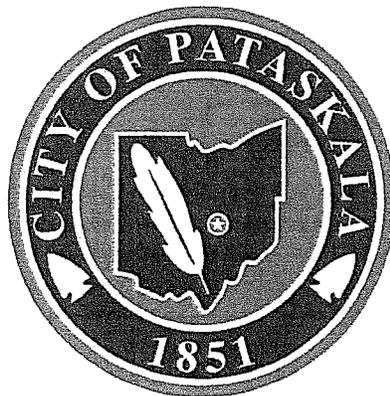


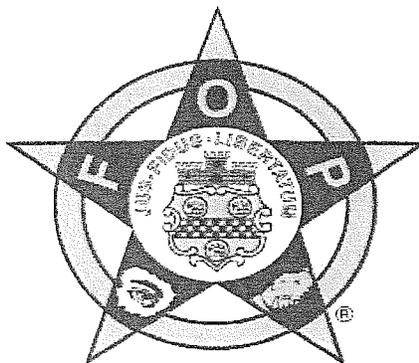


13-MED-09-1065
3119-01
K30879
05/06/2014

AGREEMENT BETWEEN



AND



**FRATERNAL ORDER OF POLICE,
OHIO LABOR COUNCIL INC.**

- POLICE OFFICERS -

**EFFECTIVE JANUARY 1, 2014
TO DECEMBER 31, 2016**

**Collective Bargaining Agreement between the
City of Pataskala and the
Fraternal Order of Police, Ohio Labor Council
For the Period 2014 – 2016**

Contents

ARTICLE 1	PREAMBLE.....	1
Section 1.1	- Purpose	1
ARTICLE 2	RECOGNITION.....	1
Section 2.1	- Inclusions.....	1
Section 2.2	- Exclusions.....	1
ARTICLE 3	REPRESENTATION / BULLETIN BOARDS / DUES DEDUCTION	1
Section 3.1	- Dues Deduction	1
Section 3.2	- Indemnification.....	2
Section 3.3	- FOP/OLC Bulletin Board	2
Section 3.4	- Ballot Box.....	2
Section 3.5	- Bargaining Unit Meetings	2
Section 3.6	- FOP/OLC Business.....	2
Section 3.7	- Intra-Departmental Mail.....	2
ARTICLE 4	FOP/OLC REPRESENTATION.....	3
Section 4.1	- Grievance Representatives	3
Section 4.2	- Grievance Chairman.....	3
Section 4.3	- Pay Status	3
ARTICLE 5	FOP/OLC TRAINING AND DELEGATES	3
Section 5.1	- FOP/OLC Training.....	3
Section 5.2	- Delegates	4
ARTICLE 6	MANAGEMENT RIGHTS.....	4
Section 6.1	- General Work Rules	4
Section 6.2	- Management Rights.....	4
ARTICLE 7	NON-DISCRIMINATION.....	5
Section 7.1	- Joint Pledge.....	5
Section 7.2	- FOP/OLC Pledge.....	6
Section 7.3	- Gender	6
ARTICLE 8	NO STRIKE-LOCKOUT.....	6
Section 8.1	- No Strike.....	6
Section 8.2	- No Lockout.....	6
ARTICLE 9	CONFLICT AND AMENDMENT.....	6
Section 9.1	- Conformity to Law	6
Section 9.2	- Revision of Invalid Provisions	6
Section 9.3	- Amendments to Agreement.....	6
ARTICLE 10	SENIORITY.....	6
Section 10.1	- Definition of Seniority.....	6
Section 10.2	- Application of Seniority	7
Section 10.3	- Breaks in Service.....	7

**Collective Bargaining Agreement between the
City of Pataskala and the
Fraternal Order of Police, Ohio Labor Council
For the Period 2014 – 2016**

Section 10.4 - Seniority List	7
ARTICLE 11 WORK RULES	7
Section 11.1 - Work Rules.....	7
ARTICLE 12 UNIFORMS	8
Section 12.1 - Initial Issue	8
Section 12.2 - Uniform Allowance	8
Section 12.3 - Uniform Schedule.....	9
ARTICLE 13 WORKING OUT OF CLASSIFICATION.....	9
Section 13.1 - Officer in Charge Pay.....	9
ARTICLE 14 FIELD TRAINING OFFICERS.....	10
Section 14.1 - FTO Training.....	10
Section 14.2 - FTO Pay.....	10
ARTICLE 15 LABOR MANAGEMENT MEETINGS	10
Section 15.1 - Meetings	10
Section 15.2 - Matters Not Within Agreement, Management Rights.....	10
ARTICLE 16 GRIEVANCE PROCEDURE.....	10
Section 16.1 - Grievance Policy.....	10
Section 16.2 - Grievance Defined, Content, Timeline For Filing.....	10
Section 16.3 - Disciplinary Action Defined.....	11
Section 16.4 - Grievance Procedure.....	11
Section 16.5 - Grievance Forms.....	15
Section 16.6 - Calendar Day	15
Section 16.7 - Resolved Grievances	15
Section 16.8 - Timely Processing of Grievances	15
Section 16.9 - Exclusivity.....	15
ARTICLE 17 LAYOFF AND RECALL.....	16
Section 17.3 - Recall Notification.....	16
Section 17.4 - Time Limits for Recall	16
Section 17.5 - Probationary Period	16
Section 17.6 - Appeal.....	16
ARTICLE 18 COMPENSATION.....	17
Section 18.1 - Wages	17
Section 18.2 - Compensation Re-opener	17
ARTICLE 19 HOURS OF WORK	17
Section 19.1 - Workday/Workweek.....	17
Section 19.2 - Work Period.....	17
ARTICLE 20 OVERTIME	18
Section 20.1 - Overtime	18
Section 20.2 - Computation and Payment.....	18
Section 20.3 - Call-In Pay/Court Pay.....	18

**Collective Bargaining Agreement between the
City of Pataskala and the
Fraternal Order of Police, Ohio Labor Council
For the Period 2014 – 2016**

Section 20.4 - Overtime Work Distribution.....	18
ARTICLE 21 COMPENSATORY TIME	18
Section 21.1 - Compensatory Time	18
Section 21.2 - Compensatory Time Off.....	18
Section 21.3 - Suspension of Compensatory Time Utilization.....	18
ARTICLE 22 HOLIDAYS	19
Section 22.1 - Holidays.....	19
Section 22.2 - Holiday Pay	19
Section 22.3 - Holiday Work.....	19
ARTICLE 23 VACATION.....	19
Section 23.1 - Vacation Accrual	19
Section 23.2 - Scheduling and Approval	20
Section 23.3 - Probationary Employees.....	20
Section 23.4 - Vacation Pay Upon Separation.....	20
Section 23.5 - Annual Conversion.....	20
ARTICLE 24 SICK LEAVE.....	20
Section 24.1 - Sick Leave Accrual.....	20
Section 24.2 - Accrual Limitations	20
Section 24.3 - Use of Sick Leave.....	21
Section 24.4 - Sick Leave Verification.....	21
Section 24.5 - Abuse of Sick Leave.....	21
Section 24.6 - Minimum Charge to Sick Leave.....	21
Section 24.7 - Sick Leave Credit on Return Service.	22
Section 24.8 - Pay of Accumulated Sick Leave.....	22
ARTICLE 25 OTHER LEAVES	22
Section 25.1 - Bereavement Leave	22
Section 25.2 - Jury Duty Leave.....	22
Section 25.3 - Injury Leave.....	22
ARTICLE 26 LEAVES OF ABSENCE/MILITARY LEAVE	22
Section 26.1 - Leave of Absence	22
ARTICLE 27 EDUCATIONAL INCENTIVE COMPENSATION.....	23
Section 27.01 - Requirements.....	23
Section 27.02 - Pursuing Associate's Degree Compensation.....	23
Section 27.03 - Compensation for Associate's Degree	24
Section 27.04 - Bachelor's Degree Educational Assistance	24
Section 27.05 - Pursuing Bachelor's Degree Compensation.....	24
Section 27.06 - Compensation for Bachelor's Degree.....	24
Section 27.07 - Master's Degree Educational Assistance.	24
Section 27.08 - Pursuing Master's Degree Compensation.	25
Section 27.09 - Compensation for Master's Degree.....	25
Section 27.10 - Refund of Financial Assistance Received	25

**Collective Bargaining Agreement between the
City of Pataskala and the
Fraternal Order of Police, Ohio Labor Council
For the Period 2014 – 2016**

ARTICLE 28	INVESTIGATION, DISCIPLINE, PERSONNEL RECORDS.....	25
	Section 28.1 - Criminal Investigations.....	25
	Section 28.2 - Internal Investigations	25
	Section 28.3 - Complaints.....	26
	Section 28.4 - Corrective Action	27
	Section 28.5 - Progressive Action.....	27
	Section 28.6 - Predisciplinary Meetings	27
	Section 28.7 - Discipline Records.....	28
	Section 28.8 - Appeal of Discipline.....	28
	Section 28.9 - Seniority.....	28
	Section 28.10 - Conduct of Investigation	28
	Section 28.11 - Use of Prior Discipline.	28
	Section 28.12 - Use of Polygraphs.....	29
	Section 28.13 - Union Representation	29
ARTICLE 29	PROBATIONARY PERIOD	29
	Section 29.1 - Requirement to Serve Probationary Period	29
	Section 29.3 - Appeals by Probationary Period Employees	29
ARTICLE 30	MEDICAL EXAMINATIONS	30
	Section 30.1 - Examinations – General.....	30
	Section 30.2 - Health and Safety.....	30
	Section 30.3 - Inability To Perform	30
	Section 30.4 - Return to Work	30
	Section 30.5 - Cost of Examinations.....	30
	Section 30.6 - Requirements.....	31
ARTICLE 31	HEALTH INSURANCE.....	31
	Section 31.1 - Medical Insurance.....	31
	Section 31.2 - Premiums.....	31
	Section 31.3 - Additional Insurance Coverage	31
	Section 31.4 - Eligibility.....	31
ARTICLE 32	WAIVER IN CASE OF EMERGENCY	32
	Section 32.1 - Waiver of Grievance and Job Assignments.....	32
	Section 32.2 - Termination of Emergency	32
ARTICLE 33	SAFE EQUIPMENT	32
	Section 33.1 - Safe Equipment	32
ARTICLE 34	APPLICATION OF CIVIL SERVICE LAW	32
	Section 34.1 - Application of Civil Service Law.....	32
ARTICLE 35	EXTRA DUTY	32
	Section 35.1 - Assignment Process.....	32
	Section 35.2 - Roster Maintenance.....	33
ARTICLE 36	NEGOTIATIONS	33
	Section 36.1 - Negotiations Committees	33

**Collective Bargaining Agreement between the
City of Pataskala and the
Fraternal Order of Police, Ohio Labor Council
For the Period 2014 – 2016**

Section 36.2 - Good Faith Bargaining	33
Section 36.4 - Private Meetings	33
Section 36.5 - Chief Negotiator	33
Section 36.6 - Meeting Notes.....	34
Section 36.7 - Proposals.....	34
Section 36.8 - Caucus/Adjournment.....	34
Section 36.9 - News Media/Public.....	34
Section 36.10 - Tentative Agreement	34
Section 36.11 - Ratification Procedures	34
ARTICLE 37 DISPUTE RESOLUTION	34
Section 37.1 - Dispute Resolution	34
Section 37.2 - Continuation of Current Agreement.....	34
ARTICLE 38 RESIDENCY	35
Section 38.1 - Residency Requirements	35
ARTICLE 39 DURATION, AGREEMENT & SUBSEQUENT NEGOTIATIONS.....	35
Section 39.1 - Duration	35
Section 39.2 - Subsequent Negotiations	35
Section 39.3 - Entire Agreement.....	35
ARTICLE 40 EXECUTION	36
Section 40.1 - Waiver	36
Section 40.2 - Signatures	36

**Collective Bargaining Agreement between the
City of Pataskala and the
Fraternal Order of Police, Ohio Labor Council
For the Period 2014 – 2016**

**THIS PAGE HAS INTENTIONALLY
BEEN LEFT BLANK**

ARTICLE 1 PREAMBLE

Section 1.1 - Purpose. This Agreement is made by and between City of Pataskala, (hereinafter “Employer”, “City”, “Chief”, or “Police Division” and the Fraternal Order of Police, Ohio Labor Council, Inc. (hereinafter “Union” or “FOP”, in relation to the terms and conditions of employment as set forth in this Agreement for bargaining unit members of the unit covered by this Agreement.

