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# AGREEMENT

BY AND BETWEEN

**THE BOARD OF  
CLEARCREEK TOWNSHIP TRUSTEES**



AND



**OHIO PATROLMEN'S BENEVOLENT ASSOCIATION  
(POLICE OFFICERS)**

FROM

**JANUARY 1, 2012**

THROUGH

**DECEMBER 31, 2014**

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## **PREAMBLE**

This Agreement is entered into by and between the Trustees of Clearcreek Township, hereinafter referred to as "**the Township**", and the **Ohio Patrolmen's Benevolent Association** hereinafter referred to as "**the Union**" or "**the OPBA**."

## **ARTICLE 1**

### **RECOGNITION**

#### **SECTION 1.1 - RECOGNITION**

The Township recognizes the Union as the sole and exclusive representative and bargaining agent of all full-time police officer employees of the Department as set forth in the certification of the State Employment Relations Board in Case Number 2011-REP-09-0079 for purpose of collective bargaining with respect to wages, hours, and other terms and conditions of employment.

#### **SECTION 1.2 - MALE PRONOUN**

Whenever the male pronoun or adjective is used in this Agreement, it shall be deemed to also include the female, unless otherwise indicated.

## **ARTICLE 2**

### **INTEGRITY OF AGREEMENT**

#### **SECTION 2.1 - SUPERSEDES ALL PREVIOUS AGREEMENTS**

The Township and the Union agree that the terms and provisions contained in this written Agreement constitute the entire agreement between the parties and supersede all previous communications, understandings, or memorandum of understandings, pertaining to any matters set forth in this Agreement, or to any other matter. This Agreement expresses all obligations and restrictions imposed on each of the respective parties during its term.

#### **SECTION 2.2 - INTEGRITY**

The Township and the Union agree that during the negotiations which preceded this Agreement, each party had the unlimited right to make any demands or proposals and to bargain about each and every proposal made. The results of such negotiation are contained herein.

## **ARTICLE 3**

### **MANAGEMENT'S RIGHTS**

#### **SECTION 3.1 - MANAGEMENT'S RIGHTS**

The Township shall retain all of the rights, powers and authority vested in it prior to the date of this Agreement. Unless the Township has specifically set forth in this Agreement a limitation upon the Township's or the Police Chief's right or duty to manage the Police Department, the Township shall retain all rights imposed upon it by law, to carry out the administration of the Township and the Police Department. The right to manage shall include, but not be limited to:

- A - The right to direct, supervise, hire, promote, demote, suspend, discipline, or discharge, for just cause; transfer, assign, schedule and retain employees.
- B - The right to relieve employees from duty and determine the number of personnel needed in the Police Department, or to perform any function; determine the services to be rendered, the operation to be performed, utilization of technology, and overall budgetary matter.
- C - The right to purchase equipment, material or services, or to contract for services if necessary for the efficient management of the Police Department.
- D - The right to determine the appropriate job duties and personnel by which operations are to be conducted; determine the overall mission of the Police Department; maintain and approve the efficiency and effectiveness of the Police Department, and the Township.
- E - The right to make reasonable rules to regulate the Police Department, and to establish and amend policies and procedures, and necessary rules relating to the operation of the Police Department in regard to any matter.
- F - The right to take any necessary actions to carry out the mission of the Police Department and to take whatever actions may be necessary to carry out the wishes of the public not otherwise specified above.
- G - The right to determine equipment to be used; the processes, techniques, methods and means of operations, schedules of shifts and working hours, maintain and amend occupational classifications and job descriptions and establish working rules, regulations, policies and procedures governing the conduct of the employees.
- H - The power to determine the geographical location of Township facilities, to establish new units and relocate or eliminate existing units or facilities in part or in total.
- I - The authority to assign shifts and duties.
- J - The right to determine the methods, means and number of personnel needed to carry out Departmental responsibilities.

- K - The right to take such actions as may be necessary to carry out services as determined by the Township or the Chief of Police and / or his designee.
- L - The right to introduce new or improved methods, operations, equipment or facilities.
- M - The right to schedule overtime work as required.
- N - The right to determine the need for additional educational courses, training programs, on-the-job training and cross-training.

The parties agree where a management right is listed more than once such listings are inter-changeable.

### **SECTION 3.2 - EXTENT OF MODIFIED RIGHTS**

Where the rights, powers, and authority itemized above are modified or limited by the terms and provisions of this Agreement, they shall only be modified or limited to the extent specifically provided herein.

## **ARTICLE 4**

### **EMPLOYEE'S RESPONSIBILITY**

#### **SECTION 4.1 - EMPLOYEE'S RESPONSIBILITY**

The Union recognizes that the delivery of services in the most efficient and effective manner is of paramount importance and interest to both the Township and the Union. Maximum service to the community is recognized to be a mutual desire of both parties within their respective roles and responsibilities. Work procedures, schedules, and assignments for improving services may be established and/or revised from time to time, in accordance with the management rights provision of this Agreement, so long as no right guaranteed under the Agreement is violated. Each employee covered by the Agreement has the primary responsibility to render the utmost in efficient service to the Police Department and the Township.

## **ARTICLE 5**

### **NO STRIKES**

#### **SECTION 5.1 - NO STRIKES**

The Union agrees that during the term of this Agreement, there shall be no strikes, work stoppages, slow-downs, picketing, job actions, including any concerted activity. Union officers, stewards, and employee representatives will continue to carry out their duties as employees and will take positive action to bring the concerted activity to an end.

## **ARTICLE 6**

### **NON-DISCRIMINATION**

#### **SECTION 6.1 - NON-DISCRIMINATION**

The Township and the Union agree that there should be no discrimination against any employee relating to employment on the basis of race, color, creed, national origin, age, sex or disability. The parties further agree that there shall be no discrimination in regard to membership or non-membership in the Union or because of participation or non-participation in any lawful activity on behalf of the Union.

## **ARTICLE 7**

### **DUES DEDUCTION**

#### **SECTION 7 1 - MEMBERSHIP AND FAIR SHARE**

The Township agrees to deduct OPBA membership dues and fees in the amount certified to be correct by the OPBA to the Township from the pay of those employees who are in the bargaining unit. The Township agrees also to deduct OPBA initiation fees and assessments in an amount certified to be correct by the OPBA to the Township from the pay of appropriate OPBA members.

Employees who are not members of the OPBA shall as a condition of employment pay the OPBA a fair share fee. The amount of the fair share fees shall be determined by the OPBA, but shall not exceed dues paid by members who are in the Bargaining Unit. The amount of such fair share fee shall be made known by the OPBA to the Employer at such time during the term of this Agreement as is necessary to be accurate. Such payment shall be subject to an internal rebate procedure meeting all requirements of State and Federal laws.

The automatic deduction shall be initiated by the Employer whenever an employee who is not a member of the OPBA has completed the first sixty (60) days after the effective date of this Agreement.

#### **SECTION 7.2 - DEDUCTIONS**

One half (1/2) of such deductions shall be made from the two (2) pay periods of each month and the Township agrees to furnish the OPBA office in North Royalton, Ohio once each calendar month, a check in the aggregate amount of the deductions made for that calendar month together with a list of members from whom deductions were made.

#### **SECTION 7.3 - TOWNSHIP HARMLESS FOR DUES DEDUCTION**

The OPBA agrees to hold the Township harmless from all claims or lawsuits arising out of deduction of such dues.

## **SECTION 7.4 - TERMINATION OF PAYMENT**

The Township shall be relieved from making such individual deductions upon an employee's: (1) termination of employment, (2) transfer to a job other than the one covered by the bargaining unit, (3) layoff from work, (4) any pay period during which the employee does not earn enough wages for the OPBA dues to be deducted after all other deductions are made.

## **ARTICLE 8**

### **PROBATIONARY PERIOD**

#### **SECTION 8.1 - ONE YEAR PROBATION**

The probationary period for newly hired employees shall be one (1) year commencing with the first day of full time employment as a police officer. After successful completion of the probationary period, employees shall be credited with seniority from the first day of employment as a police employee. If a non bargaining unit employee is currently employed with Clearcreek Township, Division of Police, and is hired to full time status as a Police Officer, the employee's probationary period shall be six (6) months, only if the employee has successfully completed the required twelve (12) month probationary period as a non bargaining Division of Police member. The Chief of Police may extend the probationary period only one (1) increment of three (3) months if the Chief feels additional time is necessary to adequately evaluate the employee.

