

**Memorandum Agreement on Contract Extension
Civilian Employees #1572**

**ARTICLE 18
INSURANCE**

13-MED-10-1402

Section 18.01. Medical Insurance:

- A. All full-time Employees and their eligible dependents shall be eligible to participate in the City's medical insurance plan entailing comprehensive medical benefits, major medical coverage, prescription drug, diagnostic service, hospitalization, surgical coverages and emergency care.

Effective January 1, 2017, employees will pay sixteen percent (16.0%) of the total monthly premium of the base insurance plan. If additional plan options are offered, the parties will negotiate the percent of the total monthly premium to be paid. If the parties are unable to agree upon the percent of monthly premium for those plans, then the 16.0% amount will apply to the optional plan(s) as well.

Effective January 1, 2018, employees will pay seventeen percent (17.0%) of the total monthly premium of the base insurance plan. If additional plan options are offered, the parties will negotiate the percent of the total monthly premium to be paid. If the parties are unable to agree upon the percent of monthly premium for those plans, then the 17.0% amount will apply to the optional plan(s) as well.

** PARAGRAPHS B, C, AND D F SECTION 18.01 CONTINUE UNCHANGED.

Section 18.02. Dental Insurance:

All full-time Employees and their eligible dependents shall be eligible to participate in the City's dental insurance plan implemented with this Agreement. This dental plan shall consist of coverages including preventive services (100%), basic services (80%), major services (50%), annual maximum (\$1,000), orthodontics (50%), lifetime maximum (\$1,500), and deductible (none).

Effective January 1, 2017, the City shall pay 84% of the full cost of premiums during calendar year 2017 of this Agreement, and the employee shall pay 16%.

Effective January 1, 2018, the City shall pay 83% of the full cost of premiums during calendar year 2017 of this Agreement, and the employee shall pay 17%.

During the term of this Agreement, the City may change the dental plan, provider or method of dental insurance services, provided that the dental care benefits, coverage levels and provider network are substantially comparable to the pre-existing plan.

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ARTICLE 20

WAGES, ACTING SUPERVISOR PAY, SHIFT DIFFERENTIAL

Section 20.01. Salary Classifications: For purposes of determining wages during the term of this Agreement, the following salary classifications shall apply:

Grade 118	-	Communications Operators
Grade 119	-	Records
Grade 120	-	Crime Prevention & Property Resource
Grade 121	-	Facilities, Fleet & Equipment Coordinator

Section 20.041. 2017 Wages

Effective January 1, 2017, all bargaining unit wages shall be increased three percent (3%) over the previous year (2016).

2017	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Facilities, Fleet & Equipment Coordinator	121	37,752	40,394	43,014	45,635	48,277	51,189	53,810
		18.15	19.42	20.68	21.94	23.21	24.61	25.87
Crime Prevention & Property Resource	120	46,383	49,837	53,248	56,666	60,050	63,482	66,872
		22.30	23.96	25.60	27.24	28.87	30.52	32.15
Records	119	34,445	36,795	39,062	41,475	43,784	46,072	48,402
		16.56	17.69	18.78	19.94	21.05	22.15	23.27
Communications Operators	118	43,680	46,613	49,483	52,416	55,328	58,261	61,152
		21.00	22.41	23.79	25.20	26.60	28.01	29.40

Section 20.042. 2018 Wages

Effective January 1, 2018, all bargaining unit wages shall be increased three percent (3%) over the previous year (2017).

2018	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Facilities, Fleet & Equipment Coordinator	121	38,875	41,600	44,304	47,008	49,733	52,728	55,432
		18.69	20.00	21.30	22.60	23.91	25.35	26.65
Crime Prevention & Property Resource	120	47,778	51,334	54,850	58,365	61,859	65,395	68,869
		22.97	24.68	26.37	28.06	29.74	31.44	33.11
Records	119	35,485	37,798	40,227	42,723	45,094	47,445	49,858
		17.06	18.22	19.34	20.54	21.68	22.81	23.97
Communications Operators	118	44,990	48,006	50,960	53,997	56,992	60,008	62,982
		21.63	23.08	24.50	25.96	27.40	28.85	30.28


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**ARTICLE 28
DURATION OF AGREEMENT**

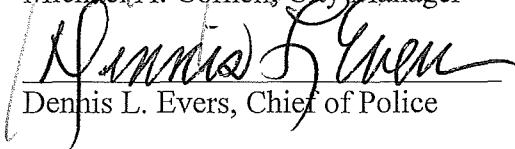
Section 28.01 This Agreement shall commence as of the first day of January, 2017 and shall remain in full force and effect through and including the 31st day of December, 2018. Each and every provision of the parties' existing collective bargaining agreement, originally having effective dates of January 1, 2014 through December 31, 2016, not specifically addressed in this Memorandum Agreement continues in full force and effect.

IN WITNESS WHEREOF, the undersigned, being duly authorized and directed by each party to this Agreement to execute this Memorandum Agreement of Contract Extension, have hereunto set their hands this 30th day of September, 2016.

CITY OF BEAVERCREEK

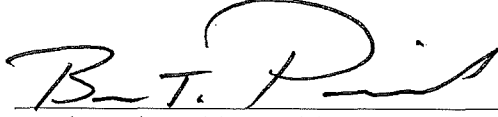


Michael A. Cornell, City Manager

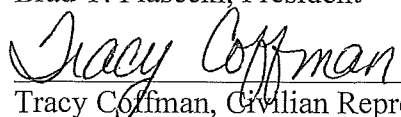


Dennis L. Evers, Chief of Police

FRATERNAL ORDER OF POLICE
BEAVERCREEK LODGE NO. 160



Brad T. Piasecki, President



Tracy Coffman, Civilian Representative

#1572