

# Memorandum Agreement on Contract Extension Sergeants - #1571

13-MED-10-1403

## ARTICLE 18 INSURANCE

### 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%) 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% amount will apply to the optional plan(s) as well.**

**Effective January 1, 2018, employees will pay seventeen percent (17%) 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% amount will apply to the optional plan(s) as well.**

**\*\* PARAGRAPHS B, C, AND D OF 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%.**

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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 115	-	Lieutenant
Grade 116	-	Sergeant

### Section 20.041 2017 Wages

Effective January 1, 2017 all bargaining unit wages and step amounts shall be increased by three percent (3%) over the previous year (2016). Employees will continue to advance to the next step level where applicable.

2017	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Sergeants	116	84,947	88,816					
		40.84	42.70					
Lieutenants	115	97,656	102,107					
		46.95	49.09					

### Section 20.042 2018 Wages

Effective January 1, 2018 all bargaining unit wages and step amounts shall be increased by three percent (3%) over the previous year (2017). Employees will continue to advance to the next step level where applicable.

2018	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Sergeants	116	87,506	91,478					
		42.07	43.98					
Lieutenants	115	100,589	105,165					
		48.36	50.56					

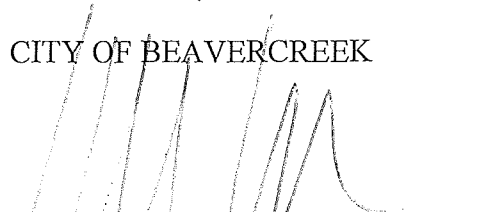
## ARTICLE 28 DURATION OF AGREEMENT

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 31<sup>st</sup> 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.

**Memorandum Agreement on Contract Extension  
Sergeants - #1571**

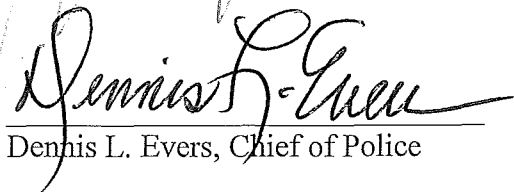
IN WITNESS WHEREOF, the undersigned, being duly authorized and directed by each party to this Agreement to execute this Memorandum Agreement of Contract Extension, have hereunto set their hands this 30<sup>th</sup> day of September, 2016.

CITY OF BEAVERCREEK



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Michael A. Cornell, City Manager



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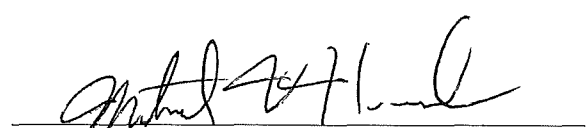
Dennis L. Evers, Chief of Police

FRATERNAL ORDER OF POLICE  
BEAVERCREEK LODGE NO. 160



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Brad T. Piasecki, President



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Michael Hummel, Supervisor Representative

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