ 14.9225	\$ 15.6235	\$ 16.3580	\$ 17.1260	\$ 17.9320	\$ 18.7785	\$ 19.6520
Effective January 1, 2016 – 1%							
Annual	\$31,349.76	\$32,822.40	\$34,365.76	\$35,978.80	\$37,671.92	\$39,450.32	\$41,284.88
Bi-Weekly	\$1,205.76	\$1,262.40	\$1,321.76	\$1,383.80	\$1,448.92	\$1,517.32	\$1,587.88
Hourly	\$15.0720	\$15.7800	\$16.5220	\$17.2975	\$18.1115	\$18.9665	\$19.8485

D. Police Records Clerk Hired On or After 6/10/97 and Word Processing Operators Hired On or After 1/1/1999

	A	B	C	D	E	F	G
Current							
Annual	\$27,582.88	\$28,879.86	\$30,237.94	\$31,659.64	\$33,147.94	\$34,705.91	\$36,334.57
Bi-Weekly	\$ 1,060.88	\$ 1,110.76	\$ 1,163.00	\$ 1,217.68	\$ 1,274.92	\$ 1,334.84	\$ 1,397.48
Hourly	\$ 13.2610	\$ 13.8845	\$ 14.5375	\$ 15.2210	\$ 15.9365	\$ 16.6855	\$ 17.4685
Effective January 1, 2016 – 1%							
Annual	\$27,859.52	\$29,168.88	\$30,540.64	\$31,976.88	\$33,479.68	\$35,053.20	\$36,698.48
Bi-Weekly	\$1,071.52	\$1,121.88	\$1,174.64	\$1,229.88	\$1,287.68	\$1,348.20	\$1,411.48
Hourly	\$13.3940	\$14.0235	\$14.6830	\$15.3735	\$16.0960	\$16.8525	\$17.6435

E. Community Service Officer

	A	B	C	D	E	F	G
Current							
Annual	\$31,659.64	\$33,147.94	\$34,705.91	\$36,334.57	\$38,045.37	\$39,842.50	\$41,693.70
Bi-Weekly	\$ 1,217.68	\$ 1,274.92	\$ 1,334.84	\$ 1,397.48	\$ 1,463.28	\$ 1,532.40	\$ 1,603.60
Hourly	\$ 15.2210	\$ 15.9365	\$ 16.6855	\$ 17.4685	\$ 18.2910	\$ 19.1550	\$ 20.0450
Effective January 1, 2016 – 1%							
Annual	\$31,976.88	\$33,479.68	\$35,053.20	\$36,698.48	\$38,425.92	\$40,241.76	\$42,110.64
Bi-Weekly	\$1,229.88	\$1,287.68	\$1,348.20	\$1,411.48	\$1,477.92	\$1,547.76	\$1,619.64
Hourly	\$15.3735	\$16.0960	\$16.8525	\$17.6435	\$18.4740	\$19.3470	\$20.2455