



**AGREEMENT**

13-MED-09-1084  
2277-01  
K30899  
05/19/2014

**BETWEEN THE**

**CITY OF FAIRLAWN**

**AND THE**



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

**(SERGEANTS)**

**JANUARY 1, 2014 THROUGH DECEMBER 31, 2016**

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**ARTICLE 1**  
**PREAMBLE**

Section 1.1. Preamble. This Agreement is entered into by and between the City of Fairlawn, hereinafter referred to as the "Employer" and Fraternal Order of Police, Ohio Labor Council, hereinafter referred to as the "FOP/OLC." This Agreement is made for the purpose of promoting cooperation and harmonious relations between the Administration and the Lodge.

**ARTICLE 2**  
**RECOGNITION**

Section 2.1. The City hereby recognizes the Fraternal Order of Police, Ohio Labor Council, Inc., as the sole and exclusive bargaining agent for the purpose of collective bargaining on any and all matters related to wages, hours and working conditions of all Sergeants employed by the Police Department of the City of Fairlawn.

Section 2.2. Positions excluded from the above-described bargaining unit shall be any employee in the rank of Lieutenant or above including but not limited to Lieutenants, Captains, and the Chief of Police, full-time, part-time and intermittent Patrol Officers, and all other employees.

**ARTICLE 3**  
**DUES DEDUCTION**

Section 3.1. Dues Deduction. As bargaining agent, the Union is required to represent all employees in the Police Department who are members of the bargaining unit fairly and equitably, regardless of their membership, or non-membership, in the F.O.P. Ohio Labor Council.

Section 3.2 Requirements for Deduction. The Employer agrees to deduct regular FOP/OLC membership dues once each month from the pay of any employee who has completed sixty (60) days of service in the bargaining unit eligible for such deduction upon receiving written authorization signed individually and voluntarily by the employee. The agreed-to signed payroll deduction form must be presented to the Employer by the employee. Upon receipt of the proper authorization, the Employer will deduct FOP/OLC dues from the first payroll check for each calendar month in which dues are normally deducted. Such dues will be remitted to the FOP/OLC within thirty (30) days from the date of making said deduction.

Section 3.3. The parties agree that the Employer assumes no obligation, financial or otherwise, arising out of the provisions of this Article regarding the deduction of FOP/OLC dues. The FOP/OLC hereby agrees that it will indemnify and hold the Employer harmless from any claims, actions, or proceedings by any employee arising from deductions made by the Employer pursuant to this Article. Once the funds are remitted to the FOP/OLC their disposition thereafter shall be the sole and exclusive obligation and responsibility of the FOP/OLC.

Section 3.4 Termination of Deductions. The Employer shall be relieved from making such individual "check-off" deductions upon an employee's: (a) termination of employment; (b) transfer to a job other than one covered by the bargaining unit; (c) layoff from work; (d) written revocation of the check-off authorization in accordance with the terms of this Agreement; or (e) resignation by the employee from the FOP/OLC.

Section 3.5. Notification to Union. Such sums deducted from the employees pay, accompanied by a list of employees from whose pay they have been deducted and the amount deducted, shall be forwarded to FOP/OLC, 222 E. Town Street, Columbus, Ohio 43215, or other such address as may be provided by the Union from time to time, with the month such collection was made.

Section 3.6. Union Refund. In the event a refund is due any employee for any sums deducted from wages and paid to the Union, it shall be the responsibility of such employee to obtain appropriate refund from the Union.

Section 3.7. Insufficient Wages for Deduction. The Employer shall not be obligated to make dues deductions from any employee who, during any dues months involved, shall have failed to receive sufficient wages to make all legally required deductions in addition to the deduction of dues.

Section 3.8. Deduction Error. The City shall be liable for the remittance or payment of any sum other than those constituting actual deductions made if for any reason it fails to make a deduction for an employee as above provided, and it shall make the deduction from the employee's next pay in which such deduction is normally deducted after the error has been called to the attention by the Employer or Union.

Section 3.9. Notification. The FOP/OLC shall notify the Employer in writing of any increase in the current dues being deducted. Such increase or dues shall be deducted in the second pay period following notification of any increase in dues.

