



AN AGREEMENT

13-MED-08-0942
1584-01
K30757
05/27/2014

between

THE CITY OF BRUNSWICK, OHIO

and

FRATERNAL ORDER OF POLICE LODGE #15

S E R G E A N T S

Effective January 1, 2014 through December 31, 2016

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ARTICLE 1

PREAMBLE

1.01 This Agreement is by and between the City of Brunswick, hereinafter referred to as the "City" or the "Employer" and the Fraternal Order of Police Lodge #15, representing Sergeants, hereinafter referred to as the "FOP".

1.02 Whereas, a majority of the employees of the Police Department have designated the FOP to negotiate with the City on behalf of the Sergeants regarding the terms and conditions of their employment; and,

1.03 Whereas, the parties, through their designated representatives, have bargained collectively regarding wages and other conditions of employment; and,

1.04 Whereas, said FOP and the City have reached a meeting of the minds on all of the terms and conditions of a collective bargaining agreement.

1.05 Now therefore, this Contract, in consideration of the mutual promises and in consideration of the following agreements by and between the City of Brunswick and said FOP, do hereby agree with each other as follows:

ARTICLE 2 This Article is meant to be left blank.

ARTICLE 3

MANAGEMENT RIGHTS

3.01 Not by way of limitation of the following paragraph, but to only indicate the type of matters or rights which belong to and are inherent to the Employer, the Employer retains the right to: 1) hire, discharge, transfer, suspend and discipline employees for just cause; 2) determine the number of persons required to be employed, laid off or discharged for just cause; 3) determine the qualifications of employees covered by this Agreement; 4) determine the starting and quitting time and the number of hours to be worked by its employees; 5) make any and all reasonable rules and regulations; 6) determine the work assignments of its employees; 7) determine the basis for selection, retention and promotion of employees to and for positions not within the bargaining unit established by this Agreement; 8) determine the type of equipment used and the sequence of work processes; 9) determine the making of technological alterations by revising either process or equipment, or both; 10) determine work standards and the quality and quantity of work to be produced; 11) select and locate buildings and other facilities; 12) establish, expand, transfer and/or consolidate work

processes and facilities; 13) consolidate, merge, or otherwise transfer any or all of its facilities, property, processes or work with or to any other municipality or entity or effect or change in any respect the legal status, management or responsibility of such property, facilities, processes or work; 14) terminate or eliminate all or any part of its work or facilities; 15) evaluate employees.

3.02 All members of the Bargaining Unit will be subject to a physical examination at the discretion of the City. Such physical examination will be made by a physician or physicians designated and paid by the City.

3.03 In addition, the Union agrees that all of the functions, rights, powers, responsibilities and authority of the Employer in regard to the operation of its work and business and the direction of its workforce which the Employer has not specifically abridged, deleted, granted or modified by the express and specific written provisions of this Agreement are, and shall remain, exclusively those of the Employer and shall not be subject to the grievance procedure herein contained.

ARTICLE 4

RECOGNITION

4.01 The Employer hereby recognizes the Fraternal Order of Police, Lodge #15 (Sergeants) as the sole and exclusive bargaining agent with respect to wages, hours and other terms and conditions of employment, for all full-time employees in the Division of Police employed in the job classification as Sergeants, excluding all part-time, seasonal, and temporary employees. All other employees of the Employer are excluded from the bargaining unit.

ARTICLE 5

NON-DISCRIMINATION

5.01 Neither the City nor the organization representing the employees shall discriminate for or against any employee or applicant for employment covered by this Agreement on account of race, color, creed, age, sex, handicap or national origin.

ARTICLE 6

DUES DEDUCTIONS

6.01 During the term of this Agreement, the Employer shall deduct initiation fees, assessments levied by the Fraternal Order of Police, Lodge #15, and regular monthly Fraternal Order of Police, Lode #15, dues from the wages of those employees

who have voluntarily signed dues deductions authorization forms permitting said deductions. No new authorization forms will be required from any employees in the City of Brunswick for whom the Employer is currently deducting dues.

6.02 The initiation fee, dues or assessments so deducted shall be in the amounts established by the Fraternal Order of Police, Lodge #15 from time to time in accordance with its Constitution and Bylaws. The Fraternal Order of Police, Lodge #15 shall certify to the Employer the amounts due and owing from the employees involved. Initiation fee to be deducted in two payments.

6.03 A check in the amount of the total dues withheld from these employees authorizing a dues deduction shall be tendered to the Treasurer of the Fraternal Order of Police, Lodge #15, within thirty (30) days from the date of making said deductions.

6.04 The Fraternal Order of Police, Lodge #15, hereby agrees to hold the Employer harmless from any and all liabilities or damages which may arise from the performance of its obligations under this Article and the Fraternal Order of Police, Lodge #15, shall indemnify the Employer for any such liabilities or damages that may arise.

ARTICLE 7 This Article is meant to be left blank.

ARTICLE 8 **NO-STRIKE**

8.01 All work stoppage shall result in the loss of two (2) days pay for each days loss of work.

ARTICLE 9 **PROBATIONARY PERIOD**

9.01 All promoted employees will be required to serve a probationary period of one (1) year. All promoted employees, starting their employment on the same day shall be assigned seniority according to their Civil Service grade received, (i.e., highest grade receives highest seniority; second highest grade, second highest seniority, etc.) In all other cases, seniority shall be assigned according to the date the individual starts his/her position. A probationary Employee may be reduced in rank during the probationary period at the sole discretion of the City. If such Employee is retained beyond the probationary period, he shall immediately thereafter be classified as a regular Employee.

ARTICLE 10

WORK WEEK AND HOUR REGULATIONS

10.01 The normal work week for Employees covered by the Agreement shall be forty (40) hours per week. Attendance at Police Department meetings will be considered as hours worked.

10.02 No employee shall be justified or warranted without valid reason to refuse to work overtime in any week or on any day (when there is an emergency- an emergency to be defined by the Chief of Police or his designee, or OIC) or for range training, with the understanding that the employee will be entitled to overtime pay.

10.03 A Supervisor called back to work before or after his/her regular shift will be paid a minimum of four (4) hours for each such call back. It is recognized that this provision does not apply to an employee who works overtime immediately before or immediately after his/her regular shift.