#### **SECTION 8.2 - NO APPEAL WHILE ON PROBATION**

A newly hired probationary employee may receive a verbal reprimand, written reprimand, suspension without pay, or termination any time within the probationary period and shall have no appeal, including appeal through the grievance procedure provided for in this Agreement.

## **ARTICLE 9**

### **GRIEVANCE PROCEDURE**

#### **SECTION 9.1 - DEFINITION AND STEPS**

A. **DEFINITION** - A grievance is defined as an allegation that the terms of this written Agreement have been violated. Resolution of grievances shall be pursued in accordance with the following steps:

##### **STEP 1**

An employee who has a grievance may discuss the grievance with their immediate supervisor if an oral discussion may be conducive to resolving the matter. An oral discussion will, however, not relieve the employee from the obligation of filing a written grievance within the time period set forth herein. A grievance shall be reduced to writing and set forth the details of the grievance (*i.e., the facts upon which it is based, the*

*approximate time of the occurrence, the relief or remedy requested*), and shall be submitted to the immediate supervisor within ten (10) calendar days after the grievance becomes known or should have been known. The day following the date of the occurrence or discovery of occurrence shall be considered the first day of the ten (10) day period. The immediate supervisor should give a response in writing to the Grievant within five (5) calendar days after the grievance was presented.

## **STEP 2**

If the grievance is not resolved at **STEP 1** to the satisfaction of the Grievant, it shall be presented by the Grievant to the Chief of Police (*or designee*) within five (5) calendar days of the decision of the immediate supervisor. If the immediate supervisor has failed to respond to **STEP 1**, the grievance must be submitted to the Chief of Police (*or designee*) within ten (10) calendar days of the date it was submitted to **Step 1**. The Chief of Police (*or designee*), after conferring with the Assistant Administrator should respond in writing within fourteen (14) calendar days of the date of the receipt of the grievance.

## **STEP 3**

Should the Grievant after receiving the written response to their grievance at **STEP 2** of this procedure still feel that the grievance has not been resolved satisfactorily, then the grievant may appeal in writing within five (5) calendar days to the Township Administrator. The Township Administrator shall respond in writing within fourteen (14) calendar days of receipt of the grievance.

## **STEP 4**

Should an employee/grievant, after receiving the written response to the grievance at **STEP 3** of the Grievance Procedure still feel that the grievance has not been resolved to their satisfaction may, through the OPBA, move the grievance to be heard by an Arbitrator. The OPBA shall notify the Trustees of the intent to arbitrate within fifteen (15) days of receipt of the written response from **STEP 3**. Within fifteen (15) days following the Trustees receipt of the OPBA's notification for arbitration, the Trustees and a OPBA representative will attempt to select an impartial arbitrator by mutual agreement. If no agreement is reached, a joint letter will be issued requesting the Federal Mediation and Conciliation Service to provide a list of nine (9) arbitrators. Upon receipt of such list, the OPBA and the Trustees shall alternately cross off one name until one name remains, that person being selected as Arbitrator. A date will be set as soon as possible in accordance with the wishes of the Trustees, the OPBA, and the availability of the Arbitrator. The decision of the Arbitrator shall be binding on all parties. The cost of the arbitration shall be equally shared by the Township Trustees and the OPBA. The expense of expert witness shall be paid by the party producing the same. The employee filing the grievance shall have the right to have representation of the OPBA at anytime after **STEP 1** of the Grievance Procedure.

## **SECTION 9.2 - TIME LIMITS**

The time limits imposed in this Article may be extended at any step by mutual written consent of the parties in that step.

The time limits set forth in this grievance procedure may be waived by mutual agreement of the parties in writing. Unless such time restrictions are waived, they shall be strictly applied. The burden of complying with the time restrictions falls upon the grievant and the Union pursuing the grievance. Failure by the grievant to comply with the time limits set forth in this procedure shall result in the termination of the grievance. The events or acts of the Township giving rise to the grievance shall be deemed to have been within the proper authority of the Township, and not in violation of the terms of this Agreement. Failure on the part of any supervisor, the Chief of Police (*or designee*), the Township Administrator, or the Trustees, to respond within the time limits set forth in this Agreement, shall be the equivalent of a denial of the grievance, and shall not be construed as a default or a granting of the relief requested.

### **SECTION 9.3 - CLASS ACTION**

In any grievance filed by a class of employees, that class shall select one employee to represent it.

### **SECTION 9.4 - EXCLUSIVE REPRESENTATION**

All grievances shall be brought exclusively through the union by its designated representatives. The employees covered hereunder and the Township shall be bound by any decision, determinations, agreements, or settlements which may be effectuated pursuant to invoking the grievance-arbitration procedure including any determinations as to the merits or arbitrability of a grievance, as shall be made by the authorized representatives who are employees covered by this Agreement handling the grievance, provided however, that such determinations regarding arbitrability or merits shall be made upon the facts with which the authorized representatives are confronted.

### **SECTION 9.5 - GRIEVANCE AND/OR COMPLAINT RESOLUTION**

With respect to grievances or complaints which arise under this Agreement, this Agreement is to be used exclusively in the resolution of a grievance or complaint in lieu of the Township Complaint Resolution Procedure described in the Employee Handbook.

## **ARTICLE 10 DISCIPLINE**

### **SECTION 10.1 - DISCIPLINARY ACTION**

The Police Department or the Township may take disciplinary action against any employee covered by this Agreement for just cause. The normal progression of discipline shall be verbal reprimand (*written documentation*), written reprimand, suspension, demotion and discharge. Nothing in this Agreement shall restrict the right of the Township to impose any penalty, including discharge, if the offense merits a greater penalty than the disciplinary steps set forth above.

Arbitration shall be the exclusive means of appeal of a suspension or discharge. In the event the employee is terminated, such termination will occur after a hearing by at least two (2) members of the Board of Trustees at a regular meeting of the Trustees.

**Pre-disciplinary hearing.**

When the department commences disciplinary action that may result in a suspension with or without pay or the recommendation for termination a pre-disciplinary hearing shall be scheduled to determine the merit of the allegation against the employee. The hearing will be conducted by the Chief of Police. The employee has the right to appear in person and be represented by legal counsel, to examine any witnesses which may be presented against the employee, present any witnesses or documents which the employee may choose in their defense and answer all charges against them. The Pre-Disciplinary hearing is not intended as an evidentiary hearing but only as an opportunity for the employee to present their side of the facts and to prevent mistaken initial determinations of the employee's misconduct. The Chief of Police shall set a date for the Pre-Disciplinary hearing within twenty-one (21) calendar days of receipt of the allegation. All time limits on the grievance procedure will be held in abeyance pending the conclusion of this procedure. Upon the conclusion of the Pre-Disciplinary hearing, the Chief of Police has twenty-one (21) calendar days to issue an opinion. Any time prior to the Pre-Disciplinary hearing the employee may elect in writing to waive their opportunity to have a Pre-Disciplinary hearing. The Chief of Police shall provide a minimum of seventy-two (72) hours for notification to the employee of the date, time, and location of the disciplinary hearing.

**SECTION 10.2 - WAIVE INITIAL STEPS**

An employee who is disciplined under the Article may waive the initial steps of the grievance procedure and proceed directly to **STEP 3** of the Grievance Procedure. However discipline less than a suspension may not be appealed beyond Step 3 of the grievance procedure.

**ARTICLE 11  
EDUCATION**

**SECTION 11.1 - ANNOUNCEMENTS**

Announcements for all police training schools, seminars, classes or academies that come to the attention of the Township shall be posted in a common location upon receipt for inspection by full time employees.

**SECTION 11.2 - MINIMUM**

During each calendar year a minimum of sixteen (16) hours of continuing education at the employee's choosing shall be available for each employee. Requests for continuing education shall be submitted in writing to their immediate ranking supervisor as far in advance of the training as possible. Such request shall include, all costs itemized with the greatest reasonable accuracy. The Training Officer has the authority to determine the

need for additional educational courses, training programs, on-the-job training and cross training.