ARTICLE 2 RECOGNITION

Section 2.1 - Inclusions. The FOP/OLC is recognized by the City as the sole and exclusive representative of all Bargaining Units’ members in any and all matters relating to wages, hours, and terms and other conditions of employment, and the continuation, modification, or deletion of an existing provision of the collective bargaining agreement between the parties, and the resolution of questions arising under this Contract. The Employer recognizes the Fraternal Order of Police, Ohio Labor Council as the sole and exclusive representative for all full-time patrol officers (hereafter also referred to as police officer), in relation to the terms and conditions of employment as set forth in this Agreement for bargaining unit members of the Union covered by this Agreement who work full time in the classification of patrol officer as certified in SERB Case No. 03-REP-02-0039.

Section 2.2 - Exclusions. The part-time employees, lieutenants, management level employees, professional employees, supervisory employees, confidential employees, seasonal and casual employees, all other employees excluded by the Ohio Collective Bargaining Act, and all other employees are specifically not included in the bargaining unit described in Section 2.1 above.

ARTICLE 3 REPRESENTATION / BULLETIN BOARDS / DUES DEDUCTION

Section 3.1 - Dues Deduction. Pursuant to Section 4117.09(B) of the Revised Code, the City agrees to deduct FOP/OLC membership dues in the amount certified by the Ohio Labor Council to the City the first pay period of each month, from the pay of any FOP/OLC member requesting the same.

If a deduction is desired, the member shall sign a payroll deduction form which shall be furnished by the FOP/OLC and represented to the appropriate payroll clerk. The City agrees to furnish to the Financial Secretary of the FOP/OLC, once each calendar month, a warrant in the aggregate amount of the deductions made for that calendar month, together with a listing of the FOP/OLC members for whom deductions were made. Nothing herein shall prohibit FOP/OLC members covered by this Contract from submitting dues directly to the FOP/OLC.

Members of the bargaining unit shall be bound by the Authorization/Membership form and the Check off Agreement provided by the Fraternal Order of Police, Ohio Labor Council Inc. A bargaining unit member may only revoke his/her membership and authorization during the forty-five (45) to thirty day (30) period prior to the expiration of this Collective Bargaining Agreement, by giving written notice to the Chief of Police with proof of service to the Union. The employee’s membership authorization will not terminate until thirty days (30) after receipt of said notice by the Chief of Police and the Fraternal Order of Police, Ohio Labor Council Inc. A union member may also revoke his/her membership after the Collective Bargaining

Agreement expires and prior to an extension or renewal of the Collective Bargaining Agreement.

Section 3.2 - Indemnification. It is specifically agreed that the Employer assumes no obligation, financial or otherwise, arising out of provisions of this Article, and the Union hereby agrees that it will indemnify and hold the Employer harmless from any claims, actions, or proceedings by any employee arising from deductions made pursuant to this Agreement. Once the funds are remitted to the Union, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Union. The parties agree and understand that if an employee(s) files an action(s) against the City and/or Union regarding the deductions made under this Article, the deductions for said employees shall be deposited in an escrow account until such action is resolved.

Section 3.3 - FOP/OLC Bulletin Board. The Labor Council shall be permitted to maintain an OLC bulletin board in the squad room at the Department Headquarters. FOP/OLC bulletins and FOP material only will be permitted to be posted on this board.

Section 3.4 - Ballot Box. The FOP/OLC shall be permitted, upon prior notification to the Chief of Police, to place a ballot box at Department Headquarters for the purpose of collecting members' ballots on all FOP/OLC issues subject to ballot. Such box shall be the property of the FOP/OLC and neither the ballot box nor its contents shall be subject to the City's review.

Section 3.5 - Bargaining Unit Meetings. The FOP/OLC shall be permitted, upon prior notification to the Chief of Police, to hold meetings for the FOP/OLC members in the Bargaining Unit of for all Bargaining Unit employees, at Police Headquarters or other City buildings, room or facility. Notification under this Article shall be in writing which shall be forwarded to the City Administrator.

The City agrees to make the requested location available for use by the FOP/OLC on the date and at the time specified in the FOP/OLC's notification to the City unless the location has been previously scheduled for other purposes. However, if it is not practicable for the City to provide the requested location to the FOP/OLC, the City will so notify the FOP/OLC and make every effort to provide for an alternate meeting location in another City building, room or facility. The City will further provide the dates and times of availability for the requested locations.

Section 3.6 - FOP/OLC Business. Representatives of the Labor Council shall be permitted to transact official FOP/OLC business at departmental work sites at all reasonable times, provided that this shall not interfere with or interrupt normal departmental operations.

Section 3.7 - Intra-Departmental Mail. The FOP/OLC shall be permitted to utilize the intra-departmental mail system for the purpose of providing information pertaining to the FOP/OLC business or Bargaining Unit representation to members. The FOP/OLC agrees that the use of the mail system will be reasonable and limited to providing information that is necessary for the normal conduct of FOP/OLC business or Bargaining Unit representation. All mail placed into the mail system by the FOP/OLC shall be the property of the members to whom it is addressed and sealed on the envelope. Such mail shall not be subject to the City's review.

ARTICLE 4 FOP/OLC REPRESENTATION

Section 4.1 - Grievance Representatives. The FOP/OLC shall designate one (1) Grievance Representative. The FOP/OLC may also designate a Grievance Chairman who may also serve as a Grievance Representative. A member and his/her Grievance Representative shall not lose pay or benefits for attendance at scheduled Grievance Hearings, during their duty hours, under the Grievance Procedure with prior approval of the Chief (or designee). Grievance Representatives shall be allowed adequate time, as approved by the Chief (or designee), on duty, with pay to conduct a proper investigation of each grievance. Such approval will not be unreasonably withheld. If a grievant is prejudiced by the withholding of such approval such that he/she is denied a reasonable opportunity to appeal his/her grievance or have it heard, a reasonable extension of time shall be granted so that the grievant may timely appeal his/her grievance or have it heard. The FOP/OLC shall notify the Chief, in writing of the names of Grievance Representatives and the Grievance Chairman within thirty (30) days of their appointment.

Section 4.2 - Grievance Chairman. The Grievance Chairman shall be an at-large grievance coordinator. The authorized functions of the Grievance Chairman shall include the following:

- A. Attendance at any City-FOP/OLC joint meeting relating to employee relations and/or grievances;
- B. Representing the FOP/OLC in investigating and processing grievances in the Grievance Procedure;
- C. Replacing a Grievance Representative who is absent or unavailable;
- D. General supervision and coordination of grievances in process, and of Grievance Representatives; and
- E. Act as liaison between the Administration and the FOP/OLC on matters concerning grievances.

Section 4.3 - Pay Status. If a meeting or hearing is held pursuant to the grievance procedure, an employee acting as union representative shall not be compensated for the time spent at the meeting or hearing. The grievant shall not receive compensation if the meeting or hearing is held during non-work hours. However, the affected employee or employee acting as a Union representative shall not forfeit compensation or benefits if the meeting or hearing is held during their normally scheduled hours.

ARTICLE 5 FOP/OLC TRAINING AND DELEGATES

Section 5.1 - FOP/OLC Training. The City, upon reasonable notice by the FOP/OLC, shall permit Grievance Representatives and the Grievance Chairman to attend annual training sessions not to exceed a cumulative total of thirty-two (32) hours, sponsored by the FOP/OLC related to the administration and conduct of the grievance/arbitration procedure. Said attendance will be granted as leave without pay unless the employee chooses to use vacation or personal leave to attend the FOP/OLC training. In addition, the employee may use compensatory time to attend the FOP/OLC training to the extent and so long as the City has in effect a policy or policies

which provides for or allows City employees to accumulate compensatory time.

Section 5.2 - Delegates. Duly elected or selected delegates or alternates to the Annual Conference of the Fraternal Order of Police, Ohio Labor Council, Inc. who are in the Bargaining Unit shall be allowed reasonable time to attend such functions. To the extent any such time is during such delegates' scheduled work hours, they shall be given consideration to a schedule rearrangement, or they shall be allowed to use their vacation time. The same consideration shall be afforded to a member who serves on the FOP/OLC to the extent and so long as the City has in effect a policy or policies which provide for or allows City employees to accumulate compensatory time.

ARTICLE 6 MANAGEMENT RIGHTS

Section 6.1 - General Work Rules. Except to the extent modified by the provisions of this Agreement, the Employer reserves and retains solely and exclusively all of its legal rights to manage the operations of the Police Division of the City of Pataskala. The rights of the Employer shall include, but shall not be limited to the rights to establish, change or abolish policies, practices, rules, or procedures for the conduct of the Police Division, its employees and its service to the citizens of the City, consistent with the provisions of this Agreement.

Section 6.2 - Management Rights. The Employer's exclusive rights shall include, but shall not be limited to the following except as expressly limited by the terms and conditions set forth in this Agreement:

- A. Determine matters of inherent managerial policy which include, but are not limited to, areas of discretion or policies such as the functions and programs of the office, standards of services, its overall budget, utilization of technology, and organizational structure;
- B. To manage and direct its employees, including the right to select, hire, promote, transfer, assign, supervise, evaluate, retain, layoff and recall;
- C. Maintain and improve the efficiency and effectiveness of governmental operations;
- D. Determine the overall methods, process, means or personnel by which operations are to be conducted including the right to manage and determine the location, type, and number of physical facilities, equipment, programs, and the work to be performed;
- E. Suspend, discipline, demote or discharge for just cause, or transfer, assign, schedule, or retain employees and to layoff employees from duty due to the lack of work or lack of funds, reorganization, or abolishment of positions;
- F. To determine the size, composition and adequacy of the work force, to establish, alter and change work schedules, to establish, modify, consolidate and to determine staffing patterns, including, but not limited to the assignment of employees, qualifications required and areas worked;
- G. Determine the overall mission of the office as a unit of government;
- H. Effectively manage the work force;

- I. Take actions to carry out the mission of the Office as a governmental unit;
- J. The right to select and determine the number and types of employees required, including the right to select, hire, promote, transfer, evaluate, and to assign such work to such employees in accordance with the requirements determined by the Employer;
- K. The right to establish work schedules and assignments and to determine the necessity for overtime and the amount and assignments required thereof;
- L. To promulgate and enforce employment rules and regulations as related to job performance and to otherwise exercise the prerogatives of management;
- M. The right to maintain the security of records and other pertinent information;
- N. The right to determine and implement necessary actions in emergency situations;
- O. The right to determine when a job vacancy exists, the duties and qualifications to be included in all job classifications, and the standards of quality and performance to be maintained; and
- P. The right to determine the Police Division goals, objectives, programs and services, and to utilize personnel in a manner designed to effectively meet these purposes.

Section 6.3 - Reserved Rights. The Union recognizes and accepts that all rights and responsibilities of the Employer not specifically modified by this Agreement or ensuing Agreements shall remain the rights and responsibilities of the Employer.

The Employer retains and reserves all rights, power, authority, duty and responsibility confirmed or invested in it by the laws and constitution of the State of Ohio and/or the United States of America. The exercise of any such right, power, authority, duty or responsibility by the Employer and the adoption of such rules, regulations and policies as it may deem necessary, and as they apply to employees represented by the Union, shall be limited only by the terms of this Agreement.

In addition, the Union agrees that all of the functions, rights, powers, responsibilities and authority of the Employer with regard to the operation of its work and business and the direction of its work force 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.

