

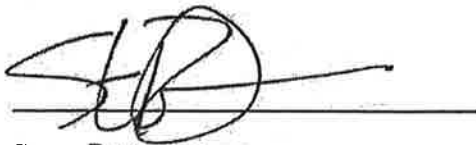
Memorandum of Understanding

This Memorandum of Understanding is entered into by the City of Athens (the Employer) and the American Federation of State, County and Municipal Employees, Local 3351, Ohio Council 8. AFL-CIO (the Union). As a result, of the grievance regarding Command Pay the parties agree to the following modification of Article 24, Command Pay.

Article 24 - Command Pay

- 1. (No Change)
- 2. The Senior on duty firefighter who is required to function as the shift supervisor in the absence of an officer at Station 1, shall be paid a command pay differential of three dollars (\$3.00) per hour, for all such hours worked in the that capacity, provided the City shall only be required to have one firefighter performing the duties of shift supervisor on any given shift. ~~Lieutenants will be paid one dollar and fifty cents (\$1.50) for the above referenced duties beginning on the fifth consecutive duty day.~~
- 3. **In the event a Captain is absent for an extended period: Lieutenants performing the duties of shift supervisor shall be paid one dollar and fifty cents (\$1.50) per hour, for all such hours the Lieutenant is present on his/her assigned shift, beginning on the fifth day worked as shift supervisor, in the absence of the Captain. The Lieutenants' pay differential shall cease only upon the return of the assigned shift Captain. Once the Captain has returned, the Lieutenants' time resets.**
- ~~3.~~ 4. Duties of the shift supervisor... (No change in language)

Date: 11-21-10



Steve Patterson, Mayor



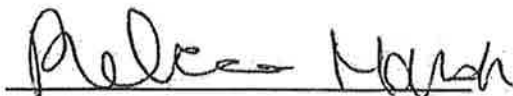
John John, Staff Representative  
AFSCME Ohio Council 8



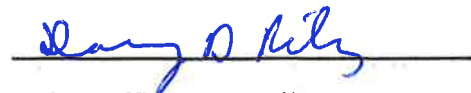
Andy Stone, Service- Safety Director



Mike Philibin, Union President



Rebeca Marsh, Human Resources Director



Union Officer, Dan Riley