10.03(a) "Immediately before" shall be defined as arriving one (1) hour (60 minutes) prior to the start of the officer's shift, and "immediately after" shall be defined as right after the officer leaves the station following his or her shift; so that, an officer called in for call back work and arriving at the station less than one (1) hour (60 minutes) prior to the start of his or her shift shall receive overtime for the minutes at work. An officer called in for call back work and arriving at the station before one (1) hour (60 minutes) before his or her shift shall receive four (4) hours of overtime, and an officer called in after leaving the station following his or her shift shall receive four (4) hours of overtime. This section includes all non-scheduled police related activities where an officer is called in to work. Non-scheduled shall be defined as officers being given less than twenty-four hour notice of a call in or if the officer is working a full shift during that twenty-four hour period prior to the shift in question, notification shall be considered non-scheduled if made after the end of that shift.

10.03(b) An officer responding to a call back, as defined above, will perform the duty for which that officer was called in to perform. Once the officer has completed the duty for which he or she was called in, the officer shall immediately return to off-duty status. This Section shall not be construed to interfere with the Police Chief's ability to assign overtime under Article 10, Section 10.02. Further, this Section shall not be construed to prohibit the Police Chief and the Union or individual officers from entering into specific written agreement(s) to suit individual officers and Police Division needs.

10.03(c) The only exception to the above mentioned call in would be in the case where due to Sergeant error or omission, a Sergeant is required to respond to work to fix a time sensitive issue. In that case, the Sergeant would only be entitled to be compensated for actual time worked.

10.04 The work schedule shall be prepared normally in a five (5) week schedule, and posted a minimum of seven (7) days before the effective schedule date. It is recognized that absences or unexpected coverage requirements may require changes in individual shifts.

10.05 All hours worked beyond forty (40) in a seven (7) day period, shall be paid at 1-1/2 times an officer's regular rate of pay. Personal, vacation and compensatory days will be considered as a day worked for overtime purposes. Hours worked shall be governed by the Fair Labor Standards Act.

10.06 Employees may elect to take compensatory time in lieu of premium pay for overtime worked at the sole discretion of the Police Chief or his designee. Such compensatory time shall be earned at a rate commensurate to the applicable hourly overtime rate.

10.07 Any Employee who is required to attend outside training, the travel time to and from class may be included in hours worked. Inclusion of travel time as hours worked shall be at the discretion of the Police Chief and relative to Division goals.

10.08 Maximum accrual of compensatory leave shall not exceed One Hundred Eighty (180) hours at any one time.

A. The accumulation of compensatory time shall begin on January 1 of each year. Employees shall have the ability to carry forward sixty-four (64) hours of compensatory time only into the next calendar year. The City would pay out all compensatory hours not used in a calendar year up to a maximum of sixty-four (64) hours you choose to carry forward. If compensatory time cannot be granted and/or used during this time, it shall be paid at the rate it was earned.

B. When an employee has accrued the maximum compensatory time off of one hundred eighty (180) hours, all overtime worked shall be paid at the applicable rate.

C. Compensatory time may be taken in less than eight (8) hour blocks in accordance with the FLSA standards.

10.09 Sergeants may change days off, duty days, schedule rotation or switch duty days with another sergeant with the approval of the Police Chief or his/her designee.

10.10 Shift bidding will be based on seniority. Sergeants will be ranked in order of seniority, with the list taking into account time since being promoted. For shift coverage, the senior Sergeant on the preceding and/or succeeding shift, shall be the first to be asked for overtime. If a call-in is necessary, the senior Sergeant shall be called first for shift coverage.

10.11 Any type of day off taken by a Sergeant (personal, sick, compensatory, vacation, etc.) will be covered by a Sergeant who will be paid their choice of overtime or compensatory time. If for any reason a Sergeant can't cover a shift, refer to Article 10.12.

10.12 Sergeants will be given the first right of refusal for overtime instead of using Patrol OIC, with the only exception being the scheduling of the Patrol OIC done at the initial scheduling time in order to cover a shift when a Sergeant would not be available, or at a time that is mutually agreed upon by the Sergeants and Administration.

ARTICLE 11

HOLIDAYS

11.01 Employees will receive seven (7) holidays as listed below.

1. New Year's Day
2. Easter
3. Memorial Day
4. July 4th
5. Labor Day
6. Thanksgiving Day
7. Christmas Day

11.02 Sergeants who work on their regularly scheduled day, when it falls on a holiday, shall receive double their normal day's pay plus a day's pay for the holiday.

11.03 Sergeants, who are not scheduled to work on an above-listed holiday, shall receive eight (8) hours pay at their regular rate. It is further understood that additional holidays shall not be subject of further bargaining in other subsequent contracts.

ARTICLE 12

VACATIONS

12.01 Eligible Employees covered by this Agreement shall be entitled to weekly paid vacation, at their regular weekly rate, in accordance with the following schedule:

<u>Upon completion of</u>	<u>VACATION</u>
One (1) year but less than five (5) years	2 weeks
Five (5) years but less than eleven (11) years	3 weeks
Eleven (11) years but less than <u>Fifteen (15)</u> years	4 weeks
<u>Fifteen (15)</u> years but less than twenty five (25) years	5 weeks
Twenty five (25) years or more	6 weeks

12.02 Employees with one (1) year, but less than five (5) years of service, may take vacation one (1) day at a time up to a total of five (5) days. Employees with five (5) or more years of service may take vacation one (1) day at a time up to a total of ten (10) days. The remaining vacation must be taken in minimum increments of one (1) week.

12.02a Vacation may be taken in two (2) hour increments up to a total of forty (40) hours. Use of vacation in this manner may not cause overtime except in cases of an emergency. Such emergency shall be defined by the Chief of Police or his/her designee. This decision is not grievable.

12.03 In the event an employee with one or more years of service is absent for any reason, he/she shall be eligible for full vacation pay as long as, in the eligibility years his/her days absent do not exceed the sick days for which he/she is eligible, and is for any reason other than the occupational injury, vacation pay will be reduced by the equivalent days absent in the year after sick leave is terminated. This provision does not apply to vacation days earned in the previous year.

12.04 Each employee will be granted vacation based on the number of years of service at their anniversary date. Each employee will be required to expend their vacation within the calendar year (January 1 through December 31). No pay will be issued in lieu of vacation.

12.04(a) Any full-time probationary employee who is promoted from Patrolman to Sergeant shall be converted from anniversary year to calendar year as follows:
The conversion period shall be January 1st in the year following the date of promotion. The conversion shall have

no effect or impact on the promotional probationary period. In the event a probationary Sergeant is reverted back to a Patrolman position during his/her promotional probationary period, such person shall also revert to an anniversary year calculation as per the Patrolmen's contract.