ARTICLE 7 NON-DISCRIMINATION

Section 7.1 - Joint Pledge. The City and the FOP/OLC agree not to discriminate against any member of the Bargaining Union on the basis of his or her membership or non-membership in the FOP/OLC, nor to discriminate, interfere with, restrain or coerce any employee because of FOP/OLC membership or because of or regarding his or her activities as an officer or other representative of the FOP/OLC.

Section 7.2 - FOP/OLC Pledge. The FOP/OLC, within the terms of its Constitution and Bylaws, agrees not to interfere with the desire of any member of the Bargaining Unit to become and remain a member of the FOP/OLC. The FOP/OLC agrees to fairly represent all members of the Bargaining Units subject to the provisions and procedures set forth in Section 4117.11(B)(6) and 4117.12 of the Revised Code.

Section 7.3 - Gender. All references in this Contract to the male gender shall be construed to be equally applicable to females.

ARTICLE 8 NO STRIKE-LOCKOUT

Section 8.1 - No Strike. The Union will not authorize, instigate, aide, condone or engage in a strike, work stoppage, slowdown or other withholding of services. Further, no employee in the bargaining unit shall authorize, instigate, aid, condone or engage in a strike, work stoppage, slowdown, sympathy strike, or other withholding of services. In the event of a violation of this Section, the Union will affirmatively act to require employees to return to work and fully perform their duties. Notice of violation of this Article may be given to any Union representative or employee representative or officer of the Union. The Union recognizes that employees who violate this section may be subject to disciplinary action.

Section 8.2 - No Lockout. During the term of this Agreement the Employer shall not lock out any member of the bargaining unit.

ARTICLE 9 CONFLICT AND AMENDMENT

Section 9.1 - Conformity to Law. The parties intend this Agreement to supersede and replace any state and local laws on the subjects referenced or covered by this Agreement. Where this Agreement makes no specification about a matter, the provisions of applicable law shall prevail. If, by operation of law, or by a court of competent jurisdiction, it is found that any provision shall be of no further force and effect, the remainder of the Agreement shall remain in full force and effect for the Agreement term.

Section 9.2 - Revision of Invalid Provisions. The parties agree that should any provision of this Agreement be found to be invalid, they will attempt, upon written request from either party, to negotiate replacement language on the same matter within thirty (30) days.

Section 9.3 - Amendments to Agreement. Amendments and modifications of this Agreement may only be made by mutual written Agreement of the parties to this Agreement, subject to ratification by the Union and City through City Council.

ARTICLE 10 SENIORITY

Section 10.1 - Definition of Seniority. As used herein, the term "seniority" shall be defined as the continuous uninterrupted length of service or employment as a full-time employee in the department from the date of appointment. Service as part-time employee or in another non-law enforcement position for the City shall not be credited as seniority. Employees shall not accrue seniority while on unpaid leaves of absence, or any other excluding times set forth in this Agreement.

Section 10.2 - Application of Seniority. “Seniority” shall accrue to all employees covered by this Agreement in accordance with the provisions of this Article. Seniority, as defined in Section 10.1 of this Article, will apply wherever employee seniority rights are established in the terms and conditions of the Agreement. The criteria for determining the employee with more seniority among two (2) or more employees hired on the same date shall be a coin toss between the employees, or a drawing of lots.

Section 10.3 - Breaks in Service. The following situations shall not constitute a break in continuous service but employees shall not accrue seniority while in the status of any of the following:

- A. Absence while on approved leave of absence;
- B. Military leave; or;
- C. A layoff of 18 months duration or less.
- D. Periods of disciplinary suspension.

The following conditions constitute a break in continuous service for which seniority is lost.

- A. Discharge or removal for just cause;
- B. Retirement;
- C. Layoff for more than 18 months;
- D. Failure to return to work within fourteen (14) calendar days of a recall from layoff;
- E. Failure to return to work at the expiration for approved leave of absence;
- F. A resignation or job abandonment;
- G. Absent without leave for more than three (3) working days; or

Section 10.4 - Seniority List. The Employer shall annually prepare a list setting forth the present seniority dates for all members in the bargaining unit, such list becoming effective on or after the date of execution of this Agreement. This list shall resolve all questions of seniority affecting employees covered under this Agreement. Disputes as to seniority listing shall be resolved through labor-management and must be presented by the Union or the employee within ten (10) calendar days after the seniority list is posted.

If such disputes are not resolved through labor-management meetings, the Union may file a grievance. Such grievance must be filed within fourteen (14) calendar days after the seniority list is posted.

ARTICLE 11 WORK RULES

Section 11.1 - Work Rules. The City agrees that work rules shall be reduced to writing and provided to all covered members in advance of their enforcement. A charge by a member that a work rule, General Order, or the like, is in violation of this Contract, or has not been applied or interpreted uniformly to all members, shall be a proper subject for a grievance. The City will provide the members and make available to the FOP/OLC copies of any revised or new work rules, General Orders, and like matters in advance of their intended effective dates. The City will, in this regard, maintain all such rules and orders in a central location accessible to the parties upon request.

ARTICLE 12 UNIFORMS

Section 12.1 - Initial Issue. The City shall furnish the basic uniform and equipment (for all new employees required to wear same) according to the schedule in Section 12.3. Articles of clothing and equipment remains the property of the City and must be turned in when an employee is separated from City service. Failure to do so shall result in the value of the missing items being withheld from the employee's separation pay. The City shall have the right to determine the supplier of uniforms and equipment.

Section 12.2 - Uniform Allowance.

- A. Bargaining unit members shall be paid a uniform allowance of \$700 .00 per calendar year payable as a part of that payroll issued for the first pay period in January.

The annual amount shall be prorated to the nearest month of service for those who retire, leave City service or become bargaining unit members during the year.

The uniform allowance is intended to cover the purchase of those items set forth in the uniform schedule included as a part of this article. In addition, the uniform allowance is intended to cover the purchase of clothing appropriate as a function of job assignment and other law enforcement related items that an officer may from time to time determine appropriate in the execution of his or her duties. The City has established uniform standards and will require replacement of any uniform items considered to be inconsistent with established standards. The Chief or his designee shall have the authority to order when uniform items are to be replaced. Bargaining unit members are responsible for periodic replacement.

- B. It is understood and agreed that the City Finance Director will include the amount of the allowance as additional income as a part of the annual tax reporting of those receiving an allowance. It is further understood and agreed that each individual receiving an allowance will be responsible for his/her own record keeping and tax reporting associated with the expenditures made with the allowance provided.
- C. When uniform changes are mandated by the City, the initial change shall be paid for by the City.
- D. The City shall reimburse employees for the reasonable cost of repair or replacement of eyeglasses and wrist watches damaged in the non-negligent performance of their duties. Such reimbursement shall not exceed \$400.00 for corrective glasses and \$150.00 for wrist watches. Such reimbursement shall be made available only after all insurance claims and payments have been pursued. Employees required to wear civilian clothing in the performance of their duty who demonstrate that the clothing was damaged or destroyed in the performance of their duty shall be reimbursed for the reasonable cost of replacing such clothing.
- E. Uniform items damaged in the discharge of law enforcement duties shall not be charged to the employee's maintenance allowance, but shall be replaced by the City.

Section 12.3 - Uniform Schedule.

Trousers	3
Shirts, Winter	3
Shirts, Summer	4
Shoes	1
Boots, Winter	1 pr.
Jacket, Multi-seasonal	1
Hat	1
Belt	1
Name Plates	2
Hat Badge	1
Breast Badge	2
Collar Brass	1 set
Whistle w/chain	1 set
Gun Belt	1
Holster	1
Firearm	1
Rain Cover	1
Rain Coat	1
Handcuffs	1 pr.
Handcuff Case	1
Belt Keepers	1 set (4)
Gloves	1 pr.
Key Ring Holder	1
Protective Vest	1
Flashlight Holder	1
Forms Tin	1
Magazine Holder	1

The protective vest purchased by the Employer will be a threat level II vest. The City shall replace the protective vest as recommended by the life suggested by the manufacturer of the protective vest.

ARTICLE 13 WORKING OUT OF CLASSIFICATION

Section 13.1 - Officer in Charge Pay. Non-probationary Patrol Officers who are required to work out of classification and who are assigned to serve as the Officer in Charge for four (4) or more hours shall be entitled to additional compensation at a rate of \$1.50 per hour for each hour the officer serves as officer in charge. This officer in charge pay occurs when there is not a Lieutenant or above on duty for more than four (4) hours.

Section 13.2 - Temporary Promotions. A patrol officer may be temporarily promoted to the rank of Lieutenant. During this temporary assignment the employee shall receive the probationary Lieutenant's wage. During this temporary assignment the employee will still have all rights guaranteed under this contract.

ARTICLE 14 FIELD TRAINING OFFICERS

Section 14.1 - FTO Training. Due to the importance of having qualified field training officers, the City of Pataskala agrees that all officers to be used as a Field Training Officer must be qualified. The City of Pataskala shall see that all officers used as a Field Training Officer have successfully completed such training as may be appropriate prior to being used as a Field Training Officer.

Section 14.2 - FTO Pay. Officers assigned as a Field Training Officer shall not schedule consecutive days of leave during their period of assignment without the sole permission of the Chief of Police. Field Training Officers shall be chosen at the sole discretion of the Chief. Officers assigned as a Field Training Officer shall be compensated \$1.50 per hour in addition to their regular hourly pay rate for each hour they act as an FTO.

ARTICLE 15 LABOR MANAGEMENT MEETINGS

Section 15.1 - Meetings. The parties recognize that certain subjects are matters of mutual interest to the parties. The parties also recognize that the Union may wish to present its views on such subjects so that such views may be considered by the Administration. Included as a legitimate item for discussion in these meetings shall be the concerns and suggestions of the Bargaining Unit regarding conditions of existing equipment and minimum safety standards for any new equipment that the City may purchase. The FOP/OLC shall submit to the Chief specific items for the agenda at least five (5) days in advance of a scheduled meeting. At least three (3) days in advance of a scheduled meeting, the City shall submit to the FOP/OLC any additional specific items for the agenda. It is the intention of the parties hereto that such individuals as may be helpful to items to be discussed in such meeting may be in attendance, but that in the normal meetings not more than three (3) representatives selected by the Bargaining Unit and three (3) selected by the City may attend. The Chief will normally attend. It is the intention of the FOP/OLC that these meetings be utilized only for the purpose of promoting harmonious relationships between the FOP/OLC, its membership and the City and to provide input to the Chief on items of concern. It is not the intention of the parties that these meetings be used to bypass the normal chain of command, and members are expected to attempt to work out issues with supervisors prior to raising them at such meetings.

Section 15.2 - Matters Not Within Agreement, Management Rights. Matters involving interpretation of the contract shall not be subject to labor-management committee. Nothing herein shall be interpreted or construed to waive or preempt management rights set forth under Article 6 herein. Decisions of the labor-management committee shall not be subject to the grievance procedure unless such decisions violate a section of this Agreement.

ARTICLE 16 GRIEVANCE PROCEDURE

Section 16.1 - Grievance Policy. The Chief and the Union recognize that in the interest of effective personnel management, a procedure is necessary whereby employees can be assured of a prompt, impartial and fair processing of their grievances.

Section 16.2 - Grievance Defined, Content, Timeline For Filing. A grievance is a claim that there has been misinterpretation, meaning, or violation of any of the express, written provisions

of this Agreement, or a claim arising as the result of disciplinary action.

Any grievance not resolved at the preliminary step set forth in this Article shall contain: Date and time grievance occurred; detailed description of grievance; specific reference to the provision(s) of the Agreement allegedly violated, or to the specific disciplinary action; relief requested; signature of grievant(s). It is not intended that the grievance procedure be used to affect changes or modify this Agreement.

Section 16.3 - Disciplinary Action Defined. For the purposes of this Agreement, disciplinary action is any reduction in pay and/or position, removal, or suspension without pay. Appeals of discipline shall commence at "Preliminary Step" as set forth herein unless the parties waive all steps and proceed to arbitration. Notwithstanding any other provision of this Agreement, oral or written reprimands may only proceed through Step 3.