The Chief of Police may reject requests on the grounds of financial restraints, inappropriate topic or irreconcilable scheduling difficulties. Any employee who submits a request for schooling as set forth in the above, and is denied, shall be notified in writing as to the reason.

Employees scheduled to work first shift on the day immediately prior to the scheduled training shall, upon request, have working hours for that day changed to allow at least eight and one half (8½) hours off prior to reporting for said training. The Chief shall have the right to alter work hours for the four (4) days preceding the start of training and four (4) days subsequent to the end of training.

### **SECTION 11.3 - FAILURE TO SCHEDULE**

Failure of the full time employee to submit a request for training prior to the first (1<sup>st</sup>) of November of each year may result in forfeiture of paid training.

### **SECTION 11.4 - EDUCATIONAL BENEFIT INCENTIVE**

In the first paycheck of December of each year, qualified employees that have completed their one year probation will receive the following benefit:

- Employees with an Associate's Degree will receive \$200.00;
- Employees with a Bachelor's Degree will receive \$400.00;
- Employees with a Master's or other post-graduate degree will receive \$600;

Proof of completion (*i.e., a certificate or degree*) must be received by December 1 of each year to qualify for the educational benefit.

Employees are only eligible to receive a bonus for the highest level of education they have attained, regardless of whether they hold more than one of the degrees mentioned above. For example, employees with a Master's Degree are only entitled to the amount listed for a master's degree regardless of other degrees held.

## **ARTICLE 12 HOLIDAYS**

### **SECTION 12.1 - PAID HOLIDAYS**

Employees shall be entitled to additional pay described in this Article for the following holidays during the term of the Agreement:

**1) NEW YEARS DAY, 2) DR. MARTIN LUTHER KING, JR. DAY, 3) POLICE MEMORIAL DAY (MAY 15<sup>TH</sup>), 4) MEMORIAL DAY, 5) INDEPENDENCE DAY, 6) LABOR DAY, 7) COLUMBUS DAY, 8) VETERANS DAY, 9) THANKSGIVING DAY, 10) CHRISTMAS DAY**

## **SECTION 12.2 - HOLIDAY DURING VACATION LEAVE**

If a holiday occurs while an employee is on vacation leave, such leave time will not be charged against the employee's vacation balance.

## **SECTION 12.3 - WORKING HOLIDAYS**

If an employee is required to work on a holiday, that employee shall receive payment at the rate of time and one-half ( $1\frac{1}{2}$ ) their regular rate for each hour worked. Payment may be made in the form of pay or by award of compensatory time, as requested. See **ARTICLE 13, SECTION 3**. In addition the employee shall receive eight (8) hours of holiday pay which will be paid with their regular paycheck.

If the employee is required to work past the scheduled shift on the holiday the employee will receive an additional hour of holiday pay for every hour of overtime worked on the holiday. If the employee calls in sick during the holiday that employee will lose the eight (8) hours of holiday pay.

## **SECTION 12.4 - HOLIDAY ON DAY OFF**

If a holiday occurs on an employee's regularly scheduled off day, the employee shall receive eight (8) hours of holiday, which will be paid with their regular paycheck.

## **SECTION 12.5 - HOLIDAY DURING UNPAID LEAVE**

Employees on unpaid leave and laid-off employees shall not receive holiday pay.

## **SECTION 12.6 - LOSS OF HOLIDAY PAY**

An employee shall lose holiday pay if the employee is absent either on unapproved sick leave or without leave on the employee's last scheduled working day before a holiday or the first scheduled working day following a holiday. In the event the employee is sick on either or both days, the employee must provide a doctor's excuse for the period of the absence in order to receive holiday pay. An employee while on disciplinary suspension shall not be entitled to any holiday pay as provided for in this Article.

## **SECTION 12.7 - HOLIDAY PAY - DEATH IN THE LINE OF DUTY**

In the case of the death of an employee while in the Line of Duty, the unpaid holiday pay to the credit of any such employee shall be paid to the surviving spouse or the employee's estate.

# **ARTICLE 13**

## **HOURS OF WORK AND OVERTIME**

### **SECTION 13.1 - HOURS OF WORK**

The regular work week shall consist of forty-two and one half ( $42\frac{1}{2}$ ) hours. The regular pay period shall consist of ten (10) workdays.

**SECTION 13.2 - OVERTIME PAY**

Any employee working in excess of their regular schedule hours on an assigned shift will be compensated at the rate of one and one-half (1½) times their base rate for all such excess time. Any employee who works on a normal scheduled day off shall be compensated at the rate of one and one-half (1½) times of their base rate for all such time worked except where the parties agree that the employee will work such day in exchange for another day off provided that day off comes before the end of the pay period.

The Chief of Police has the right to make mandatory overtime assignments.

**SECTION 13.3 - COMPENSATORY TIME**

Any employee may waive SECTION 13.2 and receive compensation in the form of compensatory time in lieu of overtime pay. Compensatory time shall be calculated the same as overtime pay. An employee may accrue a maximum of sixty-eight (68) hours of compensatory time. Such time may be taken in exchange for work time only in two (2) hour increments, and only after scheduling by the Chief of Police (or designee).

**SECTION 13.4 - DEATH OF AN OFFICER**

In the case of the death of an employee while in the line of duty, unpaid overtime and unused compensatory time (cash payment) shall be paid to the surviving spouse or to the employee's estate.

**ARTICLE 14**

**UNIFORM ALLOWANCE**

**SECTION 14.1 - UNIFORM FURNISH TO NEW EMPLOYEES**

The Township shall furnish or shall continue to furnish the appropriate seasonal uniforms and equipment for all employees, excluding footwear. All uniforms remain the property of the Township and must be turned in when an employee is separated from the Township service. The Township will provide all necessary and appropriate dry cleaning services.

**SECTION 14.2 - SCHEDULE - UNIFORMED & EQUIPMENT ISSUED**

1 - Breast Badge-----	2
2 - Collar Brass -----	1 Set
3 - Name Plate -----	1
4 - Shirts, Winter -----	5
5 - Tie and Tie-Bar -----	1
6 - Jacket -----	1
7 - Hat -----	1
8 - Shirts, Summer -----	5
9 - Trousers -----	5
10 - Hat Badge -----	1

11 - Hat Rain Cover -----	1
12 - Rain Coat -----	1
13 - Under Belt-----	1
14 - Gunbelt -----	1
15 - Holster -----	1
16 - Handcuffs -----	1 Pair
17 - Handcuff Case -----	1
18 - Magazine Pouch -----	1
19 - Key Carrier -----	1
20 - Semi-auto -----	1
21 - Body Armor with two (2) carriers -----	1
22 - ASP Baton -----	1
23 - ASP Carrying Case -----	1

and any other uniform item or piece of equipment as required by the Chief of Police (*or designee*).

## ARTICLE 15 SHIFTS

### SECTION 15.1 - DEFINITION OF SHIFTS

The First (*1<sup>st</sup>*) Shift shall begin between the hours of 10:45 P.M. and 1:00 A.M. each day. The Second Shift shall begin eight (8) hours from the beginning of the First Shift and the Third Shift shall begin in sixteen (*16*) hours from the beginning of the First Shift.

## ARTICLE 16 BEREAVEMENT LEAVE

### SECTION 16.1 - PAY FOR BEREAVEMENT LEAVE

Bereavement leave of three (3) days shall be paid to attend the funeral of a member of the immediate family. Proof of death and relationship of the deceased **MAY** be requested.

The immediate family is defined as: 1) **SPOUSE**, 2) **PARENT**, 3) **PARENT-IN-LAW**, 4) **STEP-PARENT**, 5) **GUARDIAN**, 6) **CHILD**, 7) **STEP-CHILD**, 8) **BROTHER**, 9) **SISTER**, 10) **HALF BROTHER**, 11) **HALF SISTER**, 12) **BROTHER-IN-LAW**, 13) **SISTER-IN-LAW**, 14) **SPOUSE'S SIBLINGS**, 15) **SIBLING'S SPOUSES**, 16) **GRANDPARENT**, 17) **GRANDPARENT-IN-LAW**. Other **RELATIVES** living in the employee's household shall be considered as immediate family.

### SECTION 16.2 - EXTENDED FAMILY

Bereavement leave of one (*1*) days shall be granted to attend the funeral of an 1) **AUNT**, 2) **UNCLE**, 3) **AUNT-IN-LAW**, and 4) **UNCLE-IN-LAW**.