12.05 An employee shall be deemed to have earned his/her vacation pay as of his/her eligibility date, even though he/she does not take vacation or receive vacation pay at that time. Further, if the employee with one (1) or more years of service is terminated prior to his/her eligibility date, he/she shall receive vacation pay pro-rated in accordance with the number of months he had worked since his preceding eligibility date.

12.05 (a) For the purpose of this provision only, an employee who is eligible to retire under the Ohio Police and Fire Pension Fund (i.e., is "pensionable"), such employee shall be permitted to utilize all remaining unused/unearned vacation in his/her year of retirement provided the employee notifies the Employer of his retirement with at least three (3) months notice to the City prior to the retirement date [e.g., employee has six (6) weeks of vacation and uses one (1) week in February in the year of the retirement. The employee has five (5) vacation weeks remaining. The employee plans to retire July 1st. The employee may utilize his five (5) remaining weeks prior to July 1st provided such notice is given by April 1st without having to "pay back" the City for those weeks of vacation.] If three (3) months notice is not given prior to retirement date, and the employee has used unearned vacation, the employee will be required to pay back the unearned portion of vacation that was taken. However, the Chief of Police may accept notification of less than three (3) months when considering mitigating factors. Denial of approval of less than three (3) months is not grievable. This will be done on a case by case basis. Such factors may include health or illness concerns, family situations, or future employment opportunities of the retiring employee.

12.06 If any employee quits his/her job without two (2) weeks written notice, or is discharged for just cause (except for medical reasons), he/she shall not receive his pro-rated vacation pay.

12.07 An employee, when taking a week's vacation, shall receive a minimum of nine (9) days off [five (5) days off vacation and four (4) scheduled days off] or a maximum eleven (11) days off [five (5) days vacation and six (6) scheduled days off] in accordance with the operational needs, manpower limitations, of the Brunswick Division of Police.

12.08 Reasonable requests to extend the length of time in which any employee must utilize his/her vacation time will be considered but must be first approved by the Chief of Police, then by the City Manager/Safety Director. Approved request is then forwarded to Finance for verification and adjustment of balance.

ARTICLE 13

SICK LEAVE

13.01 Each employee will begin accumulating 4.6 hours per eighty (80) hours after the first month of hire.

13.02 In any case where an employee has accumulated sixty (60) sick days, provided for in above, in a given calendar year, and does not wish to further accumulate the sick days, he/she is entitled to, for that year, as an incentive to said employee not to use the sick time beyond sixty (60) days, said employee may be reimbursed at the end of said year for sick time not used in excess of sixty (60) days at a rate of one-half (1/2)day's pay for each sick day not used. One half (1/2) day's pay shall be the individual's base hourly wage times four (4) hours. Retroactive payment will not be made at any time.

13.03 An employee who is unable, by reason of sickness, injury, or disability to perform his/he duties, must call the Communication Center each day he/she is off, two (2) hours prior to the start of the afternoon or night shift, and one (1) hour prior to the start of the day shift. If he/she fails to call within these time limits prior to the start of his/her shift, he/she will be docked one (1) hour at his/her regular rate. After three (3) consecutive days on non-hospital sick leave, or ten (10) days (80 hours) of non-doctor certified sick leave, a doctor's certificate shall be presented by the employee in all instances. Sick leave should not be used for office visits or treatment which could be scheduled during non-working hours. A patterned use of sick leave or excessive use or abuse is sufficient grounds for disciplinary action.

13.04 If a Sergeant is involved in a shooting that results in death or serious injury to another person, that Sergeant shall immediately be referred to a professional medical health service (Psychologist, Psychiatrist or Medical Doctor) and that party will advise the Police Chief of necessary administrative action. The Sergeant may be given up to thirty (30) days paid Administrative Leave at the discretion of the Police Chief.

ARTICLE 14

BEREAVEMENT LEAVE

14.01 When an employee is absent due to death in his/her immediate family, he/she shall be paid a maximum of three (3) days earnings at his/her regular rate for the purpose of attending the funeral or for memorial purposes. Such three (3) days will be any three consecutive days which must include the day of the funeral. No payment will be made for any of the three (3) days which is a day which the employee would not ordinarily be scheduled to work, or occurs during the employee's vacation.

14.02 A member of the immediate family shall be considered an employee's spouse, parents, children, grandparents, siblings, grandchildren, brother-in-law, sister-in-law, daughter-in-law, son-in-law, mother-in-law, father-in-law, step-parents, step-children, step-siblings, legal guardian or any other household member designated as "other relative" in the sole discretion of the Chief of Police. Denials of a designation of "other relative" by the Chief of Police for purposes of bereavement pay shall not be grievable.

14.03 The intent of this provision shall be to protect an employee against loss in earnings. Thus, the maximum of three (3) days in the event of death in the immediate family is not a guarantee of three (3) paid days off. Two (2) days of sick pay time may be used in conjunction with bereavement pay. Evidence must be submitted to the City to verify this use.

ARTICLE 15

ARMED SERVICE RESERVE DUTY

15.01 Any employee who is required to take off from duty to report for summer camp for training because he/she is a member of a branch of the Armed Services shall be compensated for the difference between his/her regular pay and his/her service pay up to a maximum period of two (2) weeks per calendar year. Training notice and pay voucher must be presented to the City issuing compensation.

ARTICLE 16

INSURANCE

16.01 The City agrees to provide each eligible employee and his/her dependents hospital, surgical and major medical insurance and to continue to pay the premium for Life Insurance under the present plan and limitations.

Effective January 1, 2014, all employees under the City's health insurance plan for medical, prescription, dental and vision are required to contribute ten percent (10%) of the total premium of the plan per month.

Effective July 1, 2014, employees are required to contribute towards the total premium of the plan per month as follows:

	<u>2014</u>	<u>2015</u>	<u>2016</u>
<u>Plan 1</u>	<u>15%</u>	<u>15%</u>	<u>15%</u>
<u>Plan 2</u>	<u>15%</u>	<u>15%</u>	<u>15%</u>
<u>Plan 3</u>	<u>10%</u>	<u>10.5%</u>	<u>11%</u>

The Employer shall have the right to change insurance carriers or coverage so long as the employees retain same coverage. The City also grants the use of its hospitalization policy after retirement by the employee remaining on the Group and paying the entire monthly premium to the City.

16.02 In case an employee is absent from work due to layoff or leave of absence, the City will not be obligated to pay for insurance coverage beyond the end of the month in which such action begins.