Section 16.4 - Grievance Procedure. The following are the implementation steps and procedures for handling members' grievances:

- A. Preliminary Step A member having an individual grievance will first attempt to resolve it informally with the supervisor whose action(s) gave rise to the grievance. Such attempt at informal resolution shall be made by the member-grievant within seven (7) of the calendar days following the events or circumstances giving rise to the grievance having occurred; grievances brought to the attention of the supervisor beyond the seven (7) calendar day time limit need not be considered. At this step, there is no requirement that the grievance be submitted, or responded to, in writing; however, a Grievance Representative may accompany the grievant to a meeting with the supervisor should the latter request his/her attendance. The supervisor will respond informally within seven (7) calendar days. If the member is not satisfied with the oral response from the supervisor at this Step, he/she may pursue the formal steps which follow. Before a grievance is placed in writing pursuant to Step One, such grievance shall be screened by the Grievance Chairman or appropriate alternate.
- B. Step One – Supervisor
1. When a member has a grievance in which his/her supervisor's oral response in the Preliminary Step is unsatisfactory he/she may then submit said grievance in writing to that supervisor on the grievance form agreed upon by the parties. Such form must be submitted to the supervisor within five (5) calendar days following the oral response from the Preliminary Step. The supervisor shall date stamp the Form on the date of his receipt of it. Grievances submitted beyond the five (5) day time limit need not be considered.
 2. Within five (5) of the calendar days of the receipt of the written grievance, the supervisor shall affix his/her written response to the Form, date and sign his/her response, and return one copy of it to the grievant. If the aggrieved member does not refer to the grievance to the Second Step of this Procedure within five (5) calendar days after his/her receipt of the

decision rendered in this Step, the grievance shall be considered to be satisfactorily resolved.

C. Step Two – Deputy Chief

1. Should the member-grievant not be satisfied with the answer in Step One, within five (5) calendar days thereafter he/her may appeal the grievance to this Step Two by delivering or having delivered a copy of the Grievance Form, containing the written responses at the prior Steps and any other pertinent documents, to the Deputy Chief. The form shall be date-stamped upon receipt. A grievance submitted beyond the five (5) calendar day time limit shall not be considered.
2. Within seven (7) calendar days of his/her receipt of the Grievance Form, the Deputy Chief shall investigate the grievance, and shall schedule and conduct a meeting to discuss the grievance with the Grievance Chairman. All parties involved in the grievance shall be notified and in attendance at the grievance meeting. The Grievance Chairman shall bring with him/her to the meeting the member-grievant. The parties may by mutual written agreement waive the conduct of a meeting at this level.
3. In the meeting called for at this Step, the Deputy Chief shall hear a full explanation and the grievance and the material facts relating thereto.
4. Within seven (7) calendar days of receipt of the grievance or of the meeting if held at this Step, the Deputy Chief shall submit to the Grievance Chairman his/her written response to the grievance. The response shall be affixed to the grievance form.

D. Step Three – Chief

1. Should the member-grievant not be satisfied with the answer in Step Two, within seven (7) calendar days after receipt of the Step Two response (or seven (7) calendar days after the Step Two meeting if no written response is received) he/she may appeal the grievance to Step Three by delivering a copy of the grievance form, containing the written response at the prior step and any other pertinent documents, to the Chief. The Chief (or designee) shall date the form, accurately showing the date the Office received the form.
2. The Chief (or designee) shall, within seven (7) calendar days of receipt of the written grievance, schedule and conduct a meeting to discuss the grievance with the grievant and/or grievance chairman or his designee. The Chief (or designee) may bring with him/her to the meeting the member-grievant and appropriate grievance representatives. The Chief and the employee may bring any appropriate witnesses.
3. Within seven (7) calendar days of the meeting at Step Three, the Chief (or

designee) shall submit his/her written response to the grievance.

E. Step Four – Mayor (or City Administrator)

1. Should the member-grievant not be satisfied with the answer in Step Three, within seven (7) of his/her calendar days after receipt thereof, he/she may appeal the grievance to this Step by delivering or having delivered a copy of the Grievance Form, containing the written response at the prior Steps and any other pertinent documents, to the office of the City Administrator. The form shall be date stamped upon receipt. A grievance submitted beyond the seven (7) working day time limit shall not be considered.
2. Within fourteen (14) calendar days from receipt of the Grievance Form, the Mayor or the City Administrator shall investigate the grievance, and shall schedule and conduct a meeting to discuss the grievance with the Grievance Chairman. All parties involved in the grievance shall be notified and in attendance at the grievance meeting. The Grievance Chairman shall bring with him/her to the meeting the member-grievant and appropriate Grievance Representatives.
3. In the meeting called for at this Step, the Mayor, or the City Administrator shall hear a full explanation of the grievance and the material facts relating thereto.
4. Within seven (7) calendar days of the meeting of this Step, the Mayor, or the City Administrator shall submit to the Grievance Chairman a written response to the grievance. The response shall be affixed to the grievance form.
5. Upon written agreement by the member-grievant and the Mayor or City Administrator, Step Four may be waived. In the event of such waiver, the matter shall proceed to arbitration as set forth in Article 33.

F. Arbitration

1. If the member-grievant is not satisfied with the answer in Step Four, within fourteen (14) calendar days after receipt of the Step Four response, (or fourteen (14) calendar days after the Step Four meeting if no response is received) the Union may appeal to arbitration by serving the Employer a written notice of intent to arbitrate.
2. Within fourteen (14) calendar days of the Employer's receipt of the notice of intent to file under the grievance arbitration procedure, the Labor Council shall, by letter, solicit a list of seven (7) arbitrators from the Federal Mediation and Conciliation Services to hear the arbitration. Upon receipt of such list of arbitrators the parties may meet and attempt to select one (1) arbitrator from the list. Both parties shall have the option to strike the entire panel of

proposed arbitrators. This option to strike may be exercised by both parties once in any one (1) grievance. If either party does not choose to strike the entire panel of proposed arbitrators, but the parties fail to agree on the selection of one (1) arbitrator, the parties shall then proceed to alternately strike one (1) name each from the list. Determination regarding which party shall have the privilege of striking a name from the list first shall be resolved by the toss of a coin. The individual whose name remains on the list after the other six (6) names have been removed shall be the arbitrator. The Federal Mediation and Conciliation Services (hereafter, "FMCS") shall be informed of the individual selected and request that such arbitrator be assigned to the grievance. The arbitrator shall arrange with the parties, the date, time and place of the meeting. The parties may mutually agree upon an arbitrator without requesting a list from the FMCS.

3. Arbitration proceedings shall be conducted under the voluntary labor arbitration rules of the FMCS, except as modified by the provisions of this Agreement. The arbitrator shall conduct a fair and impartial hearing concerning the grievance, hearing, and recorded testimony from both parties. The arbitrator shall hear only one grievance at a time unless both parties agree to consolidate two (2) or more grievances. After a dispute on which the arbitrator is empowered to rule hereunder has been referred to him, such dispute may be withdrawn by either party.
4. The fees of the arbitrator and the rent, if any, for the hearing room shall be split equally. The expense of any non-employee witnesses shall be borne, if at all, by the party calling that witness. The fees of a court reporter shall be paid by the party asking for one, however, such fee shall be split equally if both parties desire a reporter. If both parties desire a transcript, the costs of such transcript shall be split equally by the parties. Any other costs, such as rental for facilities, shall be paid as agreed by the parties on a case by case basis. The grievant, the Union representative, and employee witnesses called by either party who appear at an arbitration hearing during their normal working hours shall not suffer any loss in pay. Member witnesses, other than the grievant and grievant representative, called by the Union, will be permitted time off, with pay, to testify at an arbitration hearing if such time is during regularly assigned working hours, provided that the needs of the City, the Police Division and the safety of the citizenry of the City are not compromised.
5. Disputes may only be submitted to arbitration during the life of this Agreement. No issue whatsoever may be arbitrated or subject to arbitration unless such issue results from an action or occurrence which takes place during the effective dates or agreed extensions of this Agreement.

No decision by an arbitrator shall infringe upon the obligation of the City as expressed or intended by the provisions of Ohio law.

Either party may raise the issue of arbitrability before the arbitrator. In the

event such issue is raised, the first question to be addressed by the arbitrator shall be whether the grievance is arbitrable.

The arbitrator shall not change wage rates already in effect pursuant to this Agreement. No award of any arbitrator shall be retroactive for a period prior to the date of the filing of a grievance. The arbitrator shall conduct a fair and impartial hearing concerning the grievance, hearing and recording testimony from both parties and applying the rules of the American Arbitration Association. The arbitrator shall not have the authority or power to add to, subtract from, disregard, alter or modify any of the terms or provisions of this Agreement. It is expressly understood that the decision of the arbitrator, within his/her function and authority as set forth herein, shall be final and binding upon both parties. The arbitrator's decision and award shall be in writing and will state the rationale for the decision.

Section 16.5 - Grievance Forms. The City and the FOP/OLC shall develop jointly a Grievance Form. Such Forms will be supplied by the FOP/OLC and made available to all Grievance Representatives.

Section 16.6 - Calendar Day. For the purpose of counting time, "calendar days" as used in this Contract will not include holidays.

If an office specified for receipt of a grievance or grievance appeal is closed for an entire day, which day is the last day of the time period prescribed for the filing of a grievance or grievance appeal, then the grievant will be permitted to file his or her grievance or grievance appeal on the next day on which such office is open.

Section 16.7 - Resolved Grievances. The Grievance Chairman shall deliver a copy of each resolved written grievance to the Chief within five (5) calendar days of the grievance resolution. Failure to timely deliver a copy of a resolved grievance to the City shall excuse the City from any liability or damages for failure to implement the resolution.

Section 16.8 - Timely Processing of Grievances. Any grievance must be completed and filed upon the authorized grievance form agreed to between the parties to this Agreement. Such form shall provide for statement of the grievance and its relevant facts; the particular provision of this Agreement that are alleged to have been misinterpreted, misapplied or violated; and the remedy sought. Any grievance not advanced to the next step by the grievant or the Union within the time limits in that step, shall be deemed resolved by the Employer's last answer. Any grievance not answered by the Employer within the time limits in that step shall automatically proceed to the next step. Time limits may be extended by the Employer and the grievant or Union by mutual Agreement in writing.

Section 16.9 - Exclusivity. This grievance procedure shall be the exclusive method of resolving grievances. The parties agree that the State Personnel Board of Review shall have no authority over matters subject to this grievance and arbitration procedure.

ARTICLE 17 LAYOFF AND RECALL

Section 17.1 - Layoff Notification. The provisions of Revised Code section 124.321 shall not apply for reasons for layoff by the Employer. The Employer may lay off employees for lack of funds or work or abolishment of positions. The Employer shall notify the Union and affected employees no less than thirty (30) calendar days in advance of the effective date of the layoff or job abolishment. The Union agrees to meet with the Employer to discuss layoffs. Either the Union or the Employer may request a meeting to discuss the layoffs.

Section 17.2 - Layoff. The Employer shall determine in which classifications layoffs will occur. Layoffs of bargaining unit employees will be by rank/classification. Employees shall be laid off within each rank/classification in the inverse order of seniority, beginning with the least senior and progressing to the most senior up to the number of employees that are to be laid off. With layoff displacement, higher rank shall displace lower rank and more senior members shall displace those with less seniority.

Section 17.3 - Recall Notification. The Employer shall provide written notice of recall to the affected employees to the employee's last known address. It shall be the responsibility of each employee to keep the Department informed of his/her current residence or mailing address. If there is a recall, employees who are still on the recall list shall be recalled in the inverse order of their layoff.

Laid off employees shall notify the Employer of any temporary absence from their regular address. The Employer agrees that an employee's recall rights shall continue until said employee is contacted, until fourteen (14) days have lapsed from the contract, or the employee has been contacted and the employee does not respond.

