

**ADDENDUM TO THE 2014 – 2016 COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE ROCKY RIVER FIRE FIGHTERS, LOCAL #659
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS NORTHERN OHIO
FIRE FIGHTERS AND THE CITY OF ROCKY RIVER, OHIO**

WHEREAS, the following is an Addendum to the 2014-2016 Collective Bargaining Agreement between the City of Rocky River and the Rocky River Fire Fighters, Local #659 International Association of Fire Fighters Northern Ohio Fire Fighters (“Fire”) collectively referred to herein as “the parties”, for the 12-month period commencing January 1, 2016; and

WHEREAS, Article 15(A), “SALARIES, HOURLY RATES AND OVERTIME”, of said 2014-2016 Collective Bargaining Agreement provided for a wage re-opener for the year 2016 as follows:

Negotiations for salaries and hourly rates shall be reopened on or before November 1, 2015 to determine wages effective for the year commencing January 1, 2016. Such reopener will be governed by O.R.C. 4117.14.

WHEREAS, the terms of this Addendum is based upon the findings of conciliation, which has the specific purpose of establishing salaries and hourly rates for the year 2016.

NOW THEREFORE, based upon the mutual agreement and consideration acknowledged between the parties, it is agreed as follows:

ARTICLE 15(A). SALARIES, HOURLY RATES AND OVERTIME

The annual wage for employees of the bargaining unit shall be in accordance with the following Schedule: The Lieutenant's salary is calculated at 13.5% above the second year Fireman's salary in each time period. The Captain's salary is calculated at 12% above the Lieutenant's salary in each time period. The Schedule reflects the following wage increases: 2% effective 1/1/16, and an additional 1% wage increase effective 7/1/16.

	12/31/15	2% 1/1/2016 to 6/30/16	1% 7/1/16 to 12/31/16
Captain	\$86,991.60	\$89,919.81	\$90,819.00
Lieutenant	\$77,671.06	\$80,285.55	\$81,088.40
Firefighter (after 2 years)	\$69,349.18	\$70,736.16	\$71,443.52
Firefighter (after 1 year)	\$61,132.75	\$62,355.41	\$62,978.96
Firefighter (starting)	\$53,049.18	\$54,110.16	\$54,651.26
Fire Prevention Officer	\$77,671.06	\$80,285.55	\$81,088.40

These salaries shall be paid bi-weekly using the factor of 26.0893.

This Agreement is made and entered into at Rocky River, Ohio, this 7 day of April, 2016, by and between the City of Rocky River, Ohio and the Rocky River Fire Fighters, Local #659 International Association of Fire Fighters Northern Ohio Fire Fighters.

ROCKY RIVER FIRE FIGHTERS
ASSOCIATION, LOCAL #659

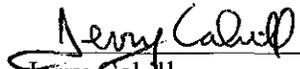
THE CITY OF ROCKY RIVER



Kevin Bednarski
Local President - Negotiator



Pamela E. Bobst, Mayor



Jerry Cahill
Negotiator

APPROVED AS TO FORM:



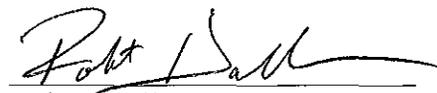
Steve Golobic
Negotiator



Andrew D. Bemer, Law Director



George Kraus
Negotiator



Robert Hallen
Negotiator