16.03 The Employee's contribution towards the premium will be deducted from employee's bi-weekly pay check.

16.04 In the event the Employee resigns or is terminated, the Employee will be required to make the Employer whole in the amounts owed by the Employee for premium contribution pursuant to the City's election procedure. This amount will be deducted from the Employee's final paycheck from the City.

16.05 In the case of an Employee's absence from work due to illness or injury which is not the result of his work, the City will pay for his/her insurance for a period of

ninety (90) days after sick time terminates. When such employee is returned to work, his/her insurance will commence the first of the month following his/her return to work.

16.06 An employee may decline the use of the City's hospitalization, surgical and major medical plans if satisfactory proof is submitted and accepted by the City that the employee is covered by an adequate hospitalization plan. An employee's spouse (if applicable) must also agree to this provision. The City will pay the employee \$750 (1/2 June 1st and 1/2 Dec. 1st) for requesting to be *completely removed from the City's hospitalization plan, or pay the employee \$300 (1/2 June 1st and 1/2 Dec. 1st) for changing from a family plan to a single plan. Initial payments for dropping or reducing the above coverage will be based on the number of months the coverage is not used.*

16.07 The City will provide \$1,000 Life Insurance for every \$1,000 in employee's base pay.

16.08 The City has a flexible spending plan.

ARTICLE 17

LONGEVITY

17.01 In addition to such annual salary, employees shall receive yearly longevity pay in accordance with the following schedule, and subject to the following terms and conditions:

17.02 Employees shall be eligible for Longevity Pay of the amount shown on said schedule on a calendar year basis. Only continuous years of service as an employee for the City shall be used in determining the eligibility for the Longevity Pay. Payments to be made one time annually in the third week in December of each year.

YEARS OF CONTINUOUS SERVICE COMPLETED

LONGEVITY PAY

	<u>2014</u>	<u>2015</u>	<u>2016</u>
4-5	\$ 300.00	\$ 300.00	\$ 300.00
6-7	\$ 500.00	\$ 500.00	\$ 500.00
8-9	\$ 700.00	\$ 700.00	\$ 700.00
10-11	\$ 900.00	\$ 900.00	\$ 900.00
12-13	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00

**YEARS OF CONTINUOUS
SERVICE COMPLETED**

LONGEVITY PAY

	<u>2014</u>	<u>2015</u>	<u>2016</u>
14-15	\$ 1,300.00	\$1,300.00	\$1,300.00
16-17	\$ 1,500.00	\$1,500.00	\$1,500.00
18-19	\$ 1,700.00	\$1,700.00	\$1,700.00
20-21	\$ 1,900.00	\$1,900.00	\$1,900.00
22	\$ 2,100.00	\$2,100.00	\$2,100.00
23	\$ 2,300.00	\$2,300.00	\$2,300.00
24	\$ 2,500.00	\$2,500.00	\$2,500.00
25	\$ 2,700.00	\$2,700.00	\$2,700.00
26	\$ 2,800.00	\$2,800.00	\$2,800.00
27	\$ 2,900.00	\$2,900.00	\$2,900.00
28	\$ 3,000.00	\$3,000.00	\$3,000.00
29	\$ 3,100.00	\$3,100.00	\$3,100.00
30	\$ 3,200.00	\$3,200.00	\$3,200.00

ARTICLE 18

WAGES

18.01 Full-time Sergeants in the Division of Police shall be paid on a four-step (4-step) Merit Rate Schedule as follows: Step 1 – Starting Rate; Step 2 – six-month Rate; Step 3 – One-Year Rate; Step 4 – Two-Year (maximum) Rate. The spread between each Step shall be 2.5%. The Maximum Rate (Step 4) shall be established as fifteen percent (15%) in 2014; fifteen percent (15%) in 2015; and fifteen and one quarter percent (15.25%) in 2016 above the highest rate of pay in the City’s Merit Pay Scale for Patrolmen.

18.02 When a Sergeant is designated as Acting Lieutenant or Acting Chief of Police, they shall receive an additional: \$2.50 per hour.

18.03 Employees will be eligible for merit raises after completion of required time in grade and recommendation from their superior officer. No officer shall be permitted to take an advancement test unless he/she has obtained the final merit step in rank.

18.04 In addition, all employees hired after January 1, 1976, or entering into a new classification within the Police Department, shall be subject to a merit review before receiving any increase in pay. [A 3.0 average (A=5, B=4, C=3, D=2, U=1) is the

minimum average acceptable grade before any merit increase will be awarded.] A merit review will be held prior to the employee's scheduled date for merit raise increase.

18.05 The City will pay each Sergeant the following additional rate per hour in addition to compensation to which they are entitled to under this Agreement:

3:30 p.m. to 11:30 p.m.

11:30 p.m. to 7:30 a.m.

\$.60

\$ 1.20

On any shift in which any Sergeant is not working, the Police Chief shall designate the shift commander. The individual designated shall assume duties of Sergeant.

18.06 All full-time employees must have their regular pay check directly deposited.

ARTICLE 19 **POLICE & FIRE DISABILITY AND PENSION FUND**

19.01 The City will maintain the Police and Firemen's Disability and Pension System.

19.02 The City will pay the Employee's retirement contribution up to a maximum amount of 12.25%.

19.03 The City will provide deferred compensation retirement plans.

ARTICLE 20 **LAY-OFF AND RECALL**

20.01 Layoff, reduction in force and recalls, shall be pursuant to the established seniority list within each classification (as established by promotion date to Sergeant) of least seniority laid off first.

ARTICLE 21 **FIELD TRAINING OFFICER**

21.01 A Sergeant will be paid the maximum pay in grade while acting in the capacity of a Field Training Officer. Such pay will only apply if the Sergeant is trained as a Field Training Officer and prepares a written evaluation of the training.

ARTICLE 22

LINE OF DUTY INJURY LEAVE

22.01 A full-time Employee's absence from work is necessitated because of an illness or injury that occurred while on the job with the City and said illness or injury is compensable under the Ohio Worker's Compensation Law, and the injured Employee is temporarily and totally disabled for a period exceeding seven (7) calendar days, injury leave may be granted at the discretion of the City Manager/Safety Director, or his/her designee, for a period of time not to exceed ninety (90) calendar days.

22.02 Such leave may be granted by the City Manager/Safety Director, or his/her designee, based upon the recommendation of the employee's Department/Division Head and upon submittal by the Employee of a statement from a licensed physician justifying that the employee is unable to return to full work status due to the injury/illness.