Section 17.4 - Time Limits for Recall. The laid off employee shall have fourteen (14) calendar days after mailing or dispatching of said notification in which to exercise his/her rights to recall. After the expiration of his/her time the next employee in line on the recall roster shall be notified in accordance with the above paragraph and be given his/her right to recall.

The employee who has been properly notified by the Department must report to work within seven (7) days from the date of receipt of the notification or from the expiration of the fourteen (14) day notification period, unless a longer period is provided by the Chief. Employees who fail to report for work as specified above shall forfeit their recall rights and the next employee in line on the eligibility roster shall be notified. Laid off employees shall have recall rights for eighteen (18) months from the effective date of layoff.

Section 17.5 - Probationary Period. Recalled employees shall not serve a probationary period upon reinstatement, except that employees serving a probationary period at layoff shall be required to complete any such probationary period.

Section 17.6 - Appeal. Any appeal regarding a layoff, reasons for a layoff, or displacements shall only be through the grievance and arbitration procedure of this Agreement beginning at Step Two.

ARTICLE 18 COMPENSATION

Section 18.1 - Wages.

A. Effective the first full pay period in January 2014, the wage scale will be:

STEPS	1	2	3	4	5
	Upon Hire/ Probationary	Upon Completion of Probation	Upon Completion of Step 2 plus one year	Upon Completion of Step 2 plus two years	Upon Completion of Step 2 plus three years
RATE	\$17.03	\$17.88	\$19.34	\$20.11	\$21.64

Section 18.2 - Compensation Re-opener. Compensation for 2015 and 2016, the minimum number of vacation hours that can be used at one time and the employee “cap” amount on the employee participation amount for major medical insurance coverage as set forth in Article 31, Health Insurance will be subject to re-opened discussions. The re-opener shall be commenced by either party filing a notice to negotiate with the State Employment Relations Board. These negotiations shall be conducted in accordance with Chapter 4117 of the Ohio Revised Code.

The negotiations for the re-opener will commence upon dates to be established by the parties during the fourth calendar quarter of 2014. Those negotiations may include only the topics listed above, subject to the negotiated re-opener for 2015 or both 2015 and 2016 as determined through negotiations.

ARTICLE 19 HOURS OF WORK

Section 19.1 - Workday/Workweek. The regular workday and workweek for members will be determined by the Chief of Police. The regular workweek for members shall be forty (40) hours. The normal work assignments shall be either five (5) consecutive eight and one-half (8.5) hour days with two (2) consecutive days off or at the discretion of the Chief, four (4) consecutive ten and one-half (10.5) hour days with three (3) consecutive days off. The Chief Further reserves the right to develop a schedule of “12” hour shifts as an alternative to “8” or “10” hour shifts.

- A. Scheduling assignments for shift changes or training seminars shall not constitute a violation of the consecutive days off provision of this Section
- B. Members shall not be required to flex time-off or take other leave to avoid overtime.

Section 19.2 - Work Period. For purposes of wage and hour administration, a regular work period shall consist of eighty (80) hours in fourteen (14) consecutive calendar days. This work period shall also constitute the pay period.

Section 19.3 - Meal Break. Employees will be permitted a non-paid half-hour (1/2) meal break during their eight (8) or (10) hour tour of duty if the present workload permits. Employees on a

meal break are subject to immediate call to return to duty.

ARTICLE 20 OVERTIME

Section 20.1 - Overtime. All hours actually worked in excess of a normal workweek, (so long as the workweek is forty (40) hours based upon "8" or "10" hour shifts as opposed to "12" hour shifts), shall be compensated at the overtime rate of one and one-half (1-1/2) times the regular rate of compensation. Vacation time and approved sick time shall be included in computing hours worked.

Section 20.2 - Computation and Payment. Overtime shall be computed on a work period basis and shall be included in the compensation for the pay period which included the last day of the work period.

Section 20.3 - Call-In Pay/Court Pay. A member directed to work any portion of a tour of duty or appearance in court that is not contiguous with his/her regularly scheduled rate tour of duty shall be compensated for a minimum of two (2) hours of pay at the appropriate rate whether straight time or overtime. Any member on scheduled vacation or other approved leave including scheduled days off who is directed to work or required to appear in court on such day shall receive a minimum of four (4) hours of pay at the appropriate rate whether straight or overtime. Nothing set forth in this section shall be interpreted to provide for multiple "two (2) hour" or "four (4) hour" payments within a one day period. Should a member have multiple court appearances on the same day the member shall receive the applicable minimum payment set forth in this section for the first appearance with additional payment thereafter for actual time spent on duty and/or required court appearances.

Section 20.4 - Overtime Work Distribution. The Employer will attempt to distribute overtime work in a fair and equitable manner, providing that such attempts do not affect the orderly and efficient operation of the affected department or division.

ARTICLE 21 COMPENSATORY TIME

Section 21.1 - Compensatory Time. A member who is entitled to overtime payment as authorized in this Contract may elect, at such time as the overtime is earned, to take equivalent compensatory time off, in lieu of cash payment, at a later time. The use of compensatory time off must be scheduled through, and approved by, the Chief (or designee.) Members may accumulate a maximum of one hundred (100) hours of compensatory time. Upon request for any reason, all accumulated compensatory time shall be paid at the then current rate of compensation.

Section 21.2 - Compensatory Time Off. A member may take compensatory time off at the employees request and the approval of a supervisor. Compensatory time off shall be taken in minimum of one hour increments. Members requesting an entire shift or more on compensatory time off shall obtain the approval of the Chief of Police (or designee). Such request shall normally be at least seven (7) days in advance. No employee may utilize more than eighty (80) hours of compensatory time in any given calendar year.

Section 21.3 - Suspension of Compensatory Time Utilization. At the discretion of the Chief and due to the operational needs of the department, the practice of utilizing compensatory time

may be halted during an emergency. Emergency is defined as any man-made or natural disaster or any shortage in manpower when such manpower falls below eighty percent (80%) of the allocated strength of the division.

ARTICLE 22 HOLIDAYS

Section 22.1 - Holidays. The following days are declared to be holidays which will be observed by the members:

First day of January	First Monday in September
Third Monday in January	Second Monday in October
Third Monday in February	Eleventh day of November
Last Monday in May	Fourth Thursday in November
Fourth day of July	Twenty-fifth day of December

Section 22.2 - Holiday Pay. All members shall receive holiday pay for each of the holidays specified in Section 22.1. The rate of pay for each holiday will be equivalent to a normal shift at straight time pay so long as the workday consists of "8" hour shifts. The rate of pay for holidays will coincide with the established hours of the workday to "10 or "12" hours of straight time pay if the schedule is modified to alternate shift periods.

Section 22.3 - Holiday Work. For each holiday observed on a member's workday, said member shall work that holiday and receive straight time one and one-half (1-1/2) pay for all hours worked on that holiday. If a member is not scheduled to work an observed holiday but is directed to do so, the member shall receive compensation as set forth herein. Any employee required to work more than a normal shift on the above listed holidays shall receive one and one-half times their normal rate of pay for overtime hours on the holiday.

ARTICLE 23 VACATION

Section 23.1 - Vacation Accrual. Each member, after one full year of completed service with the City, and thereafter, shall be entitled to vacation leave with pay at straight time rate, and such vacation leave shall accrue to the member each pay period worked according to the following schedule and subject to the following accrual limits:

TOTAL YEARS OF SERVICE	BI-WEEKLY ACCRUAL RATE	PAID VACATION HOURS	ACCRUAL LIMIT BALANCE
0 through 5	3.076	80	140
6 through 11	4.615	120	180
12 through 19	6.154	160	200
20 and over	7.693	200	240

Employees with six (6) years or more of service and who have sixty (60) hours or less in their vacation accrual bank, shall receive their yearly vacation hours in January each year. Should an employee leave city service having used more vacation than the above accrual rate, the employee

will reimburse the city the owed amount or forfeit the owed amount from their final pay.

The minimum number of hours in increments of vacation shall be subject to the reopener listed in Article 18.

Section 23.2 - Scheduling and Approval. All vacation leave must be scheduled through and authorized by the Chief (or designee). Members may take their vacation leave in increments of eight (8) hours, or any amount equal to a normal workday if an alternate to "8" hour shifts is established, provided, however, that a minimum of forty (40) hours must be taken on a consecutive hour basis each year of employment. The forty (40) hour block assignment of vacation shall be based upon requests submitted during the first week of February of each year. These requests will be considered on the basis of classification seniority with due regard for the anticipated needs of the Department. Approved 40-hour vacation blocks will not be cancelled except for an emergency. For purposes of this section, an emergency includes both those instances where the Chief or Mayor declare a present emergency and those verifiable instances of serious injury or illness to an employee or his family as defined in Section 25.1.

Section 23.3 - Probationary Employees. First year probationary employees shall accrue vacation leave as set forth in Section 23.1 and shall be eligible for forty (40) hours of vacation leave during the second six (6) months of the probationary period. The consecutive hour requirement of Section 23.2 shall not apply to probationary employees.

Section 23.4 - Vacation Pay Upon Separation. A member who concludes employment with the City in good standing shall be entitled to compensation at his current rate of pay for all accrued and unused vacation leave to his credit at the time of retirement. Should a member die while in paid status, any accrued but unused vacation leave shall be paid in lump sum to the member's surviving spouse or otherwise to the estate of the deceased.

Section 23.5 - Annual Conversion. An employee may convert up to forty (40) hours of vacation leave to cash on a 1:1 ration of leave to cash if, and only if, the employee has utilized less than forty-five (45) hours of sick leave during the calendar year and has met the consecutive hour utilization requirement set forth in Section 23.2.

Any such conversion will be paid in January of the year following a request for such conversion to those who qualify for such conversion. The qualification period shall be measured from January 1st through December 31st of each year.

ARTICLE 24 SICK LEAVE

Section 24.1 - Sick Leave Accrual. All members shall accrue sick leave at the rate of 3.076 hours for each pay period worked. No sick leave shall accrue during any period of unpaid leave, any period of accrued sick leave use or during any period of disciplinary suspension.

Section 24.2 - Accrual Limitations. An employee with the City may accumulate accrued sick leave up to a maximum amount of 960 hours. Any employee who has, prior to the effective date established herein, accrued hours in excess of 960 hours shall retain those hours accumulated but shall not accrue additional hours beyond the limitation established herein.

Section 24.3 - Use of Sick Leave. A member may use sick leave, upon approval of the Chief, for absence due to personal illness, pregnancy, injury, exposure to contagious disease for which could be communicated to other employees; and for illness, injury in the member's immediate family (this determination to be within the authority of the Chief); and for necessary medical, dental or optical consultation or treatment when the same cannot be obtained during off duty time.

Section 24.4 - Sick Leave Verification. At least one (1) hour before starting his/her shift, a member on sick leave shall inform the on-duty supervisor of the fact, except in the case of provable inability to make a telephone call. Except in cases of suspected abuse, a member will not be routinely required to furnish upon returning to duty a physician's certificate evidencing that the absence was for one of the reasons set forth in Section 3 above, for absences of two (2) consecutive days or less. The member may be required to furnish such a certificate following an absence in excess of two (2) consecutive working days. Members shall be required in all cases to furnish a written, signed statement upon appropriate department form to justify the use of sick leave.

Section 24.5 - Abuse of Sick Leave. In the event that a member is suspected of abusing sick leave, the City may require the member to justify his/her use of sick leave by obtaining a physician's certificate, at City expense, from a physician designated by the City. In addition, or in the alternative, the City may require the member to obtain a certificate from his/her own doctor at the member's own expense, or other verification of illness or injury acceptable to the Chief, for any of all future absences for which sick leave is claimed within a period of six (6) consecutive months.