## **SECTION 16.3 - EXTENDED LEAVE**

Upon approval by the Chief of Police, bereavement leave in excess of required amount **MAY** be charged to the employee's accrued leave balance, but before sick leave may be used, accrued compensatory time must first be exhausted.

## **ARTICLE 17**

### **WAGES**

#### **SECTION 17.1 - ANNUAL WAGE RATE**

The annual wage rates paid to sworn personnel covered by this Agreement are set forth in **Appendix A**.

#### **SECTION 17.2 - RAISES EVERY TWELVE (12) MONTHS INTERVALS**

Step increases will take place on the first pay period following an employee's anniversary date. After probation, all raises will be automatic, given at twelve (12) months intervals until **STEP 6** (Senior Pay) is reached, and begin at the next regular pay period. Further, the Chief of Police may increase any new lateral transfer employees to a maximum of **STEP 3** after successful completion of the probationary period. Annual increases will take effect the first pay period following January 1<sup>st</sup> of each contract year. Increases awarded for calendar year 2012 shall be retroactive to January 1, 2012.

## **ARTICLE 18**

### **SENIORITY**

#### **SECTION 18.1 - SENIORITY**

Seniority shall be defined as the length of continuous, permanent, full time employee's date of hire. Seniority shall not be available to employees during their probationary period, but shall be retroactive to the date of hire upon successful completion of the probationary period. Seniority shall be lost when an employee:

- 1 - Resigns;
- 2 - Is discharged;
- 3 - Is laid off and not recalled within one (1) year;
- 4 - Is off the payroll for any reason whatsoever, except military service, for one (1) calendar year; or
- 5 - Is laid off by the Township for a period of their Township Seniority or one (1) year, which ever period is less.

## **ARTICLE 19**

### **LAYOFFS AND RECALL**

#### **SECTION 19.1 - LAYOFF**

Layoff of employees shall be made in the inverse order of the date when an employee first entered into full time service with Clearcreek Township Police Department. If it is found that two or more employees have the same starting date, then layoff order for the employees involved shall be determined by a review of performance evaluations.

#### **SECTION 19.2 - RECALL**

The Township shall establish a recall list for each classification in which a layoff has occurred. The list shall consist of the names of laid off employees in the inverse order of their layoff, with the most recently laid off person at the top of the list. Should the Township desire to fill a position within the Police Department in a classification in which a recall line exists that position shall be first offered to persons on the list in the inverse order of layoff, with the most recently laid off person receiving the offer first. The position must be offered to every person on the list in accordance with seniority before a new employee is hired.

#### **SECTION 19.3 - RECALL PROCEDURE**

Notice of recall shall be sent to the employee by certified mail. The Employer shall be deemed to have fulfilled its obligations by mailing the recall notice by certified mail, returned receipt requested, to the last mailing address provided by the employee.

The recalled employee shall have ten (10) calendar days following the date of receipt of the recall notice to notify the Chief of the intention to return to work or other wise specified in the notice. It will be assumed that no response from the employee to a recall notice means the employee does not wish to return to their position.

#### **SECTION 19.4 - RECALL RIGHTS**

Employees shall have recall rights for one (1) year from the date of layoff. Employees who decline a recall offer may be removed from the recall list.

## **ARTICLE 20**

### **VACATION**

#### **SECTION 20.1 - VACATION SCHEDULE**

Employees shall be entitled to paid vacation as follows:

- |   |                              |
|---|------------------------------|
| 1 - After one (1) year of service -         | Two (2) weeks (85 hours)     |
| 2 - After eight (8) years of service -      | Three (3) weeks (127½ hours) |
| 3 - After fifteen (15) years of service -   | Four (4) weeks (170 hours)   |
| 4 - After twenty-five (25) years of service | Five (5) weeks (212½ hours)  |

## **SECTION 20.2 - POSTING VACATION NOTICE**

A vacation notice shall be posted during the first week of January of each year. Employees shall apply for vacation leave within ten (10) working days from the date notice is posted. In cases of coinciding requests the most senior employee shall prevail.

## **SECTION 20.3 - VACATION REQUEST AFTER VACATION SIGN UP**

Every effort will be made to grant the vacation leave as requested by an employee. Need of the Department may necessitate a change in an employee's vacation. When two (2) employees request the same vacation periods after the January sign up period the earliest request received shall prevail.

## **SECTION 20.4 - CARRY OVER**

In special circumstances up to five (5) days of unused vacation leave may be carried over to the employee's next anniversary year, upon approval of Chief of Police.

## **SECTION 20.5 - VACATION CONSIST OF**

One (1) week of vacation leave shall consist of five (5) workdays.

## **SECTION 20.6 - DEATH OF EMPLOYEE**

In the case of the death of an employee, the unused vacation leave to the credit of any such employee shall be paid to the surviving spouse or to the employee's estate.

# **ARTICLE 21**

## **MEDICAL AND LIFE INSURANCE**

### **SECTION 21.1 - COST TO TOWNSHIP**

The Township shall pay ninety-five percent (95%) in 2012, ninety percent (90%) in 2013, and eighty-five percent (85%) in 2014 and thereafter, of the cost of the premiums for hospital, medical, dental, vision, prescription drug card, and life insurance for each employee and dependents in the bargaining unit.

Employees will pay all remaining costs not covered by the Township. This Section shall be effective on the first pay period in January of 2012.

### **SECTION 21.2 - HOSPITAL, MEDICAL, DENTAL, VISION, PRESCRIPTION DRUG CARD AND LIFE INSURANCE**

The Township shall provide hospital, medical, dental, vision, prescription drug card, and life insurance as specifically described in the plan documents of the plan adopted by the Township.

## **SECTION 21.3 - TOWNSHIP AUTHORITY TO CHANGE INSURANCE CARRIER**

The Township shall continue to have the authority to change insurance carriers at any time, or to institute a partial self-insurance plan, provided that the goal of such change is to reduce costs while maintaining substantially similar benefit levels. The Township shall immediately notify the Union prior to any change in carrier or benefits and will meet with representatives of the bargaining unit to discuss such changes. In the event that the parties disagree with the proposed changes, the parties agree to submit the issue to the Township Trustees for final determination.

## **ARTICLE 22 SAVINGS CLAUSE**

### **SECTION 22.1 - SAVINGS CLAUSE**

Should a court of competent jurisdiction determine that a provision of this Agreement is illegal or unenforceable then such provision shall automatically terminate. The remainder of the Agreement shall continue in full force and effect. In the event that a provision is determined to be unlawful, the Township and the Union shall promptly meet for the purpose of negotiating a lawful alternative provision.

## **ARTICLE 23 SICK LEAVE**

### **SECTION 23.1 - ACCUMULATION OF SICK LEAVE**

For each completed eighty-five (85) hours in active pay status, exclusive of overtime, unpaid leave of absence or disciplinary suspension, each employee earns 4.6 hours of sick leave. (*Active pay status may be defined as hours worked, hours on approved paid leave, and hours on paid sick leave*). The amount of sick leave time any one (1) employee may accrue is sixteen hundred forty (1640) hours. Sick leave for on-duty personnel shall be charged in minimum units of one half ( $\frac{1}{2}$ ) hour; Off-duty personnel shall receive sick time in minimum units of one (1) hour. Employees absent on sick leave shall be paid at the regular rate.

### **SECTION 23.2 - TRANSFER OF SICK LEAVE**

Upon submitting proper verification, by employee to Employer, employees who transfer between departments (*other than within Clearcreek Township*), or agencies, or from other public employment, or who are reappointed or reinstated within ten (10) years of prior public service employment will be credited with one-fourth ( $\frac{1}{4}$ ) of the accumulated hours of sick leave up to a maximum of sixteen hundred forty (1640) hours.

Upon retirement from Employer service the bargaining unit member will be paid one-half (1/2) of the accumulated hours not to exceed a maximum of two hundred (200) hours. Upon separation for any reason other than retirement, no sick leave pay out will occur.

For purposes of this section, retirement means that an employee has completed twelve (12) years of credited service with the Ohio Public Employee Retirement System and has retired from Clearcreek Township or is eligible to receive disability pension benefits from the Ohio Public Employee Retirement System immediately following separation from employment with the Clearcreek Township Police Department.