22.03 If at the end of this ninety (90) calendar day period the Employee is still disabled, the leave may, at the Employer's sole discretion, be extended for an additional ninety (90) calendar day period or portion thereof.

22.04 Such leave shall not be charged against the Employee's sick leave balance unless it is determined that the illness or injury is a non-work related illness or injury and is not compensable under Ohio Worker's Compensation Law. Should payments be made by the Employer to an Employee for an injury that is subsequently found to be a non-compensable injury, such payments made by the Employer shall be deducted from the Employee's accumulated leave credits (e.g, sick leave, vacation, etc.) or payroll deduction.

22.05 In order to be eligible for injury leave, the Employee must report the illness/injury to his/her supervisor within twenty-four (24) hours of the incident giving rise to the illness/injury.

22.06 Time off during paid injury leave shall count towards service credit and vacation accruals. There shall be no accrual of sick leave credit while being paid injury leave.

22.07 The Employer shall have the right to require the Employee to have a physical exam by a physician appointed and paid for by the Employer.

22.08 When receiving injury leave pay, the Employee shall sign off and refund the City any loss of time compensation received under Ohio Worker's Compensation for such time an Employee is paid injury leave.

22.09 Any Employee who receives a paid leave under this Article shall not be entitled nor will apply for either temporary total disability or permanent and total disability benefits under Ohio Worker's Compensation Laws. This provision does not prohibit an employee from receiving other available worker's compensation benefits. If an employee received either temporary total disability or permanent and total disability while receiving injury wage continuation benefits under this section, the employee agrees to reimburse the City for all sums in excess of what the employee received under this section.

22.10 An Employee on injury leave or receiving temporary total compensation through Worker's Compensation or similar self funded program as a result of an on duty injury, may be required to return to work in a transitional work assignment as determined by the Employer. Such assignments will be for cases that are temporary in nature and will take into consideration any limitations placed on the Employee by the attending physician.

22.11 The injury leave pay set forth in this Article is cumulative for the duration of this Agreement in regard to the injury, i.e., successive "injuries" to the same body part(s) shall not constitute separate injuries and all related worker's compensation and related claims to the same or similar body parts shall be construed as one (1) injury and eligible for total leave time under this Article.

ARTICLE 23 This Article was meant to be left blank.

ARTICLE 24 This Article was meant to be left blank.

ARTICLE 25 This Article was meant to be left blank.

ARTICLE 26 This Article was meant to be left blank.

ARTICLE 27 **TOTAL AGREEMENT**

27.01 This Agreement represents the entire agreement between the Employer and the Fraternal Order of Police, Lodge #15, and unless specifically and expressly set

forth in the express written provisions of this Agreement, all rules, regulations, benefits and practices previously and presently in effect may be modified or discontinued at the sole discretion of the Employer.

ARTICLE 28

OBLIGATION TO NEGOTIATE

28.01 The Employer and the Fraternal Order of Police, Lodge #15, acknowledge that during negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining/negotiations and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

28.02 Therefore, for the life of this Agreement, the Employer and the Fraternal Order of Police, Lodge #15, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain/negotiate collectively with respect to any subjects or matters referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they bargained/negotiated and signed this Agreement.

ARTICLE 29

GENDER AND PLURAL

29.01 Whenever the context so requires, the use of words herein in the singular shall be construed to include the plural, and words in the plural, the singular, and words whether in the masculine, feminine or neuter gender shall be construed to include all of said genders. By the use of either the masculine or feminine genders it is understood that said use is for convenience purposes only and is not to be interpreted to be discriminatory by reason of sex.

ARTICLE 30

This Article was meant to be left blank.

ARTICLE 31

SEPARABILITY AND SAVINGS CLAUSE

31.01 If any article or section of this Agreement should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if in compliance with or enforcement of any article or section, should be restrained by such tribunal pending a final determination as to its validity. The remainder of this Agreement or the application of such article or section to persons or circumstances other than those as to which it has been held invalid, or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

31.02 In the event any article or section is held invalid or enforcement of, or compliance with, which has been restricted as above as set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations upon the request of The Bargaining Agent for the Police Department, for the purpose of arriving at a mutually satisfactory replacement, either party shall be permitted all legal or economic recourse in support of its demands notwithstanding any provision in this Contract to the contrary.

ARTICLE 32

DURATION

32.01 This Agreement represents a complete and final understanding on all bargainable issues between the City and the Fraternal Order of Police, Lodge #15, (Sergeants) and unless otherwise and elsewhere expressed in the Agreement, and shall remain in effect, along with any amendments made and annexed hereto, until midnight, December 31, 2016.

ARTICLE 33

DISCIPLINE

33.01 No employee shall be reduced in pay or position, suspended, fined, discharged or removed except for just cause.

33.02 Prior to any disciplinary suspension, demotion, or discharge taken against a regular employee the Employer shall serve a Notice of Discipline upon the employee which sets forth the acts for which discipline is being imposed and the proposed penalty. A copy of the Notice of Discipline form is attached to this Collective Bargaining Agreement. The Notice of Discipline served on the employee shall be accompanied by a written statement that:

The employee has a right to object by filing a grievance within five (5) days of the Notice of Discipline and that such grievance shall be heard by the City Manager/Safety Director or his/her designee in accordance with Step 2 of the Grievance Procedure;

The Union may file an appeal of the City Manager/Safety Director's decision under the Grievance Procedure to arbitration that provides for a hearing by an independent arbitrator as its final step.

33.03 A suspension without pay, discharge, demotion or fine may be imposed concurrent with the decision of the City Manager/Safety Director or designee as set forth herein. The appeal before the City Manager/Safety Director or designee shall constitute the employee's pre-deprivation hearing.

ARTICLE 34

GRIEVANCE PROCEDURE

34.01 It is mutually understood that the prompt presentation, adjustment and/or answering of grievances is desirable in the interest of sound relations between the employees and the Employer. The prompt and fair disposition of grievances involves important and equal obligations and responsibilities, both joint and independent, on the part of representatives of each party to protect and preserve the grievance procedure as an orderly means of resolving grievances.