- A. Grounds for suspicion of abuse shall include, but not limited to, information received by the City that the Bargaining Unit member is, or was, during any time for which sick leave is claimed:
 - 1. Engaging in other employment;
 - 2. Engaging in strenuous physical exercise of recreation, including work around the home, other than as ordered or recommended by a doctor;
 - 3. Present in a tavern or other place inconsistent with a claim of illness or injury;
 - 4. Absent from home or place of confinement or convalescence when called or visited by representatives of the City, except in cases where the member can produce verification (such as hospital or medical clinical admissions or treatment slip or a receipt for the purchase of medicines from a pharmacy or a reasonable explanation) that his/her absence was for reasons directly related to the treatment of his/her illness or injury.

- B. Any member who is suspected of abusing sick leave shall be confronted with such suspicion by his/her supervisor and given an opportunity to explain his the use of sick leave prior to being required to produce a physician's certification for future absences as set forth above.

Section 24.6 - Minimum Charge to Sick Leave. Absence for a fraction of a day that is chargeable to sick leave in accordance with this provision shall be charged in increments of not

less than two (2) hours. Members who, after reporting to work, are then sent home on sick leave shall be charged for actual hours absent.

Section 24.7 - Sick Leave Credit on Return Service. A member who is laid off or on unpaid disability leave will, upon reinstatement to service, be credited for any unused sick leave existing at the time of layoff or leave.

Section 24.8 - Pay of Accumulated Sick Leave. All employees at the time of their retirement, in good standing, shall receive payment based on the members' straight-time rate of pay at retirement for one-fourth (1/4) of the member's accrued but unused sick leave, up to a maximum of one-fourth (1/4) of nine hundred sixty (960) hours. No employee shall be entitled to payment in excess of one-fourth (1/4) of the employee's accrued but unused sick leave or in excess of one-fourth (1/4) of nine hundred sixty (960) hours, whichever is less.

ARTICLE 25 OTHER LEAVES

Section 25.1 - Bereavement Leave. In the event of the death of a member's mother, father, sister, brother, aunt, uncle, current spouse, child, current mother-in-law, current father-in-law, current step children, current daughter-in-law, current son-in-law, current stepmother or stepfather, legal guardian or person who serves in loco parentis, the member shall be granted up to three (3) working days with pay to attend the funeral.

In the event of the death of a member's grandparents, grandchildren, current brother-in-law, current sister-in-law or any other relative of the member residing in the member's home, the member shall be excused for one (1) day with pay. The City may request proof of death and of the relationship in question.

If additional time is necessary for bereavement purposes, the member may use up to one (1) day of sick leave for a death occurring in the State, and up to three (3) days of sick leave for a death occurring out of state. Sick leave usage is appropriate for death of individuals listed in this Section. For the death of an immediate family member the Chief may extend the amount of time an employee may be off to come out of the employee's sick leave bank.

Section 25.2 - Jury Duty Leave. A member, while serving upon a jury in any court of record, will be paid his/her regular salary for each of his/her workdays during the period of time so served. Upon receipt of payment for jury service, the member shall submit jury duty fees to the Chief who will then deposit such funds with the City.

Section 25.3 - Injury Leave. A member that is injured on duty shall, in the sole discretion of the Chief, be eligible for injury leave for a period of up to thirty (30) calendar days from the date of injury. This time shall not come from the employee's sick leave bank. The Chief, upon approval of the City Administrator may extend this injury leave up to ninety (90) calendar days from the date of injury.

ARTICLE 26 LEAVES OF ABSENCE/MILITARY LEAVE

Section 26.1 - Leave of Absence. The Employer, in its sole discretion, may grant a leave of absence without pay to any employee for a maximum duration of three (3) months for any

personal reasons of the employee. Such a leave may be renewed or extended beyond three (3) months at the sole discretion of the Chief.

The authorization of a leave of absence without pay is a matter of administrative discretion. The Employer will decide in each individual case if a leave of absence is to be granted. Denial of leaves shall not be appealable to the grievance procedure. The granting of any leave of absence is subject to approval of the Employer. Except for emergencies, employees will advise the Employer sixty (60) days prior to commencement of the desired leave so that the various agency functions may proceed properly.

If a leave of absence is granted for a specific purpose and it is discovered that the leave is not being used for such purpose, the Employer may cancel the leave and direct the employee to report to work.

Military leave shall be provided to employees in a manner consistent with federal and state laws governing military leave usage.

ARTICLE 27 EDUCATIONAL INCENTIVE COMPENSATION

Section 27.01 - Requirements. Any employee who is enrolled in an accredited program leading to an associate's degree may request financial assistance for the costs of tuition, books and other required course materials under the following conditions:

- A. Any employee desiring employer participation in an associate's degree Program must submit appropriate evidence of current enrollment in good standing in such program to the Chief (or designee.) Good standing is considered to be a cumulative grade point average of 2.0 on a 4.0 scale or an equivalent measure thereof.
- B. Participation or employer assistance shall be limited to 50% of the costs of tuition, books and other required course materials up to a maximum amount equal to \$1,500 in any twelve-month period.
- C. Participation can be either upon completion of a period of study, course and/or semester or quarter or in advance of actual payment in the discretion of the Chief. Advance payment shall be limited to tuition or other fees and shall be available only upon presentation of appropriate invoice or billing statement from the institution or facility offering the associate's degree program.

Section 27.02 - Pursuing Associate's Degree Compensation. Upon presentation of sufficient documentation to establish that the employee has completed the first quarter, semester, term or other grading cycle of a degree program in "good standing" as established in this Article, any employee enrolled in and actively pursuing an associate's degree from an accredited institution and who is in good standing in such a program shall be entitled to \$0.25/hour additional compensation to be added to that employee's base compensation amount as incentive compensation for pursuing such degree.

Section 27.03 - Compensation for Associate's Degree. Any employee who satisfactorily completes an associate degree program and is awarded an associate's degree from an accredited institution, or provides evidence of such degree, shall be entitled to \$.50/hour additional compensation to be added to that employee's base compensation amount as incentive compensation for obtaining such degree.

Section 27.04 - Bachelor's Degree Educational Assistance. Any employee who is enrolled in an accredited program leading to a bachelor's degree may request financial assistance for the costs of tuition, books and other required course materials under the following conditions:

- A. Any employee desiring employer participation in a bachelor's degree program must submit appropriate evidence of current enrollment in good standing in such program to the Chief (or designee.) Good standing is considered to be a cumulative grade point average of 2.0 on a 4.0 scale or an equivalent measure thereof.
- B. Participation or employer assistance shall be limited to 50% of the costs of tuition, books and other required course materials up to a maximum amount equal to \$2,000 in any twelve-month period.
- C. Participation can be either upon completion of a period of study, course and/or semester or quarter or in advance of actual payment in the discretion of the Chief. Advance payment shall be limited to tuition or other fees and shall be available only upon presentation of appropriate invoice or billing statement from the institution or facility offering the associate's degree program.

Section 27.05 - Pursuing Bachelor's Degree Compensation. Upon presentation of sufficient documentation to establish that the employee has completed the first quarter, semester, term or other grading cycle of a degree program in "good standing" as established in this Article, any employee enrolled in and actively pursuing an bachelor's degree from an accredited institution and who is in good standing in such a program shall be entitled to \$0.75/hour additional compensation to be added to that employee's base compensation amount as incentive compensation for pursuing such degree.

Section 27.06 - Compensation for Bachelor's Degree. Any employee who satisfactorily completes a bachelor's degree program and is awarded a bachelor's degree from an accredited institution, or provides evidence of such degree, shall be entitled to \$1.00/hour additional compensation to be added to that employee's base compensation amount as incentive compensation for obtaining such degree.

Section 27.07 - Master's Degree Educational Assistance. Any employee who is enrolled in an accredited program leading to a master's degree or above may request financial assistance for the costs of tuition, books and other required course materials under the following conditions:

- A. Any employee desiring employer participation in a master's degree program or above must submit appropriate evidence of current enrollment in good standing in such program to the Chief (or designee.) Good standing is considered to be a

cumulative grade point average of 2.0 on a 4.0 scale or an equivalent measure thereof.

- B. Participation or employer assistance shall be limited to 50% of the costs of tuition, books and other required course materials up to a maximum amount equal to \$2,000 in any twelve-month period.
- C. Participation can be either upon completion of a period of study, course and/or semester or quarter or in advance of actual payment in the discretion of the Chief. Advance payment shall be limited to tuition or other fees and shall be available only upon presentation of appropriate invoice or billing statement from the institution or facility offering the associate's degree program.

Section 27.08 - Pursuing Master's Degree Compensation. Upon presentation of sufficient documentation to establish that the employee has completed the first quarter, semester, term or other grading cycle of a degree program in "good standing" as established in this Article, any employee enrolled in and actively pursuing a master's degree or above from an accredited institution and who is in good standing in such a program shall be entitled to \$1.25/hr. additional compensation to be added to that employee's base compensation amount as incentive compensation for pursuing such degree.

Section 27.09 - Compensation for Master's Degree. Any employee who satisfactorily completes a master's degree program and is awarded a master's degree from an accredited institution, or provides evidence of such degree, shall be entitled to \$1.50/hour additional compensation to be added to that employee's base compensation amount as incentive compensation for obtaining such degree.

Section 27.10 - Refund of Financial Assistance Received. Any employee who terminates his/her employment within one (1) year of receiving any financial assistance provided by this Article, shall refund any such funds received.

ARTICLE 28 INVESTIGATION, DISCIPLINE, PERSONNEL RECORDS

Section 28.1 - Criminal Investigations. A bargaining unit member who is to be questioned as a suspect in any investigation where criminal charges may result shall be advised of his/her constitutional rights in accordance with the law.

Any employee under indictment, arrested for a crime, or otherwise charged with the violation of any criminal statute who is not disciplined or discharged by the Employer, may be placed on a leave of absence without pay until resolution of such charges. An employee may use accrued vacation or holiday time during the leave. An employee who is found guilty by any court of competent jurisdiction or who enters into a plea Agreement as a consequence of any criminal charges shall be summarily discharged, notwithstanding any appeal the employee may pursue. Alternatively, the Employer may take disciplinary action against the employee which action shall be subject to appeal by the employee pursuant to the provisions of this Agreement.

Section 28.2 - Internal Investigations. Bargaining unit members required to respond to questions during internal investigations shall, when applicable, be informed of their

constitutional rights and responsibilities. Before a bargaining unit member may be charged with insubordination or like offense for refusing to answer questions or participate in an investigation, he shall be advised that such conduct, if continued, may be the basis for such a charge. All members shall be obligated to cooperate in any investigation conducted.

At any time a formal investigation concerning a bargaining unit member occurs wherein disciplinary action of record (reprimand of record, suspension, reduction, or removal) will or may result, the member will be notified when first questioned, that such result is possible.

When a bargaining unit member suspected of a violation is being interviewed, such interview shall be recorded at the request of either party by the requesting party. If recordings are made the other party shall be provided a copy.

Nothing herein shall be construed as restricting members of the bargaining unit from reporting violations of Departmental rules or policy committed by other members of the bargaining unit. All employees of the bargaining unit shall be responsible for reporting violations of Department rules and regulations, statutes, and appropriate standards of conduct.

If any of the procedures of this Article are violated, such violations shall be subject to the grievance procedure.

Section 28.3 - Complaints.

A. Anonymous Complaints

1. An anonymous complaint is any oral reporting or unsigned written reporting regarding the conduct of an officer. An anonymous complaint shall not be, in and of itself, the basis for any action against an employee.
2. When any anonymous complaint is made against a member and there is no corroborative evidence of any kind, the complaint shall be classified as unfounded and the accused member shall not be required to submit a written report or submit to questioning. The Department may, however, investigate the complaint and, if corroborated, it may become the accusing party and pursue discipline under the terms of this Agreement.

B. Written Complaints

1. A written complaint is any writing regarding the conduct of an officer which is signed by the complaining party. Written complaints will ordinarily be investigated fully. In such cases the accused member may be required to submit a written report and submit to questioning. However, when any citizen complaint is filed more than the sixty (60) calendar days after the date of the alleged event complained of, and where the complaint, if true, could not lead to a criminal charge, such complaint shall be classified as unfounded and the accused member shall not be required to submit a written report or submit to questioning; but, he/she shall be notified orally or in writing of such claim.