**ARTICLE 4**  
**FAIR SHARE**

Section 4.1. Fair Share Contribution. The Union shall establish a fair share fee not to exceed, on a monthly basis, the monthly Union dues paid by members of the Union. This fee shall represent the probationary employee's contribution for direct and indirect benefits by the Union and bargaining unit.

After completion of the probationary period, a police officer, who is a member of the bargaining unit covered by this Agreement, as a condition of continued employment, must either become a member of the Union or pay to the Union a "Fair Share Fee" not to exceed, on a monthly basis, the monthly Union dues paid by members of the Union.

Section 4.2. Payroll Deduction. Fair share fees shall be paid by automatic payroll deduction. Fair share fee deductions do not require prior authorization from the affected employees.

Fair share fee deductions and transmittals shall be made in the same manner provided by this Agreement for regular dues deductions.

Fair share fees shall equal regular FOP/OLC dues reduced, in advance, by the payer's proportionate share of all expenses which do not arise, directly, out of the FOP/OLC's duty of fair representation to the employees governed by this Agreement.

Any employee required to pay a fair share fee under this Article may challenge the amount of that fee as set forth in the FOP/OLC challenge and rebate procedure. The Employer's obligation to deduct fair share fees is contingent upon:

- A. The FOP/OLC's fulfillment, on behalf of each non-member, bargaining unit employee, of each obligation established in the FOP/OLC challenge and rebate procedure.
- B. Maintenance of a constitutionally adequate challenge and rebate procedure.
- C. The FOP/OLC may amend its challenge and rebate procedure by providing the employee a written copy of the procedure as amended. Changes in the amounts to be deducted shall become effective on the thirtieth calendar day after their actual receipt by the Employer.

The FOP/OLC warrants and guarantees that no provision of this Article violates the laws or constitutions of either the United States of America or the State of Ohio. The Employer's financial liability under this Article is limited to deduction and transmittal of fair share fees. The FOP/OLC shall indemnify, save and hold the Employer harmless from any claim, actions or proceedings brought by a person or entity as a result of deductions made by the Employer pursuant to this Article.

Section 4.3. Political Contribution. If a unit member does not wish to contribute that portion of his "Fair Share Fee" which is used in support of partisan politics or ideological causes which are not germane to the Union's role in collective bargaining with employer entities, he may seek a rebate of this portion of his "Fair Share Fee" payment. Once such a rebate is requested and granted, it shall be made monthly until the unit member withdraws his request for this rebate.

Section 4.4. Religious Contribution. Any unit member who also is a member of, and adheres to established and traditional tenets and teachings of a bona fide religion or religious body which has historically held conscientious objections to joining or financially supporting an employee organization, and which is exempt from taxation under the provisions of the Internal Revenue Code, shall not be required to join or support financially any employee organization as a condition of employment. The unit member shall submit proper proof of religious convictions to the State Employment Relations Board, and if the Board shall declare the employee exempt from becoming a member of or financially supporting an employee organization, the employee shall be required, in lieu of a "Fair Share Fee" to contribute a like amount to a non-religious charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Code mutually agreed upon by the employee and a representative of the employees organization to which the employee would otherwise be required to pay a "Fair Share Fee." The employee shall furnish to the employee organization written receipts evidencing such payment, and failure to make such payment or furnish such receipt shall subject the employee to the same sanctions as would non-payment of dues under the applicable collective bargaining agreement.

This Section shall not be construed as a provision requiring any public employee to become a member of an employee organization as a condition of securing or retaining employment.

**ARTICLE 5**  
**MANAGEMENT RIGHTS**

Section 5.1. Management Rights. Any and all rights concerned with the management of the Fairlawn Police Department are the exclusive and sole responsibility of the City. It is further recognized that the City has the right to:

- A. Determine matters of inherent managerial policy which include, but are not limited to, areas of discretion or policy such as the functions and programs of the City, standards of services, its overall budget, utilization of technology, and organizational structure;
- B. Direct, supervise, evaluate, or hire employees;
- C. Maintain and improve the efficiency and effectiveness of governmental operations;
- D. Determine the overall methods, process, means, or personnel by which governmental operations are to be conducted;
- E. Suspend, discipline, demote, or discharge for just cause or lay off, transfer, assign, schedule, promote, or retain employees, limited only by the other Articles in the Agreement;
- F. Determine the adequacy of the work force;
- G. Determine the overall mission of the City as a unit of the government;
- H. Effectively manage the work force;
- I. Take actions to carry out the mission of the City as a governmental unit.