34.02 A grievance is a dispute or a difference between the Employer and the F.O.P., or between the Employer and the employee concerning the interpretation and/or application of and/or compliance with any specific provision of the Collective Bargaining Agreement. When any such grievance arises, the following procedure will be observed:

Step 1 An employee who has a grievance must submit it in writing to the Chief within seven (7) calendar days after the occurrence of the events upon which his/her grievance is based. The grievance shall include the name and position of the grievant, the identity of the provisions of this Collective Bargaining Agreement involved in the grievance occurred, the time and place where the alleged events or conditions giving rise to the grievance, the identity of the party responsible for causing the said grievance, if known to the grievant; and a general statement of the nature of the grievance and the redress sought by the grievant. The grievance shall be signed and dated by the grievant and/or the F.O.P. representative. The Chief shall give his/her answer in writing within seven (7) calendar days after receiving the grievance to the grievant or the F.O.P. representative.

Step 2 If the grievance is not satisfactorily settled with the written decision at the conclusion of Step One, a written appeal of the decision may be filed with the City Manager/Safety Director within seven (7) calendar days from the date of the rendering of the decision at Step One. Copies of the written decisions shall be submitted with the appeal. The City Manager/Safety Director or his/her designee shall meet with the grievant and/or a representative of the F.O.P. within seven (7) calendar days after receipt of the appeal. The City Manager/Safety Director or his/her designee shall issue a written decision to the employee and F.O.P representative within seven (7) calendar days from the date of the meeting.

Step 3 In the event a grievance is unresolved after Step Two, then within ten (10) calendar days after the rendering of the decision at Step Two (City Manager/Safety Director level), the grievant may submit the grievance to arbitration. However, if the parties are unable to agree upon an arbitrator, when within five (5) calendar days the party wishing to proceed to arbitration shall request a list of arbitrators from the American Arbitration Association. The arbitrator shall be selected from the list using the alternate strike method. The parties shall submit the matter to the American Arbitration Association for administration.

The arbitrator shall have no power or authority to add to, subtract from, or in any manner, alter the specific terms of this Collective Bargaining Agreement or to make any award requiring the commission of any act prohibited by law or to make award that itself is contrary to law or violates any of the terms and conditions of this Collective Bargaining Agreement.

The hearing or hearings shall be conducted pursuant to the "Rules of Voluntary Arbitration" or the American Arbitration Association.

The fees and expenses of the arbitrator and the cost of the hearing room, if any, shall be borne by the parties losing the grievance. In the event the arbitrator renders a split decision by neither denying nor sustaining the grievance in full, the costs of the arbitration shall be split equally between the parties. All other expenses shall be borne by the party incurring them. Neither party shall be responsible for any of the expenses incurred by the other party.

Employees who are reasonably necessary to the resolution of the grievance shall attend the arbitration hearing without the necessity of subpoena and shall be compensated at their regular hourly rate for all hours during which attendance is required by the Employer. Any request made by either party for the attendance of witnesses shall be

made in good faith and at no time shall the number of employees in attendance adversely affect the normal operations of the department. This shall not be considered a "call in" and an employee shall only be paid for the time at the Hearing.

The parties shall attempt to schedule the arbitration hearing during the grievant's normal working hours. If the arbitration cannot be scheduled during working hours, the grievant shall be permitted to use compensatory time, vacation leave, or personal hours for all hours to attend the hearing.

The arbitrator's decision and award will be in writing and delivered within thirty (30) days from the date the record is closed. The decision of the arbitrator shall be final and binding upon the parties.

34.03 The time limits set forth in the Grievance Procedure shall, unless extended by mutual written agreement of the Employer and the F.O.P., be binding, and any grievances not timely presented, or timely processed thereafter, shall not be considered a grievance under this Collective Bargaining Agreement. Any grievance not timely processed by the Employer at any of the preceding steps may be immediately referred by the F.O.P. to the next level.

34.04 Calendar days as provided within the Grievance Procedure shall not include Saturdays, Sundays, or City Hall Holidays.

34.05 An employee may present grievances and have them adjusted, without the intervention of a representative of the F.O.P., as long as the adjustment, if any, is not inconsistent with the terms of this Collective Bargaining Agreement.

34.06 The Union agrees to indemnify and hold the Employer harmless against any and all claims, demands, suits or other forms of liability that may arise out of any determination that the Union failed to fairly represent a member of the bargaining unit during the exercise of his/her rights as provided by the grievance and arbitration procedures herein contained.

ARTICLE 35 PURCHASE OF SERVICE WEAPON AT RETIREMENT

35.01 When a Sergeant is pensionable and chooses to retire, the retiree may purchase his/her duty issued firearm and badge for the cost of one dollar (\$1.00). In the event the firearm is two (2) years or less from its issue, the Chief may, at his/her sole discretion, make an alternate firearm available for purchase.

35.02 Upon notification from a retiree of his/her request to purchase their firearm, a CCH check and CPO check shall be conducted.

35.03 The Chief of Police may not allow the sale of a service weapon to a retiree, at his/her sole discretion. This decision is final and may not be grievable.

ARTICLE 36

FAMILY MEDICAL LEAVE

36.01 The parties agree to be bound by the provisions of the Family and Medical Leave Act of 1993 (FMLA), and as set forth herein below.

36.02 Any leave taken by an employee, whether paid or unpaid, for the following reasons, shall be applied against the employee's entitlement to twelve (12) work weeks of leave during the twelve (12) month period commencing with the first use of the leave. Any paid or unpaid leave shall be included in the computation of FMLA leave herein. If spouses work for the Employer, the twelve (12) weeks used for FMLA shall be in a combined fashion.

- A. The birth of a son or daughter, and to care for the newborn child;
- B. The placement with the employee of a son or daughter for adoption or foster care;
- C. To care for the employee's spouse, son, daughter, or parent with a serious health condition; and,
- D. Because of a serious health condition that makes the employee unable to perform the functions of his or her job.

36.03 The annual twelve (12) month period shall commence and be measured forward from the date of the employee first uses the leave set forth above.

36.04 No employee shall lose seniority during the period of paid time off which is attributable to the Family and Medical Leave Act. Unpaid time off shall not accrue seniority.

36.05 Eligible employees will be required to certify their request for FMLA thirty (30) days in advance by use of the Department of Labor Form WH380 when possible.

36.06 Eligible employees will be required to re-certify their request for FMLA leave every thirty (30) days.

36.07 Leave for the birth or adoption of a child or for the placement of a child in foster care may not be taken on intermittent or reduced schedule.