When an employee passes away while in active employment, the surviving spouse or others, as spelled out in Section 2113.04 of the Ohio Revised Code, will be eligible to receive sick leave payment for which the decedent would otherwise have qualified. Such payment shall be based on the rate of pay of the employee at the time of death.

### **SECTION 23.3 - GRANT OF SICK LEAVE**

Sick leave may be granted to the employee upon request for the following reasons:

- 1 - Illness or injury of the employee or injury or illness of the employee's immediate family where the employee's presence is reasonably necessary.
- 2 - Exposure of the employee or a member of the employee's immediate family to a contagious disease which would have the potential of jeopardizing the health of the employee or the health of others.
- 3 - Employee childbirth and or related medical conditions.

Nothing in this section shall be construed as to require the Chief of Police to approve the use of sick leave by an employee.

The Chief of Police may investigate all usage of sick leave and may with just cause withhold full payment of said sick leave until the investigation is completed.

Should the Chief of Police determine based on just cause that an employee has not used sick leave properly, payment may be denied and the employee may be disciplined. Employees who do not report for work due to sickness and who have exhausted their sick leave days are subject to disciplinary action for being absent without approved leave. The Chief of Police is authorized to approve leave without pay.

### **SECTION 23.4 - DOCUMENTATION**

An employee absent on sick leave for more than two (2) days shall submit documentation from a physician substantiating the reason for the leave ("*documentation*"). The Chief of Police has authority to require employees to furnish documentation for any sick leave. Failure to submit documentation as required may result in leave without pay and a deduction in the subsequent payroll period; - refusal to submit documentation may be disciplined, up to and including termination. The doctor's documentation should be forwarded to the Chief of Police (*or designee*) before the employee is permitted to return for work.

## **SECTION 23.5 - NOTIFICATION OF SICK LEAVE**

An employee requesting sick leave shall notify their immediate supervisor or other designated person of the fact and the reason as far in advance as possible, but in no case later than two hours prior to the beginning of a scheduled shift. Failure to do so may result in the employee not being granted sick leave or being paid for any absences; the employee will also be subject to disciplinary action up to and including termination.

Upon the employee's request, other accrued leave may be used as sick leave after sick leave is exhausted.

## **SECTION 23.6 - FAMILY LEAVE ACT**

All Family Leave Act will be granted and/or denied in accordance with the prevailing Federal Law. Accrued paid leave must be used concurrently with the use of FMLA Leave.

## **SECTION 23.7 - IMMEDIATE FAMILY**

Immediate family, for purposes of the Article, shall be defined as: 1) **SPOUSE**, 2) **PARENT**, 3) **CHILD**, 4) **STEPCHILD**, and 5) **ANY** other relation living in the employee's household.

## **SECTION 23.8 - PERFECT ATTENDANCE DAYS**

Employees who do not use any sick leave during any one hundred eighty (180) consecutive day period shall be granted one (1) additional perfect attendance day with pay. A maximum of two (2) additional personal leave days can be earned during any calendar year. The consecutive day period provided for in this Section can begin at any time and shall end one hundred eighty (180) days later. Employees must request personal day leave use as far in advance as possible. The Employer reserves the right to deny any request for perfect attendance day leave that is not made more than thirty (30) calendar days in advance. Such denial shall not be subject to the grievance procedure.

Employees must schedule and use earned perfect attendance day leave within one hundred eighty (180) days of the date on which such perfect attendance day is earned. Earned perfect attendance day leave not scheduled and used within one hundred eighty (180) days shall be dropped.

# **ARTICLE 24**

## **CALL-IN AND COURT TIME**

### **SECTION 24.1 - CALL-IN**

Employees who are required to come in to work or required to come in for training or a mandatory department meeting at a time not connected to their regular scheduled hours of work shall be compensated at one and one-half (1½) times the regular hourly rate of pay with a minimum of three (3) hours in pay or in compensatory time for such call-in. A

second call-in within the three (3) hour period shall be considered a continuation of the first call-in.

## **SECTION 24.2 - COURT TIME**

Employees shall be given a minimum of three (3) hours at time and one half for work related court appearances not connected to their regular scheduled hours of work. A work related court appearance is an actual court appearance, filing of a criminal charge, and/or meeting at the court or prosecutor's office in preparation for trial. At the option of the employee, payment may be by payroll or compensatory time. Compensatory time shall not exceed the maximum established in ARTICLE 13, Section 3.

# **ARTICLE 25**

## **USE OF LEAVE**

### **SECTION 25.1 - USE OF LEAVE**

Employee shall use vacation and personal days only in eight and half (8½) hour increments. Employee shall use full sick days only in four and a quarter (4¼) hours.

Compensatory time may be taken in two (2) hour increments subject to the requirements of **ARTICLE 13, SECTION 3**.

When an employee is requesting compensatory time while on-duty, the employee may request approval for leave from the Chief of Police (*or designee*). Time off may be granted if minimum staffing or other assignments will not be impacted by the request.

When an employee is requesting compensatory time while not on duty, the employee is required to submit the proper request form forty-eight (48) hours in advance of the requested time. In the event an employee wishes to request compensatory time and the employee has not requested the compensatory time within the required forty-eight (48) hour period, the employee must provide the name of an employee who has agreed to cover the employee's shift for the period during which the employee wishes to take compensatory time. The employee requesting compensatory time with less than forty-eight (48) hours notice must first contact part-time employees to cover the shift. In the event no part-time employee is available to cover the shift, the employee may then contact full-time employees to cover the shift. The Township will comply with applicable Federal Law with respect to the use of compensatory time.

## **ARTICLE 26**

### **PERSONAL DAY LEAVE**

#### **SECTION 26.1 - PERSONAL DAY LEAVE**

Each employee shall be credited with one (1) personal leave day per calendar year. This personal leave day shall not be deducted from earned sick leave. The personal leave day must be used in the calendar year that it is received or it is lost.

## **ARTICLE 27**

### **OPBA REPRESENTATION**

#### **SECTION 27.1 - REASONABLE ACCESS**

Access to the OPBA for the purpose of performance of its representational duties shall not be unreasonably withheld.

#### **SECTION 27.2 - SELECTING A UNION REPRESENTATIVE**

One (1) employee per bargaining unit will be selected by the union to act as union representative for the purpose of processing and investigating grievances under the grievance procedure and shall be known as the DIRECTOR. The Director may have an alternate who shall act in the Director's absence.

#### **SECTION 27.3 - DIRECTORS TO ADMINISTER THIS AGREEMENT**

OPBA Directors shall attend to the administration of this agreement (*grievances and negotiation sessions*) on a no-loss/no gain basis.

## **ARTICLE 28**

### **REIMBURSEMENT**

#### **SECTION 28.1 - REIMBURSEMENT**

Employees required to purchase meals by virtue of a special department duty assignment outside of Warren County and in noncontiguous counties shall be reimbursed at the following rates, subject to prior approval by the Chief of Police, and upon presentation of a receipt for such meals.

- \$ 7.50 breakfast
- \$ 9.75 lunch
- \$15.75 dinner

#### **SECTION 28.2 - COMBINED REIMBURSEMENT**

If an employee is required to purchase more than one meal per day, the employee may exceed the individual allowance, but may not exceed the total amount allowed for the

number of meals purchased. The total amount allowed per day is thirty-three (\$33.00) dollars. If an employee is attending an eight (8) hour seminar/training and is within a seventy (70) mile radius, the employee will be entitled to reimbursement for lunch only. Employees will be compensated for travel from the police department to the training location or other destination as required by their duties but may be ordered to travel from home in order to avoid paying travel time. Employees who travel from home and submit reimbursement will be reimbursed for mileage at the rate currently set by the Internal Revenue Service (*IRS*).

### **SECTION 28.3 - TRAVEL EXPENSE**

Any employee who is required to use their personal vehicle to conduct official police business shall be compensated at the rate currently set by the Internal Revenue Service (*IRS*). The employee will be compensated for the following travel expenses: parking expenses, highway tolls, and bridge tolls.

## **ARTICLE 29 PERSONNEL FILES**

### **SECTION 29.1 - ONE OFFICIAL FILE**

There shall be one (*1*) official file which shall be kept in the Assistant Administrator's Office and every employee shall be allowed to review their own personnel file at any reasonable time upon written request to the Chief of Police or Assistant Administrator, during regular business hours. Any employee may copy documents in their file.