Section 5.2. Reservation of Rights. The City is not required to bargain on subjects reserved to the management and direction of the Fairlawn Police Department, except as effect wages, hours, terms and conditions of employment, and the continuation, modification, or deletion of an existing provision of this Agreement.

Section 5.3. Authority of the Chief or Designee. The Chief shall have the authority to make and implement decisions to maintain efficient operations of the Department.

**ARTICLE 6  
NO STRIKE**

Section 6.1. No Strike. The Employer and the FOP/OLC realize that the grievance procedure provided herein is an adequate means to provide for the orderly resolution of grievances. The parties, therefore, agree to the following:

- A. The FOP/OLC agrees that it, its officers, agents, representatives, and members will not authorize, instigate, cause, aid, condone or participate in any strike, sympathy strike, work stoppage, or any other concerted activities which interrupt the operations or services of the Employer by its members during the life this Agreement.
- B. In all cases of strike, sympathy strike, slowdown, walkout, or any unauthorized cessation of work in violation of this Agreement, the FOP/OLC shall undertake every reasonable means to reduce such employees to return to their jobs during any such period of unauthorized stoppage of work mentioned above. It is specifically understood and agreed that the Employer during such unauthorized work stoppage or job action shall have the whole and complete right to discipline.

Section 6.2. Lockout. The Employer agrees that it, its officers, agents, and representatives, individually or collectively, will not authorize, instigate, cause, aid or condone any lockout of members of the FOP/OLC.

**ARTICLE 7  
WAIVER**

Section 7.1. Waiver. The parties hereto agree that they have discussed fully and totally all issues between the parties and they hereby agree and waive bargaining on any other issues, topics or subject not included within the Agreement, and further, the parties waive any and all rights of bargaining on all other subjects not included within the collective bargaining agreement.

**ARTICLE 8**  
**DISCIPLINE**

Section 8.1. Probationary Period. All employees are required to complete a probationary period of one (1) year from their date of appointment to the position of Sergeant. No appointment is final until the employee has satisfactorily served his/her probationary period.

- A. Probationary employees who were promoted from within the Department to the rank of Sergeant may be returned to their former position and rank at any time during their probationary period.
- B. Probationary employees who were appointed from outside the Department to the rank of Sergeant may be given any form of disciplinary action, including but not limited to, reduction in rank and termination, any time and for any reason during their probationary period without recourse.

Section 8.2. Just Cause for Disciplinary Action Against Non-Probationary Employees. No form of disciplinary action will be taken against any non-probationary employee except for just cause. This just cause standard does not apply to probationary employees who may be given any form of disciplinary action up to and including termination any time during their probationary period without recourse.

Section 8.3. Progressive Discipline for Non-Probationary Employees. The Employer will apply discipline to non-probationary employees in a corrective, progressive and uniform manner within the bargaining unit, except in cases of serious misconduct. Any discipline imposed will be based upon the nature of the violation and may, consistent with the provisions in Section 8.8, be based upon the employee's record of previous disciplinary actions from his/her personnel file. The Employer reserves the right to decide what discipline, if any, is appropriate.

Section 8.4. Forms of Disciplinary Action. The forms of disciplinary action provided in this Section are not necessarily mutually exclusive and may be combined as deemed appropriate by the Employer. Forms of disciplinary action are:

- A. Documented verbal warning;
- B. Written reprimand;
- C. Suspension without pay (at the option of the employee, and with the concurrence of the Employer, accrued vacation or holiday time may be forfeited equal to the length of the suspension. Record of suspension will be maintained);
- D. Reduction in pay;
- E. Discharge from employment.