ARTICLE 37

LEAVE OF ABSENCE

37.01 The nature of police operations is such that attendance on the job is critical. Employees who do not maintain good attendance records can be subject to disciplinary action as per the Department Rules and Regulations. In unusual circumstances, however, employees are required to be away from their work for extended periods of time. If such a situation occurs, the City may make available the following Leave of Absence policies for employees who have been employed for more than six (6) continuous months:

1. MILITARY LEAVE: Employees drafted into the Armed Forces of the U.S. government, or otherwise conscripted by the Government, shall be granted a Leave of Absence for their duration with the Government. Upon termination of service with the Government, the employee shall be returned to work at his regular job with all his rights and privileges enjoyed including seniority accrued to the date of termination, provided he is able to do such work physically, and that he applied for re-instatement within ninety (90) days time limit specified in the Universal Military Training and Service Act.

2. LEAVE OF ABSENCE: Upon any written application, any employee who has been actively and continuously employed by the City for two (2) years may be granted a Leave of Absence without pay, for a period not to exceed sixty (60) days. Except in emergency situations, the employee must make application for such leave, at least two (2) weeks prior to the date leave is to commence. The City, in its discretion, can extend a leave of Absence for a period not to exceed an additional sixty (60) days. Leave of Absence will be granted only where the requirements permit, except for actual emergencies. Employees securing leave of Absence under false pretenses shall be discharged immediately. Employees granted a Leave of Absence shall notify their superior two (2) days in advance if they desire to return to work before the expiration of Leave. A Leave of Absence not in excess of thirty (30) days shall be included as active and continuous employment for vacation purposes.

3. EMPLOYMENT WHILE ON LEAVE OF ABSENCE: Any employee who is on Leave of Absence and engages employment without the written consent of the City during the time he/she is on such Leave of Absence, shall lose his/her seniority and/or be subject to discharge.

ARTICLE 38

COURT APPEARANCE

38.01 Off duty Sergeants subpoenaed or notified of a need to appear in Court as a witness for Police related testimony shall be paid full-time* pay for the time he/she is required to appear. When such appearance is requested, he/she shall receive a minimum of four (4) hours pay on a scheduled work day or on a day off. Payment shall be made under the guidelines of the Fair Labor Standards Act with regard to overtime pay. The employee need not be required to work these hours. Additional court cases on the same workday or scheduled day off will be paid as follows:

1. Same four (4) hour time frame will be considered already paid.
2. Cases that go beyond the four (4) hours will be paid under normal Division overtime guidelines.

If a Sergeant is not notified within twenty-four (24) hours prior to their scheduled court appearance that their appearance is not required, the Sergeant shall receive a minimum of two (2) hours pay at the overtime rate.

***Full Time Pay:** Full time pay is a Sergeant's regular rate of pay. No overtime premium will be paid for any court time hours worked or paid unless hours worked in a regular work week exceed forty (40) hours.

Court time, shall be defined and applies only to court appearances as a result of subpoenas, or schedules generated by court officials or personnel.

ARTICLE 39

RECREATION CENTER MEMBERSHIP

39.01 A single membership to the Brunswick Community Recreation and Fitness Center will be offered to Sergeants. Employees deciding to accept the membership will be required to sign up for the benefit. This membership is not mandatory nor is it automatic. If a single membership is accepted, the value of this membership will be added to the employee's W2 as a taxable benefit pursuant to IRS code regulations.

39.02 If an employee chooses to enroll in a family membership, the single membership amount will be deducted from the total family amount. The employee would be required to pay the difference between the single and family membership. The single membership amount will be added to the employee's W2 as a taxable benefit pursuant to IRS code regulations.

ARTICLE 40 **ANNUAL PERSONAL DAYS**

40.01 Sergeants will be entitled to nine (9) annual personal days off. The use of these personal days will not count against sick time. These days were formerly referred to as stress days.

40.02 Scheduling for these days off will be at the discretion of the Chief of Police or his designee.

ARTICLE 41 **UNIFORM AND EQUIPMENT ALLOWANCE**

41.01 The City agrees to pay each calendar year to each Police Officer who has been on active duty for the past year, a uniform and equipment replacement allowance as follows:

<u>2014</u>	<u>2015</u>	<u>2016</u>
<u>\$ 850</u>	<u>\$ 900</u>	<u>\$ 950</u>

In order to utilize this benefit, the officer must use a City of Brunswick purchase order, or he/she may request reimbursement after purchasing an item that was authorized by the Chief or his/her designee, themselves.

41.02 The City will purchase Body Armor for each officer as follows, every five (5) years or when rendered ineffective in the line of duty.

<u>2014</u>	<u>2015</u>	<u>2016</u>
<u>\$1,100</u>	<u>\$1,200</u>	<u>\$1,200</u>

41.03 At the discretion of the Range Officer, officers will pay for grips and general upkeep of their weapons out of their uniform allowance.

41.04 The City will pay for weapon repair due to accidental damage or normal wear and tear.

41.05 The City will allow a three (3) man committee to review the present limitations imposed upon uniform and equipment purchases, but the final selection of articles allowed to be purchased is a management prerogative and will not be relinquished.

41.06 The City will provide officers fifty-two (52) rounds of fresh ammunition annually, and O.C. spray after two (2) uses, or four (4) years, or manufacturer's expiration date. Old ammunition will be returned to Range Officer and exchanged for fresh ammunition.

ARTICLE 42

PROFESSIONAL PAY

42.01 In order to encourage continuing professional training and proficiency, all employees who undertake training and are granted accreditation or certification in the following three fields:

Hold an OPOTA Certification
Firearms Proficiency
LEADS Certification

Shall be paid in an annual professional wage supplement in the amount of \$3,050.00 in 2014; \$3,150.00 in 2015; and in \$3,200.00 in 2016, provided, however, that such employees shall maintain such accreditation or certification in each field respectively under professional guidelines and requirements established by the State of Ohio or the Chief of Police for the City of Brunswick. In exchange for the above, the Sergeants agree to eliminate Administrative Services pay and Uniform Maintenance pay. Payment will be made on February 1st.

Professional pay will include an optional fitness incentive as follows and in accordance with the policy:

It is a prerequisite to entering the program to be tobacco free and to remain tobacco free to receive monetary payment for physical fitness.

	<u>Non Smokers</u>	<u>Non Smokers and Passing Physical Performance Program</u>
<u>2014</u> <u>2015</u> <u>2016</u>	\$250	<u>\$800</u>

ARTICLE 43

POLYGRAPH

43.01 If an officer is required to take a polygraph test due to charges brought from an outside source, that individual making the charge will first be required to take a polygraph. Our officer will then be required to take a polygraph. If the individual making the charge is found to be lying, the City will attempt to prosecute.