Section 28.4 - Corrective Action. The tenure of every employee subject to the terms of this Agreement shall be during good behavior and efficient service. The Employer may take disciplinary action against any employee in the bargaining unit only for just cause. The Employer may take disciplinary action for actions which occur while an employee is on duty, or which occur while an employee is working under the color of the Employer, or on or off duty in instances where the employee's conduct violates his/her oath of office or violates the rules and regulations of the Employer or engages in conduct unbecoming a police officer. Forms of disciplinary action include:

- A. Documented oral reprimand
- B. Written reprimand
- C. Suspension without pay or loss of holidays or vacation. The Chief has the authority to implement a suspension without pay as a disciplinary action. The Chief, has sole discretion, to allow an officer to substitute an equal number of vacation days or holiday days for a suspension, the choice of such substitution shall be made by the officer. The Chief will not unilaterally substitute vacation or holiday periods for suspension periods.
- D. Reduction in rank or classification
- E. Discharge

Section 28.5 - Progressive Action. The principles of progressive disciplinary action will normally be followed with respect to minor offenses. The progression, where appropriate, may include a documented oral reprimand, written reprimand, and a suspension for the same or related minor offenses prior to dismissal. In those instances where more severe discipline is warranted, the Employer may discipline the member according to the severity of the incident, up to and including termination/discharge.

Section 28.6 - Predisciplinary Meetings. Upon completion of an investigation and no less than forty-eight hours prior to a predisciplinary meeting with the Chief (or designee), a member will receive a written statement of charges. At the predisciplinary meeting, the charged bargaining unit member and/ or the member's representative will be allowed to present a defense/response.

Predisciplinary meetings will be conducted by the Chief or a representative selected by the Employer. The employee may choose to:

- A. Appear at the meeting to present oral or written statements in his/her defense;
- B. Or appear at the meeting and have one (1) chosen representative present oral or written statements in defense of the employee; or
- C. Elect in writing to waive the opportunity to have a predisciplinary meeting.

Failure to elect and pursue one of these three options will be deemed a waiver of the employee's rights to predisciplinary meetings.

At the predisciplinary meeting, the Employer representative will ask the employee or his/her

representative to respond to the allegations of misconduct which were outlined to the employee. At the meeting, the employee may present any testimony, witnesses, or documents which explain whether or not the alleged misconduct occurred. The employee shall provide a list of witnesses and the name and occupation of his/her representative, if any, to the Employer as far in advance as possible, but no later than twenty-four (24) hours prior to the predisciplinary hearing. It is the employee's responsibility to notify witnesses that he/she desires their attendance at the hearing.

A written report will be prepared by the Employer representative. A copy of the representative's report will be provided to the employee, and the Union representative within five (5) days following its preparation. The Employer will decide what discipline, if any, is appropriate.

Section 28.7 - Discipline Records. In any case in which an oral reprimand, written reprimand, suspension, or dismissal is overturned on appeal or otherwise rendered invalid, all documents relating thereto will be removed from the personnel file of the member. All such records removed from the personnel file for the reasons outlined above shall not be considered in future disciplinary action or promotional considerations. All removal of records shall be in accordance with Ohio law. Every member shall be allowed to review his/her personnel file at any reasonable time upon written request to the Employer and in the presence of the Employer or his designated representatives. The City shall abide by and follow provisions of Ohio Revised Code Chapter 1347 and O.R.C. Section 149.43.

If, upon examining his/her personnel file, any bargaining unit member has reason to believe that there are inaccuracies in documents contained therein, he/she may write a memorandum to the Employer explaining the alleged inaccuracy.

If the Employer concurs with the member's contentions, the Employer shall remove the faulty document from the personnel file or otherwise append to such document any statements or materials which would serve to correct or modify such document. If the Employer does not concur with the contentions of the member, the Employer will attach the member's written memorandum to the document in the file.

Section 28.8 - Appeal of Discipline. Oral and written reprimands may only be appealed through Step 3 of the grievance procedure. All other disciplinary actions may be appealed to arbitration. All discipline is governed by Article 28.

Section 28.9 - Seniority. Any suspension imposed shall be deducted from the employee's seniority date.

Section 28.10 - Conduct of Investigation. Any investigations, interviews, or other disciplinary procedures shall be conducted in a professional and private manner by all parties. Discussions or any public statements regarding completed disciplinary matters shall be conducted professionally. For purposes of this Agreement, "completed disciplinary matters" occurs upon completion of investigation and pre-disciplinary procedures.

Section 28.11 - Use of Prior Discipline. Prior discipline may be utilized to establish that an employee had knowledge of the standard of conduct expected. Record of prior discipline shall be maintained as follows:

- (A) 1 year for documented oral reprimand
- (B) 2 years for written reprimands
- (C) 3 years for suspensions

Records will be removed from an employee's file upon a lapse of the retention schedule. Any record outside of the period covered by the retention schedule shall not be utilized in subsequent disciplinary considerations or promotions.

Section 28.12 - Use of Polygraphs. An employee may, upon not less than twenty-four (24) hour advance notification, be required to submit to a polygraph and/or CVSA examination as a part of an investigation conducted by the Employer. A polygraph and/or CVSA examination will be ordered when appropriate to a particular investigation as determined by the Chief based upon his/her conclusion that such an examination is justified. When utilized a polygraph and/or CVSA examination will be limited in scope to the purpose of the investigation which prompted the determination that its use was appropriate. The failure or refusal to submit to a polygraph and/or CVSA examination may be considered grounds for disciplinary action.

Section 28.13 - Union Representation. If requested the employee shall have the presence of a Union representative, including stewards or officers of the local Union, any time during a disciplinary action, disciplinary investigation, or disciplinary interview of an employee. If the Union representative is not available immediately, the Employer and the Union representative shall agree to a time convenient for both parties. Such request may not unreasonably delay an investigation.

ARTICLE 29 PROBATIONARY PERIOD

Section 29.1 - Requirement to Serve Probationary Period. Every newly hired employee or employee appointed to a position in the bargaining unit (fulltime patrol officer) covered by this Agreement shall be required to successfully complete a probationary period. This probationary period requirement shall apply to all individuals hired or employed as a fulltime patrol officer regardless of prior service with the Department and regardless of time spent as a part-time patrol officer.

Section 29.2 - Length of Probationary Period. The probationary period shall begin on the first day as a fulltime patrol officer for which the employee receives compensation from the Employer and shall continue for a period of one (1) calendar year or one (1) year from the date the new employee receives his/her Ohio Peace Officer's Certification. A probationary employee who has lost work time due to illness or injury for more than ten (10) work days shall have his/her probation period extended by the length of the illness or injury. The probationary period may be extended for an additional six (6) calendar months. In this event, the Chief shall provide thirty (30) calendar days' notice of his intent to extend. A probationary employee will be notified in writing of the employee's status at the completion of the employee's probationary period.

Section 29.3 - Appeals by Probationary Period Employees. A new hire probationary employee may be terminated any time during his/her probationary period and shall have no right to appeal the termination under the grievance procedure of this Agreement or to any other forum. In all non-disciplinary matters the probationary employee is entitled to Union representation

including the grievance procedure.

Section 29.4 - Promotional Probationary Period. Any member promoted into a higher rank shall be required to successfully complete a promotional probationary period of one (1) calendar year. A member serving a promotional probationary period whose performance is judged unsatisfactory may be returned to his former rank. A return to former rank during the first six (6) months of a promotional probationary period is not appealable so long as the newly promoted officer has had the opportunity to complete an agreed upon first line supervisory school. A return to former rank in the absence of such opportunity is appealable. By written agreement the City and any newly promoted officer may waive the completion of first line supervisory school in which event a return to former rank during the first six (6) months of the probation is appealable. The one (1) year promotional probationary period may not be extended. Appeals under this section shall be governed by Article 14, Grievance Procedure. The employee will be notified in writing of the employee's status at the completion of the employee's probationary.

ARTICLE 30 MEDICAL EXAMINATIONS

Section 30.1 - Examinations – General. Examination of employees to determine their ability to perform the material and substantial duties of their position and assignment may be required of employees. Examinations shall be required for employees when ordered by the Chief (or designee). Examinations may be either periodic or as the Employer may require. If found not qualified, the employee may request available sick leave or vacation or medical leave without pay with the right to return.

Section 30.2 - Health and Safety. Examinations are intended to guard the health and safety of employees and will be ordered only when necessary, as a precautionary measure, periodically to ensure the health of employees or when, in individual situations, the Employer has reasonable concern for an employee's ability to perform the material and substantial duties of his position.

Section 30.3 - Inability To Perform. If an employee, after a medical examination, is found to be unable to perform the material and substantial duties of his/her position, then the employee may utilize accumulated unused sick leave or other leave benefits (including but not limited to workers' compensation, if eligible). If an employee applies for disability retirement benefits, the Employer will support that application. However, this provision may not be considered an admission or agreement for workers' compensation benefits.

Section 30.4 - Return to Work. Employees requesting return from disability separation must submit documentation of their ability to perform the material and substantial duties of their classifications. The Employer may request an examination prior to return to work.

Section 30.5 - Cost of Examinations. Any costs for examination required by the Employer shall be paid by the Employer. Employees shall have the right to submit examination reports to the Employer which would respond to the questions of an employee's ability to perform the material and substantial duties of his/her position. If the employee disagrees with said determination he/she may be examined by a physician of his/her choice at his/her expense. If the two (2) reports conflict a third opinion shall be rendered by a neutral physician chosen by the first two (2) physicians whose decision shall not be appealable to the grievance procedure. The neutral physician's cost shall be shared equally by the employee and the Employer.

Section 30.6 - Requirements. Refusal of an employee to submit to an examination will be considered as insubordination and shall be grounds for discipline which may include dismissal.

ARTICLE 31 HEALTH INSURANCE

Section 31.1 - Medical Insurance. The Employer shall offer group medical insurance coverage for each employee in the classified services of the City. It is agreed and understood that the schedule of benefits for employees shall be as set forth in the health plan offered by the City, including all conditions and payments specified or required by individual carriers/providers of the health insurance plan.

It is further agreed and understood that during the term of this Agreement, individual carriers/providers may, through no fault of the City, Union, or employees, cease coverage. Additionally, it is agreed and understood that during the term of this Agreement, specific carriers/providers under the plan may unilaterally institute or modify payments or conditions which modifications will be required for subscription to the plan provided by that carrier/provider.

It is further agreed and understood that the Employer may modify the terms of the insurance coverage and may reduce coverage levels if such reductions are made to maintain or reduce costs. Furthermore, modifications to co-payments and/or deductibles under the City shall not be deemed a modification of coverage.

Section 31.2 - Premiums. Employees in the classified service may be required to contribute through payroll deduction to the premium for the health plan in the amount established in the City plan. It is understood that employees may be required to contribute a maximum of 10% of the monthly premium amounts as their share of health insurance premiums.

The "cap" on premium costs for 2015 and 2016 will be subject to reopened discussions as set forth in Article 18, Compensation and will be a component of those negotiations.

Employees shall be notified in advance of any modifications in premium contributions. The City will notify the Union of any proposed changes in employee premium contributions and agree to meet with the Union to discuss such changes in advance of such changes becoming affective.

Section 31.3 - Additional Insurance Coverage. Employees of the City shall be provided with the opportunity to obtain insurance coverage for dental, vision, and life policies under such terms and conditions as are afforded to all employees within the City. An employee's participation in such plans is optional. All employees who participate in such plans will be required to contribute through payroll deduction to the premium for the plans as determined by the City. The contribution rate for 2014 shall be 10% of the premium costs for the plans.

Section 31.4 - Eligibility. Employees in the classified service shall be eligible for health insurance coverage after completion of the waiting period established by the health insurance plan. Employees who have a spouse employed by the City, whether with the Employer or another office in the City, who is eligible for and/or who has coverage under the City plan shall be eligible for family or dual (two person) coverage under the plan or as otherwise allowed by

the City plan. The coverage will be designated for one employee of the City under the City health plan.