### **SECTION 29.2 - RELEASE OF INFORMATION**

The Police Department will not release personnel file records to persons, agencies, or entities outside the Police Department other than its representatives unless required by state or federal law, public records laws, regulation or court order to release files to such other persons, agencies or entities. To the extent required by law, the employees shall be notified when any records are requested and which records were released.

### **SECTION 29.3 - ALLEGED INACCURACY**

If upon examining their personnel file, any bargaining unit member believes that there are inaccuracies in documents contained therein, the members may write a memorandum to the Chief of Police explaining the alleged inaccuracy. The memorandum shall be placed in the personnel file and attached to the documents containing the alleged inaccuracy.

### **SECTION 29.4 - REMOVAL OF DISCIPLINE RECORDS**

If twenty four (*24*) months have passed following discipline for a verbal or written reprimand, and no intervening discipline has occurred, the employee may request (*in writing*) that discipline records relating to the offense be removed from the personnel file. A request to remove discipline records for a suspension or demotion may be made four (*4*) years following discipline if no intervening discipline has occurred. Any inactive record of discipline will, at the request of the employee, be physically removed from the

employee's personnel file and placed in a separate envelope or folder within the employee's personnel file. Such separate envelope or folder shall be clearly marked "INACTIVE FILE". The Chief of Police shall remove such records, to the "INACTIVE FILE", unless the Chief provides a memorandum to the employee explaining why the records are still relevant or a result of special circumstance. These records will cease to have an affect on disciplinary matters after time periods stated above.

## **ARTICLE 30**

### **OCCUPATIONAL INJURY LEAVE**

#### **SECTION 30.1 - ELIGIBLE FOR INJURY LEAVE**

An employee who suffers a service-connected injury or illness incurred in the course of and arising out of employment with the Employer shall be eligible for injury leave upon the eighth (8<sup>th</sup>) day of lost time. Injury leave for seven (7) days or fewer days of lost time will be for medical claims only pursuant to the rules and regulations of the Bureau of Workers' Compensation, the employee may utilize sick or other approved leave during this time. Injury leave shall be available upon the eighth (8<sup>th</sup>) day for ninety (90) calendar days from the date of injury and any leave used shall be re-credited to the employee's leave balance. After ninety (90) calendar days, the employee may utilize sick time or other approved leave of absence to supplement Workers' Compensation benefits.

#### **SECTION 30.2 - EXECUTION OF AGREEMENT**

When an employee applies for injury leave with pay, he must execute an agreement assigning to the Employer any such pay from Workers' Compensation during the period of the paid leave and all necessary forms to process to appropriate claims with the Ohio Bureau of Workers' Compensation. The Employer will issue a Check to the employee each pay period equivalent to the employee's base wage for a pay period. Any payment from Workers' Compensation for a covered claim during the above ninety (90) calendar day period shall be paid over to the Township. When an employee and the Township disagree concerning an injury or illness, the employee may utilize sick or other approved leave. Should the Industrial Commission rule favorably to the employee, the Township shall re-credit the leave used and the Township shall be reimbursed with Workers' Compensation disability payment.

#### **SECTION 30.3 - REVIEW THE EMPLOYEE'S PHYSICAL AND MENTAL STATUS**

The Chief of Police has the right to review the employee's physical and mental status each thirty (30) days of absence in order to determine the member's ability to return to work. In the event of a difference of opinion as to the employee's mental or physical status between the employee's physician and the Employer's physician, the issue shall be submitted to an Industrial Commission Specialist whose decision shall be final and binding on both parties. The services of the third physician shall be paid by the Employer.

## SECTION 30.4 - TIME LENGTH

The ninety (90) calendar day injury leave is available for each distinct, separate injury or illness. Recurrence of the same injury/illness shall be charged to the original ninety (90) calendar days.

## ARTICLE 31

### ALCOHOL AND DRUG TESTING POLICY

#### SECTION 31.1 - PROHIBITING ACTIVITIES

All Employees are subject to this Article. All employees covered by this Article are prohibited from engaging in the following:

- A. Reporting to duty, remaining on duty, or performing any function while having any alcohol concentration; unless on official business with the prior approval of the Chief of Police;
- B. Reporting to duty, remaining on duty, or performing any function while using a controlled substance (*including prescription drugs, unless the physician has advised the employee that the substance does not adversely affect the employee's ability to function*) or if the employee tests positive for controlled substances;
- C. Possessing alcohol while on duty, other than on official police business;
- D. Using alcohol or controlled substances while on duty;
- E. Performing any functions within four (4) hours after using alcohol;
- F. Using alcohol for eight (8) hours following an accident in which the employee is required to take a post-accident alcohol test or until the employee undergoes a post-accident alcohol test, whichever occurs first;
- G. Refusing to submit to a post-accident, random, reasonable suspicion or follow-up alcohol or controlled substance test.

#### SECTION 31.2 - REQUIRED TESTING

An employee will be required to submit to testing for alcohol and/or controlled substances under the following circumstances:

- A. **New Employee Testing:** Prior to the first time an employee performs any Township function, the employee will be tested for controlled substances. The employee will not be permitted to perform any functions unless the controlled substance test results are negative.

The Township shall arrange the time and location for the new employee test. The employee is responsible for reporting to the collection site for the test. The Township will be responsible for only the cost of the test itself. All other costs incurred by the employee concerning a new employee test are entirely the employee's responsibility.

- B. **Post-Accident Testing:** As soon as practicable following: (a) an employee who suffers or causes an employee to suffer a service-connected injury or illness incurred in the course of and arising out of employment with the Employer, (b) an accident in which a fatality occurs, (c) an accident in which an injury is treated away from the scene and the employee receives a citation for a moving violation arising from the accident, (d) an accident in which a vehicle is required to be towed from the scene and the employee receives a citation for a moving violation arising from the accident, or (e) when an employee causes a vehicle accident; the employee shall be tested for alcohol and controlled substances. The Township shall cease attempts to administer the test eight (8) hours following the accident for alcohol and after thirty-two (32) hours for controlled substances.

The employee shall be transported to the collection site by a representative of the Township. Following the test, the employee shall be transported home and the employee will not be permitted to perform any functions until a negative controlled substance test result is reported.

Following a breath alcohol test which shows no detectable amount of alcohol, the employee will be permitted to apply for accumulated sick leave, vacation, personal leave, compensatory time, or unpaid leave to cover the period of absence until the controlled substance test results are available. If the controlled substance test results are negative, the employee will be credited for the used paid leave, or compensated for the period of leave without pay at the employee's regular hourly rate of pay, unless other work rule violation(s) have occurred.

Following a breath alcohol test which shows any detectable level of alcohol, the employee will be taken home and permitted to apply for accumulated paid leave. The employee may not perform any functions for a minimum of twenty-four (24) hours. An employee with a breath alcohol test of less than 0.04 shall also be subject to appropriate disciplinary measures in accordance with the Township's Drug Free Workplace Policy or other applicable policies.

Following a breath alcohol test result indicating any concentration, or following a positive controlled substance or illegal drug test result, if the employee's employment is not terminated, the employee may request the use of accumulated sick leave, vacation, personal leave, compensatory time, or unpaid leave and the consequences listed in Section 31.2 above will result.

- C. **Random Testing:** A minimum number of employees (*currently 10 % for alcohol and 50% for controlled substances*) annually will be randomly selected using a scientifically valid method in which each employee will have an equal chance of being tested each time selections are made. The dates for testing shall be unannounced and spread throughout the calendar year. When an employee is selected for testing, he shall cease doing their function and proceed to the test site immediately. If an employee is randomly selected for an alcohol test and that employee is not currently

performing, just about to perform, or just finished performing their Township function, the employee's selection may be kept confidential until the next time that employee performs a Township function.

Following a breath alcohol test which shows any detectable level of alcohol, the employee will be taken home and permitted to apply for accumulated paid leave. The employee may not perform any functions for a minimum of twenty-four (24) hours. An employee with a breath alcohol test of less than 0.04 shall also be subject to appropriate disciplinary measures in accordance with the Township's Drug Free Work-place Policy or other applicable policies.