43.02 If the charge is from an internal investigation, the officer may be required to submit to a polygraph.

43.03 If the polygraph indicates the officer is not truthful, a second polygraph will be given to our officers.

ARTICLE 44

SCHOOLING

44.01 The City will agree to reimburse an employee for training programs specifically related to their employment position and pre-approved by the Chief of Police. This decision is not grievable.

ARTICLE 45

EXTRA WORK DETAIL

45.01 All extra work will be assigned to full time officers first.

ARTICLE 46

RETENTION OF PREVIOUS BENEFITS

46.01 The City is willing to continue to provide the following benefits as long as they are available:

1. False Arrest Insurance
2. Employee Bond

3. Indemnification of Employees - employees shall receive full indemnification from City Council on any judgment when punitive damages have been incurred providing:
 - a. Said employee acted within the performance of his/her duties, following either, advice of proper authority or following established policy and procedure.
 - b. Said employee acted reasonably and in good faith.
4. Jury Duty Pay
5. Employees engaged in City business outside the Municipality shall be reimbursed for the actual cost of meals, lodging, mileage and other items covered by ordinance.

ARTICLE 47

EMPLOYEE RIGHTS

47.01 An employee has the right to have a Shift Sergeant or Lieutenant present at the time he/she is being suspended or discharged from his/her employment.

47.02 Disciplinary actions that are more than five (5) years old, shall, upon the request of the employee, be removed from his/her personnel file and be expunged.

47.03 In cases where suspensions are not immediate, the City will make a suspension effective ten (10) days after it is presented to the employee and the Civil Service Commission. In this case, the suspension will not be served until after a ten (10) day period; or after an employee has filed an appeal and a decision is rendered by the Civil Service Commission.

47.04 Disciplinary action taken by the Employer shall be only for just cause.

47.05 Non-probationary employee, who is disciplined, shall be given written notice regarding the reason for the disciplinary action.

ARTICLE 48

WAIVER IN CASE OF EMERGENCY

48.01 In cases of emergency publicly declared by the President of the United States, the Governor of the State of Ohio, the City Manager and/or Mayor, the Federal or State Legislature, such as acts of God, natural disasters, or acts of terrorism, the following conditions of the Agreement shall automatically be suspended:

- a. Time limits of Management's or Union's replies on grievances.

48.02 Upon termination of the emergency, should valid grievances exist, they shall be processed, in accordance within the provisions outlined in the grievance procedure, and shall proceed from the point in the grievance procedure to which the grievance had properly progressed.

ARTICLE 49 This article was meant to be left blank.

ARTICLE 50 EXECUTION

50.01 IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed this 1st day of May, 2014.

FOR THE UNION:

FOR THE EMPLOYER:

Sgt. Page 5-3
Sergeant Jon Page

CHIEF DeForest TCM
Chief Carl S. DeForest
Temporary City Manager/Safety Director

Sgt. Hoover 5-2
Sergeant Steven Hoover

DIRECTOR OF FINANCE CERTIFICATE

I, Todd Fischer, Finance Director, hereby certify that sufficient funds are in the City Treasury, or in the process of collection, to the credit of the proper fund, free of any outstanding encumbrances or obligations. This certificate is approved based on current information.

A handwritten signature in blue ink that reads "Todd R. Fischer". The signature is written in a cursive style with a horizontal line underneath it.

Todd Fischer
Finance Director

NOTICE OF DISCIPLINARY ACTION

TO: _____

FROM: _____

DATE: _____

SUBJECT: Proposed Disciplinary Action

You are hereby notified that the Chief of Police (Employer) proposed to take the following disciplinary action against you:

You have certain rights regarding the appeal of the above proposed disciplinary action. Please read your Collective Bargaining Agreement regarding those rights.

Chief of Police

EMPLOYEE RIGHTS

You have been served with a Notice of Discipline. Under the Collective Bargaining Agreement you have rights as listed below. Please read these rights thoroughly before you agree or disagree with any proposed disciplinary action.

If, after reading your rights and discussing the matter with your Union Representative, or an attorney at your own expense, you agree to the proposed discipline, you may simply sign this form at the bottom to note your agreement, and return it to the Chief of Police.

If you disagree with the discipline, you should state your reasons in writing in the space provided and return the form to the Chief of Police within five (5) days of receipt of the Notice of Discipline.

1. You are entitled to representation by the Union, or you may hire an attorney at your own expense, to represent you at each step of this procedure.
2. You have the right to object to the proposed discipline by filing a disciplinary grievance within five (5) days of receipt of the proposed discipline with the City Manager/Safety Director.
3. If you file your objection, the City Manager/Safety Director will schedule a formal meeting within seven (7) days of receipt of this form to discuss the matter. You may have representation at this meeting.
4. The City Manager/Safety Director will report his/her decision within seven (7) days following the close of the hearing.
5. You will have ten (10) days after receipt of the City Manager/Safety Director's decision in which to appeal the decision pursuant to the final step of the Grievance Procedure.

CITY OF BRUNSWICK, OHIO
ORDINANCE NO. 50-14

BY: Committee-of-the-Whole

AN ORDINANCE ACCEPTING THE COLLECTIVE BARGAINING AGREEMENT WITH THE FRATERNAL ORDER OF POLICE LODGE #15 (SERGEANTS) FOR A PERIOD OF THREE (3) YEARS EFFECTIVE JANUARY 1, 2014 THROUGH DECEMBER 31, 2016

WHEREAS: The previous Collective Bargaining Agreement with the Fraternal Order of Police Lodge #15 (Sergeants) expired on December 31, 2013; and

WHEREAS: The City of Brunswick and the Fraternal Order of Police Lodge #15 (Sergeants) have bargained collectively and agreed to the terms and conditions of a Collective Bargaining Agreement effective January 1, 2014 through December 31, 2016.

WHEREAS: THE COUNCIL OF THE CITY OF BRUNSWICK HEREBY ORDAINS:

SECTION 1: That the Council of the City of Brunswick hereby accepts the Collective Bargaining Agreement with the Fraternal Order of Police Lodge #15 (Sergeants) for a period of three (3) years effective January 1, 2014 through December 31, 2016, as attached hereto as Exhibit "A".

SECTION 2: That this Ordinance shall take effect and be in force from and after the earliest period allowed by law.

PASSED: 1st Reading May 12, 2014

2nd Reading May 13, 2014

3rd Reading May 19, 2014

ADOPTED: May 19, 2014

AYES 6 NAYS 0

ATTEST:


Clerk of Council

Barbara J. Ortiz, CMC