ARTICLE 32 WAIVER IN CASE OF EMERGENCY

Section 32.1 - Waiver of Grievance and Job Assignments. In cases of emergency declared by the President of the United States, the Governor of the State of Ohio, the Sheriff of Licking County, the City of Pataskala Mayor or the Federal or State Legislature, such as acts of God or civil disorder, the following conditions of this Agreement may be temporarily suspended by the Employer:

- A. time limits for processing of grievances; and
- B. all work rules and/or agreements and practices relating to the assignment of employees.

Section 32.2 - Termination of Emergency. Upon the termination of the emergency should grievances exist in the process, such grievances shall proceed from the point in the procedure they had progressed prior to the emergency. As soon as practical following the emergency employees shall be returned to their regular assignment.

ARTICLE 33 SAFE EQUIPMENT

Section 33.1 - Safe Equipment. The City will furnish and will maintain in the best possible working condition, within the limits of its financial capability, the necessary tools, facilities, vehicles, supplies and equipment required for members to safely carry out their duties. Members are responsible for reporting unsafe conditions or practices, and for properly using and caring for tools, facilities, vehicles, supplies and equipment provided by the City.

ARTICLE 34 APPLICATION OF CIVIL SERVICE LAW

Section 34.1 - Application of Civil Service Law. Except as expressly otherwise provided in this Agreement or specifically excepted from the scope of collective bargaining by the provisions of Revised Code Chapter 4117, civil service laws contained in Revised Code Chapter 124, Sections 124.01 through 124.56, provisions of R.C. §325.19 and any other matter referenced in this Agreement shall not apply to employees in the bargaining unit. It is expressly understood that the Ohio Department of Administrative Services, the State Personnel Board of Review and the Personnel Board of Review of the City of Pataskala shall have no authority or jurisdiction as it relates to employees in the bargaining unit.

ARTICLE 35 EXTRA DUTY

Section 35.1 - Assignment Process. All extra duty assignments shall be approved by the Chief of Police, and shall be posted and filled by a roster of all non-probationary fulltime officers, who have completed their field training program, who voluntarily want to be placed on the roster. The roster shall start with the most senior officer and end with the officer who has the least tenure with the City of Pataskala. The Police Administration shall use this list in offering all extra duty assignments in an effort to provide extra assignments as equally as possible among the officers wishing to be placed on this roster. Extra-duty is defined as officers working in uniform

and performing tasks such as security and traffic control for other entities wishing to hire officers in uniform at a rate of pay that officers are willing to voluntarily perform such duties. The exception to this voluntary work shall occur when the events are of such nature that the Chief of Police determines that a Police presence is necessary. After first posting for volunteers to work extra duty and not receiving enough volunteers, the Chief (or designee) may assign officers to work such event and officers are then to be compensated at their appropriate rate of pay by the City for working such event.

Section 35.2 - Roster Maintenance. Officers are moved from the top of the list to the bottom of the list if they accept an extra duty assignment or they turn down an assignment that they would be available to work. When an officer is unavailable to work an extra duty assignment because of regular work assignment, court appearances, or other matters directly related to his or her normal duties the officer would remain at the top of the list and have first chance at the next extra duty assignment under such conditions.

In no event shall an officer remain on the list during any period of disciplinary suspension. An officer who has been suspended shall be removed from the list and upon return to work shall be placed at the bottom of the list.

Any officer who accepts an extra duty assignment but fails to satisfactorily complete that assignment shall be removed from the list for a period of sixty days from the date of the assignment and shall be placed at the bottom of the list upon reaching eligibility for re-listing.

ARTICLE 36 NEGOTIATIONS

Section 36.1 - Negotiations Committees. The FOP/OLC and the City have the right to select their own Negotiations Committee and to change Committee members at will. The FOP/OLC team will consist of no more than four (4) participants of which two (2) will be Bargaining Unit members, and two (2) FOP/OLC representatives. The City shall compensate Bargaining Unit team members if on duty at their straight time hourly rate.

Section 36.2 - Good Faith Bargaining. The parties are obligated to bargain collectively with one another in a good faith effort to reach agreement.

Section 36.3 - Information. The parties are obligated to provide each other with relevant financial and other information, as requested, which is necessary for each party to develop proposals and counterproposals and to negotiate in good faith. All requests for data shall be in writing.

Section 36.4 - Private Meetings. The parties agree to negotiate in private meetings. Meetings will be held on the premises of the City. Sessions will commence at a mutually agreeable time. Sessions will normally be for three (3) hours maximum duration. Nothing herein shall prohibit the parties from mutually consenting to extend the sessions. The date and time of the next negotiating session shall, if possible, be agreed upon before the close of each session.

Section 36.5 - Chief Negotiator. There shall be only one (1) spokesperson (the chief negotiator) for each party, except that he or she may on occasion request one of his or her team members to address a specific issue or issues.

Section 36.6 - Meeting Notes. Each party may informally keep its own minutes or written records of the negotiations. No official transcript of the negotiations will be maintained. No mechanical recording devices shall be used during negotiations meetings.

Section 36.7 - Proposals. At the initial negotiations meeting, the City and the FOP/OLC will present their initial non-economic proposals. After the non-economic issues are resolved or they have reached a point where they should be carried over into economic negotiations, the City and the FOP/OLC will present their respective economic proposals. Nothing herein precludes either party, by mutual agreement, from making a preliminary written submission of its proposals to the other party prior to the initial meeting.

Section 36.8 - Caucus/Adjournment. Either party, through the Chief Negotiator, has the right to call a caucus at any time or to adjourn the negotiations session.

Section 36.9 - News Media/Public. It is agreed that during negotiations neither party will issue a statement to the news media. If, in the normal conduct of negotiations, such press release should become appropriate upon any scheduled fact-finding, the content must be mutually acceptable.

Section 36.10 - Tentative Agreement.

- A. Articles, or where appropriate, sections of articles agreed to by the parties will be reduced to writing, duplicated, dated and signed by the parties as tentative agreements.
- B. It is understood that such tentative agreements are not finally resolved, nor shall they be binding on either party, until such time as agreement is reached on the entire Contract. Agreement by the City requires ratification by City Council.

Section 36.11 - Ratification Procedures. The Negotiating Committee shall submit to City Council a request for approval of funds necessary to implement the agreement reached by the Negotiation Committees and for approval of any other matter requiring the approval of City Council at the first regularly scheduled Council Meeting immediately following the date upon which the parties finalize an agreement. The City Council must approve or reject the submission as a whole, and the submission shall be deemed approved if the Council fails to act within thirty (30) days after the City submits the Contract. When so approved by Council and bargaining unit members, the Contract is binding upon the City, City Council, the FOP/OLC and the members of the bargaining units.

ARTICLE 37 DISPUTE RESOLUTION

Section 37.1 - Dispute Resolution. The parties agree that the negotiations for a successor agreement will be conducted in accordance with the dispute settlement procedure set forth in the Ohio Revised Code Chapter 4117, unless the parties mutually agree to vary said procedure during negotiations for a successor agreement.

Section 37.2 - Continuation of Current Agreement. The parties agree that this Agreement continue in full force and effect for a period after the expiration date of this Agreement, until a

successor agreement has either been reached or implemented.

ARTICLE 38 RESIDENCY

Section 38.1 - Residency Requirements. Due to the nature of law enforcement, the provision of safety services and the expectations of the community served, certain reasonable limitations on the proximity of an officer's choice of residence to the central police station are necessary. Without unduly interfering with an officer's choice, all employees of the department are expected to reside within a thirty (30) mile radius of the central station provided, in addition, that within that radius an officer is able, under normal conditions and within posted speed limitations, arrive at the central station within thirty (30) minutes of departure from his or her residence.

All new employees of the department shall, within ninety (90) days of the conclusion of any probationary period, reside within the mileage and time radius set forth herein. For good cause shown an extension of an additional six (6) months may be provided upon written request that sets forth the specific reasons for the request.

Any current employee who changes residence shall reside within the mileage and time radius set forth herein.

It is understood by the City and the Union that the mileage and time radius set forth herein contemplates normal driving conditions within posted speed limitations as those terms are generally understood. There are a number of events possible that may preclude a fair application of the time radius to a particular day or officer. Such events include traffic mishaps, roadway construction, inclement weather and such other infrequent or unanticipated events. As such, the failure of an officer to meet the time limitations set forth herein on any given particular occasion shall not, in the absence of additional information evidencing neglect, form the basis for discipline. Should frequent failure to meet the time limitations occur, such failure will be investigated as to cause and remedy prior to the imposition of discipline.

ARTICLE 39 DURATION, AGREEMENT & SUBSEQUENT NEGOTIATIONS

Section 39.1 - Duration. The provisions of this Agreement unless otherwise provided for herein, shall become effective on January 1, 2014, and shall remain in full force and effect until 11:59 p.m., on December 31, 2016.

Section 39.2 - Subsequent Negotiations. If either party desires to modify or amend this Agreement, it shall give written notice of such intent no earlier than one hundred twenty (120) calendar days prior to the expiration date, and no later than ninety (90) calendar days prior to the expiration date of this Agreement. Such notice shall be by a method approved by The State Employment Relations Board (SERB).

Section 39.3 - Entire Agreement. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the right and opportunity to make demands and proposals with respect to any subject matter not removed by law from the area of collective bargaining and that the understandings and Agreements arrived at by the parties hereto after the exercise of those rights and opportunities set forth in this Agreement. The provisions of this Agreement constitute the entire Agreement between the Employer and the Union, and all prior Agreements,

practices, and policies concerning the subject matter provided for herein, either oral or written, are hereby canceled.

ARTICLE 40 EXECUTION

Section 40.1 - Waiver. Therefore, both parties, for the life of this Agreement, voluntarily and unequivocally waive the right, and each agrees that the other shall not be obligated, to bargain collectively or individually with respect to any subject or matter 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 of either or both parties at the time they negotiated or signed this Agreement, except as required by O.R.C. 4117.

Section 40.2 - Signatures. In witness whereof, the parties have executed this Agreement as of the

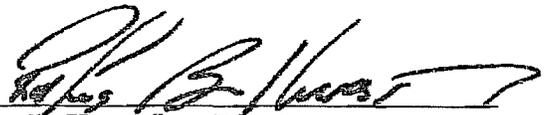
2nd day of MAY, 2014, in Pataskala, Ohio.

FOR THE FOP/OLC:

FOR CITY OF PATASKALA:



Ross Rader, Staff Representative



Rufus B. Hurst, Law Director

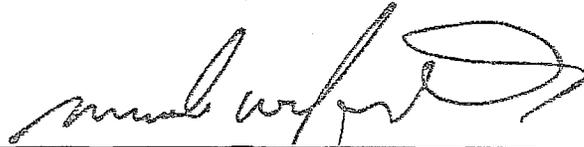
Adam Beach, Committee Member



James M. Nicholson, Finance Director



Joshua McGeorge, Committee Member



Michael W. Compton, Mayor

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

FRATERNAL ORDER OF POLICE,	}	
OHIO LABOR COUNCIL, INC.,	}	Case No(s): 13-MED-09-1065
EMPLOYEE ORGANIZATION,	}	(Patrol Officers)
	}	
and,	}	
	}	
CITY OF PATASKALA,	}	
EMPLOYER.	}	
	}	
	}	

FILING OF THE COLLECTIVE BARGAINING AGREEMENT

Pursuant to Board Rule 4117-09-07, the F.O.P. Ohio Labor Council Inc. hereby files the Collective Bargaining Agreement executed between the parties in the above captioned case(s). The Contract Data Summary Sheet will be forthcoming.

Respectfully Submitted,



Tara M. Crawford
Paralegal
F.O.P., O.L.C.I.
222 East Town Street
Columbus, Ohio 43215
614-224-5700

cc: Mr. Rufus Hurst, rhurst@ci.pataskala.oh.us