

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF :

FRATERNAL ORDER OF POLICE,
OHIO LABOR COUNCIL, INC.,
EMPLOYEE ORGANIZATION,

CASE NO.(S): 13-MED-09-1143
13-MED-09-1144
13-MED-09-1145

and,

CITY OF BUCYRUS,
EMPLOYER.

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FILING OF COLLECTIVE BARGAINING AGREEMENT
(Addendum)

Pursuant to Board Rule 4117-09-07, the F.O.P. Ohio Labor Council Inc. hereby files a copy of an addendum and amendment to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted

Tara M. Crawford
Paralegal
F.O.P., O.L.C.I.
222 East Town Street
Columbus, Ohio 43215
614-224-5700

cc: Mr. Robert Ratliff, lawdir@cityofbucyrusoh.us
Mr. Jeff Reser, admin@cityofbucyrusoh.us

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between the Employer (City of Bucyrus) and the Union (Fraternal Order of Police, Ohio Labor Council, Inc.) for the purpose of modifying Article 30 Promotions in the Collective Bargaining Agreement covering the period of January 1-December 31, 2014.

The parties agree that Article 30 shall be amended to read as follows:

ARTICLE 30 **PROMOTIONS**

Section 30.1 Definition

A vacancy is a job opening that the Employer decides to post and fill on a permanent basis. Leaves of absence or any other employment action, consequence or result which causes a job opening, so as to appear to create a vacancy, does not create a vacancy until the Employer intends to fill that position. When the Employer makes the decision to fill a vacancy that will result in a promotion(s) the terms of this article shall govern the promotion process.

Section 30.2 Eligibility for Promotions

A. To the Rank of Lieutenant

In order to be automatically eligible to take the promotional examination for the rank of lieutenant, an employee must be off probation and must have a minimum of five (5) continuous years in the rank of patrol officer with the Bucyrus Police Department as of the scheduled date of the examination.

If less than two (2) officers meeting the five (5) year minimum requirement are eligible or willing to take the lieutenant promotional examination, then the time in service requirement shall be automatically reduced to three (3) continuous years.

A passing score on a competitive examination shall be 70%. A candidate must achieve at least a passing score on the competitive examination to be eligible for seniority credit. Credit for seniority shall equal one half (½) point for each full year of service as an officer with the Bucyrus Police Department as of the date of the competitive examination, not to exceed ten (10) points.

B. To the Rank of Captain

In order to be automatically eligible to take the promotional examination for the rank of captain, an employee must have a minimum of one (1) year in the rank of lieutenant with the Bucyrus Police Department as of the scheduled date of the examination.

However, this requirement will be suspended in cases where there are not two (2) or more candidates for the exam who meet this criteria

Section 30.3 Test Scores and Seniority Credit

A passing score on the competitive examination for either rank shall be seventy percent (70%). A candidate must achieve at least a passing score on the competitive examination to be eligible for seniority credit. Credit for seniority shall equal one half (1/2) point for each full year of service as an officer with the Bucyrus Police Department as of the date of the competitive examination, not to exceed ten (10) points.

The parties further agree that once herein modified, Article 30 shall remain in full force and effect through the balance of the contract term and/or until modified by the parties either as the result of a successor agreement or by mutual agreement.

The parties also agree that all other articles and/or sections not specifically modified by this MOU shall remain as current contract language and shall remain in full force and effect through the balance of the contract term and/or until modified by the parties either as the result of a successor agreement or by mutual agreement.

Date 6-24-16

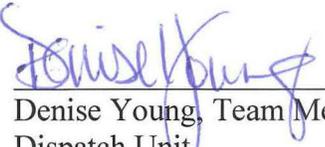
**For the FOP,
Ohio Labor Council, Inc.:**


Andrea H. Johan, Staff Representative

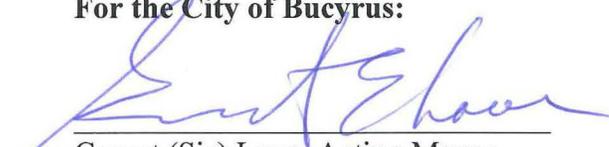

Curt Bursby, Team Member,
Patrol Officer Unit


Tracy Keegan, Team Member,
Patrol Officer Unit

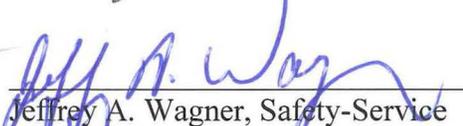

Gregory Stevens, Team Member,
Supervisor Unit


Denise Young, Team Member,
Dispatch Unit

For the City of Bucyrus:


Garnet (Sis) Love, Acting Mayor


Robert A. Ratliff, Law Director


Jeffrey A. Wagner, Safety-Service
Director


David Koepke, Chief of Police