Following a breath alcohol test result indicating any concentration or following a positive controlled substance test result, if the employee's employment is not terminated, the employee may request the use of accumulated sick leave, vacation, personal leave, compensatory time, or unpaid leave and the consequences listed in Section 31.2 above will result.

- D. **Reasonable Suspicion Testing:** A trained supervisor or official may require an employee to undergo testing for alcohol or controlled substances based upon specific, contemporaneous, articulable observations concerning the appearance, behavior, speech, or body odors of the employee. If an employee is required to undergo testing under this section, the employee must immediately cease to perform their Township function and he will be transported to the collection site by a representative of the Township. If an employee is required to undergo reasonable suspicion controlled substance testing, such employee shall not be permitted to perform any Township functions until a negative controlled substance test result is reported. Following a reasonable suspicion controlled substance test, the employee will be permitted to apply for accumulated sick leave, vacation, personal leave, compensatory time, or unpaid leave until the test results are available. If the controlled substance test results are negative and no other work rule violation(s) have occurred, the employee shall be returned to his position and credited for his entire used paid leave or compensated for the period of leave without pay at the employee's regular hourly rate of pay.

Following a breath alcohol test which shows any detectable level of alcohol, the employee will be taken home and permitted to apply for accumulated paid leave. The employee may not perform any Township functions for a minimum of twenty-four (24) hours. An employee with a breath alcohol test of less than 0.04 shall also be subject to appropriate disciplinary measures in accordance with the Township's Drug Free Workplace Policy or other applicable policies.

Following a breath alcohol test result indicating any concentration or following a positive controlled substance test result, if the employee's employment is not terminated, the employee may request the use of accumulated sick leave, vacation, personal leave, compensatory time, or unpaid leave and the consequences listed in Section 31.2 above will result.

The Township will cease attempts to administer the test eight (8) hours after the observation was made.

- E. **Return-To-Duty Testing:** Before an employee who has been found to be in violation of the prohibitions section of this Article, set out in Section 31.1, may return to duty in a position requiring the performance of any functions, the employee must undergo testing for alcohol and/or controlled substances. The results of the alcohol test must show no concentration if the offense involved alcohol and the controlled substance test must be negative if the offense involved controlled substances. Any costs associated with this test will be the responsibility of the employee at the time the test is administered.
- F. **Follow-Up Testing:** When an employee has been found to be in violation of the prohibitions section of this Article, set out in Section 31.1, and the substance abuse professional has determined that the employee needs assistance in resolving alcohol or substance abuse problems, the employee will be subject to a minimum of two (2) unannounced follow-up tests within the first twelve (12) months as directed by the substance abuse professional. Any costs associated with this test will be the responsibility of the employee at the time the test is administered.

### **SECTION 31.3 - CONSEQUENCES**

If an employee violates any of the prohibitions listed in Section 31.1 of this Article, the following consequences will result:

- A. The employee may be disciplined for any acts committed while under the influence of alcohol or a controlled substance in accordance with the disciplinary Article of this contract. An employee who tests positive will be given an opportunity to participate in a rehabilitation program. An employee shall be permitted only one (1) chance at rehabilitation. Disciplinary conferences should be held within three (3) days of the notification of an alleged violation, when possible.

If the employee is not terminated, the employee may be required to apply for accumulated sick leave, vacation, personal leave, and compensatory time, and Family and Medical Leave, if applicable, to cover any period of absence. If the employee does not have sufficient paid leave to cover the period of absence, the employee must request unpaid leave in accordance with Township policy.

- B. The employee shall be immediately removed (*taken out of service*) from any Township function. Such removal is in accordance with federal regulations, and therefore not subject to any grievance procedure the Township follows.

At the Township's discretion, an employee may be permitted to perform non-safety sensitive functions, if the Township determines that such a position is available. If no such non-safety sensitive position is available, and no paid leave is available, the employee can request an unpaid leave

of absence (*e.g. Family and Medical Leave, disability leave, or other unpaid leave of absence*).

- C. The employee shall be provided with information regarding the services available for alcohol and substance abuse.
- D. The employee shall be evaluated by a substance abuse professional (SAP), and may not perform any functions until all recommended counseling and treatment is completed. These actions are in accordance with federal regulation, and therefore not subject to any grievance procedure the Township follows. If the SAP does not recommend any treatment or counseling then there shall be no further discipline under this policy unless other provisions of this policy are violated or the employee has a blood alcohol level greater than 0.04.

Failure to complete or participate in prescribed counseling rehabilitation program shall result in the employee's termination. Any costs associated with the prescribed counseling, treatment, or rehabilitation program are the responsibility of the employee, unless otherwise covered by the Township-sponsored medical benefit plan to which the employee participates.

- E. The employee will be subject to re-evaluation, return-to-duty testing and unannounced follow-up tests for twelve (12) months following the member's return to duty. These actions are in accordance with federal regulations, and therefore not subject to any grievance procedure the Township follows.

### **SECTION 31.4 - REPORTING THE USE OF PRESCRIPTION/NON-PRESCRIPTION MEDICINE**

An employee is required to report the use of any prescription or non-prescription medicines containing alcohol or any of the prohibited controlled substances listed in Section 31.5, below, to their supervisor. At the time the medication is prescribed, the employee shall inquire as to whether the medication will impair the employee's ability to perform any functions. The employee shall be required to produce a signed statement from the treating physician that any prescribed medication containing alcohol or a controlled substance (*as defined in Section 31.5*) does not impair the employee's ability to perform any functions and/or does not interfere with the safe performance of the employee's job.

If the treating physician determines that the medication will impair the employee's ability to perform his functions, at the Township's discretion, the employee may be permitted to perform light duty (*non-safety sensitive*) functions, if the Township determines that such a position is available at that time. If no light duty is available, the employee will be permitted to use accumulated sick leave, vacation, personal leave, compensatory time, or unpaid leave to cover the period of absence. The employee may also be required to follow the Township's FMLA policy and procedures, if applicable, if the absence qualifies.

## **SECTION 31.5 - CONTROLLED SUBSTANCES**

Controlled substances for the purpose of this Article shall include all legal, illegal and prescription drugs containing marijuana, cocaine, opiates (*e.g. codeine, morphine, etc.*), PCP, and amphetamines. All drug screening and confirmation tests shall be conducted by a laboratory certified under the DHHS "Mandatory Guidelines for Federal Workplace Drug Testing Programs". The Township and the laboratory shall have a clear and well-documented procedure for collection, shipment, and accessing of urine specimens. The Township, the collection site, and the laboratory shall follow the procedures in 49 CFR Part 40, including an evidentiary chain of custody and control and split sample collection and testing. The collection site person is responsible for maintaining the integrity of the specimen collection and transfer process. All procedures shall be outlined in writing and provided to Township representatives and donors. A separate sample will be made available for the employee being tested. The member may request that the sample be sent to a neutral laboratory certified under DHHS for testing. The cost of this test will be borne by the bargaining unit member.

## **SECTION 31.6 - TRAINED TECHNICIAN**

All alcohol breath tests shall be administered by a trained breath alcohol technician (*BAT*) or a law enforcement officer certified to conduct such tests. Only evidential breath testing (*BET*) devices shall be used along with the prescribed breath alcohol testing form. The Township and the testing facility shall follow the procedures in 49 CFR Part 40.

## **SECTION 31.7 - REFUSAL TO SUBMIT**

Refusal to submit to any of the alcohol or controlled substance tests required by this Article will result in the employee's immediate removal from the any Township functions and may result in disciplinary action. Refusal will be treated as a positive test and the employee will be referred to a counseling program and subject to return-to-duty and follow-up testing. Actions constituting a refusal to submit to a test include:

1. Failing to provide adequate breath for alcohol testing;
2. Failing to provide adequate urine for controlled substance testing;
3. Engaging in conduct that clearly obstructs the testing procedure;
4. Failing to remain readily available for a post-accident test.

## **SECTION 31.8 - ZERO TOLERANCE**

Employees who have been tested for alcohol with the results showing any concentration will not be permitted to perform any functions for twenty-four (24) hours following administration of the test. Discipline may be administered in accordance with the Township's Drug Free Workplace Act Policy or in accordance with any labor agreement between the parties and/or other disciplinary policies.

## **SECTION 31.9 - CALL OUTS**

Employees who are on call are responsible for informing the Township when the employee is called if he is unable to report due to alcohol consumption. The Township will, whenever possible, notify employees of the likelihood of a call out situation. When

an employee is on notice of a possible call out, and the call out is communicated to the member eight (8) hours in advance of the call out, and employee is then unable to report because of alcohol consumption, the employee may be subject to discipline.

### **SECTION 31.10 - EMPLOYEE ASSISTANCE PROGRAM**

Information regarding the effects of alcohol and controlled substance use on an individual's health, work, and personal life, and information about drug and alcohol counseling, rehabilitation, and employee assistance programs is available through the Assistant Administrator's Office or your individual department head's office, and will be periodically provided to employees.

Employees are encouraged to voluntarily admit problems with drugs and alcohol prior to violating Township policies. If an employee voluntarily enters into counseling or rehabilitation he will be permitted to apply for an unpaid leave, personal leave, or other leave of absence. The employee may also be permitted or required to use all available sick leave, vacation, personal leave, compensatory time, and Family and Medical Leave, if applicable. Any costs associated with a voluntary counseling or rehabilitation program are the responsibility of the employee, unless otherwise covered by the Township-sponsored medical benefit plan to which the employee participates.

### **SECTION 31.11 - OBTAINING EMPLOYEES RECORDS**

Upon written request from the employee, the Township will promptly provide copies of any records pertaining to the employee's use of alcohol or controlled substances including the results of any tests. The Township may charge a reasonable fee for copies. However access to this information will not be contingent upon payment for records other than those specifically requested.

### **SECTION 31.12 - COMPLIANCE TO ALL OTHER REGULATIONS**

All bargaining unit employees are subject to this Article and remain subject to all other policies, procedures, rules, and regulations established by the Township under its independent authority which are not inconsistent with the requirements herein. All employees also remain subject to all other relevant federal, state, and local laws and regulations.

## **ARTICLE 32**

### **SUBCONTRACTING**

#### **SECTION 32.1 - SUBCONTRACTING**

In the event the Township desires to subcontract any bargaining unit work, it will not result in the reduction of the bargaining unit hours, nor will it result in layoffs. Rather, the subcontracting will be limited to the Township utilizing non-bargaining unit personnel to provide the services or duties that no current bargaining unit members have the current skill or ability to perform or that they are currently performing.

## **ARTICLE 33**

### **PHYSICAL FITNESS AND WELLNESS**

#### **SECTION 33.1 - ROUTINE PHYSICAL EXAMINATIONS**

Regular employees shall have a minimum of one physical examination biannually until age forty-five (45) and annually thereafter. The Township shall pay the cost of such examinations. These examinations shall be performed by a qualified physician which shall be designated by the Township. These examinations shall be for the purpose of determining the employee's ability to perform their duties with average efficiency.

#### **SECTION 33.2 - ADDITIONAL EXAMINATIONS**

Employees returning from disability or sick leave shall be subject to physical performance, fitness and/or medical examinations appropriate to the employee's duties. These additional physical examinations and supplemental medical evaluations may be ordered by the Chief of Police or the Assistant Administrator and paid for by the Township. If the employee chooses to select a physician for the physical examination, the fee shall be paid by the employee and the medical report will be submitted to the physician chosen by the Township to make an evaluation of the employee's condition and overall fitness. However, the Chief of Police or the Assistant Administrator reserves the right to require additional physical examinations at the Township's expense. Physical performance examinations and fitness examinations shall be conducted in accordance with the standards and procedures currently as adopted by the Township in 2004. These examinations shall be for the purpose of determining the employee's ability to perform their duties with average efficiency.

#### **SECTION 33.3 - CORRECTIVE MEASURES**

In requiring a physical examination or medical evaluation, the Chief of Police shall request that the examining physician recommend measures to be taken by the employee to correct or improve any health or physical condition which impairs the employee in the performance of his assigned duty. The Chief of Police may direct the employee to follow such corrective measures within the time frame recommended by the physician and order follow-up examinations. Failure to follow corrective measure shall be grounds for disciplinary action up to and including termination.

#### **SECTION 33.4 - WELLNESS PROGRAM**

To ensure the fitness and wellness of all employees, the employees are eligible to participate in a wellness program at The Helen & Charles Coffman Family YMCA in Springboro, Ohio. The Township will participate in the YMCA of Metropolitan Dayton Corporate Membership Program. This would entitle employees to become members at a discounted rate. The employee may, by payroll deduction have his membership fee deducted from their paycheck. It is the intent of this program is to enhance aerobic capacity, improve strength and/or flexibility, non-passively improve ability to perform strenuous work and actively assist the employee in reducing body fat to assist in any compliance with Section 33.2 and/or Section 33.3.

**SECTION 33.5 - USE OF TOBACCO**

Employees shall not use any type of tobacco products or any other non-tobacco products which are smoked while on duty unless necessary for performance of specific tasks approved by the Chief of Police.

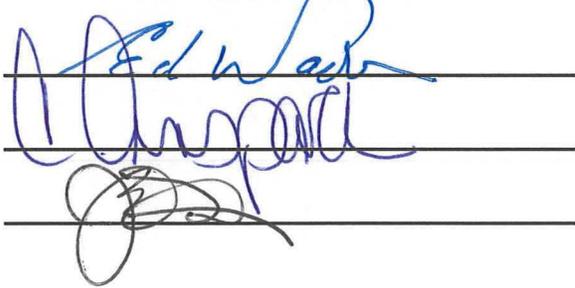
**ARTICLE 34**  
**TERMS OF AGREEMENT**  
**DURATION**

**SECTION 34.1 - DURATION**

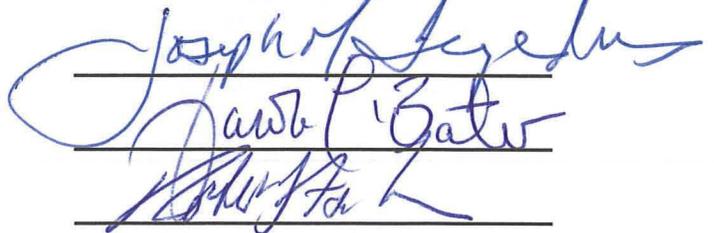
The Agreement shall be in full force and effect from the period 12:01 A.M., January 1, 2012, until 11:59 P.M., December 31, 2014 and shall renew automatically from year to year thereafter, unless either party serves notice of the intent to terminate or modify this Agreement at least sixty (60) days prior to December 31, 2014, or any successive December 31st thereafter.

**IN WITNESS WHEREOF**, the parties hereto have duly executed this Agreement this 12<sup>th</sup> day of September, 2012.

**THE BOARD OF CLEARCREEK  
TOWNSHIP TRUSTEES**



**OHIO PATROLMEN'S BENEVOLENT  
ASSOCIATION**



**APPENDIX A**

**Pay Scale for Police Officers**

<b><u>PATROL OFFICER</u></b>	<b><u>JANUARY 2012</u></b>	<b><u>JANUARY 2013</u></b>	<b><u>JANUARY 2014</u></b>
	2.0% Increase	2.5% Increase	2.5% Increase
<b><u>STARTING</u></b>	\$47,991.92	\$49,191.72	\$50,421.51
<b>PROBATION</b>	\$21.72 HR	\$22.26 HR	\$22.82 HR
<b>STEP ONE</b>	\$49,840.36 \$22.55 HR	\$51,086.37 \$23.12 HR	\$52,363.53 \$23.69 HR
<b>STEP TWO</b>	\$51,711.35 \$23.40 HR	\$53,004.13 \$23.98 HR	\$54,329.24 \$24.58 HR
<b>STEP THREE</b>	\$53,717.59 \$24.31 HR	\$55,060.53 \$24.91 HR	\$56,437.04 \$25.54 HR
<b>STEP FOUR</b>	\$55,791.45 \$25.25 HR	\$57,186.24 \$25.88 HR	\$58,615.89 \$26.52 HR
<b>STEP FIVE</b>	\$57,932.94 \$26.21 HR	\$55,381.26 \$26.87 HR	\$60,865.80 \$27.54 HR
<b>STEP SIX</b>	60,276.90	61,783.82	\$63,328.42
<b>SENIOR PAY</b>	\$27.27 HR	\$27.96 HR	\$28.66 HR