Section 8.5. Pre-Disciplinary Conference. Whenever the Employer determines that a non-probationary employee may be suspended, reduced in pay, reduced in rank, or terminated for disciplinary reasons, a pre-disciplinary conference will be scheduled to give the employee an opportunity to offer an explanation of the alleged misconduct.

Not less than twenty-four (24) hours prior to the scheduled starting time of the pre-disciplinary conference, the Employer will make available to the employee a written outline of the charges that may form the basis for the action, together with written notification of the date, time and place of the pre-disciplinary conference. The employee must choose to:

- A. Appear at the pre-disciplinary conference to present an oral or written statement in his/her defense;
- B. Appear at the pre-disciplinary conference and have one (1) representative present an oral or written statement in his/her defense; or
- C. Elect in writing to waive the opportunity to have a pre-disciplinary conference.

Failure to elect or pursue one of these three (3) options will be deemed a waiver of the employee's right to a pre-disciplinary conference.

In the pre-disciplinary conference, the employee facing disciplinary charges, at his/her request, shall be permitted the opportunity to have legal counsel or a Union officer present. The Employer shall determine who will conduct the pre-disciplinary conference. The pre-disciplinary conference shall be informal, and shall not be a full-blown evidentiary hearing. Any disciplinary action to be administered must be issued within thirty (30) calendar days of the conclusion of the pre-disciplinary conference.

Section 8.6. Pay Status Prior to Implementation of Disciplinary Action. The Employer may place an employee facing potential suspension, reduction in pay, or termination on paid administrative leave prior and/or subsequent to the pre-disciplinary conference in cases where the Employer determines that it is in the best interests of the City to do so. An employee under indictment or arrested may be placed on leave of absence without pay pending resolution of the court proceedings, however, the employee may use his/her accrued vacation, holiday or personal time during such leave. An employee found guilty by the trial court of criminal charges may be discharged. An employee found not guilty shall be paid for all lost time, and shall have any vacation, holiday or personal time restored to his/her credit, except in cases where that employee is discharged for just cause, or except as necessary to offset any lost time due to a suspension or reduction in pay, or reduction in rank.

Section 8.7. Grievances of Disciplinary Action. Grievances of disciplinary actions must be filed at the Step in the Grievance Procedure that is one Step higher than the Step of the person who issued the disciplinary action. Grievances of disciplinary actions filed at any Step below Step 5 of the Grievance Procedure must be filed within seven (7) calendar days of the employee's receipt of the notice of disciplinary action. Grievances of disciplinary actions filed at Step 5 of the Grievance Procedure must be mailed, certified mail, return receipt requested, or hand delivered to the Mayor within thirty (30) calendar days of the employee's receipt of the notice of disciplinary action. Failure to process a grievance in accordance with the provisions in this Section will be deemed a waiver of the employee's right to grieve the disciplinary action.

Section 8.8. Records of Verbal Warnings and Written Reprimands. Records of verbal warnings and written reprimands which are more than two years old shall not be considered when determining the appropriate discipline to be imposed, provided that there is no intervening disciplinary action taken during the two (2) year period.

**ARTICLE 9**  
**OFFICERS AND LODGE REPRESENTATIVES AND UNION REPRESENTATION**

Section 9.1. The Lodge shall at all times keep the Mayor and the Chief of Police advised in writing of the name and department of its officers and members of all committees authorized to act on behalf of the Lodge. Any changes in Lodge personnel are to be immediately forwarded to the above-mentioned individuals in writing.

Section 9.2. Lodge members who are working during a Lodge meeting may attend such meeting, but must be available to respond to any dispatched call without delay. Meetings must be conducted in the City of Fairlawn to qualify the member for attendance.

Section 9.3. Three (3) members of the bargaining unit shall be entitled to attend all meetings between the City and the Union for the purpose of contract negotiations. When such meetings take place at a time when the members are scheduled to work, the three (3) members shall be granted leave with pay for the period of time such negotiations are in session and one (1) hour prior to the starting time of a negotiating session. The members will only receive payment for the hours they would have worked on their regular schedule. Such attendance shall not interfere with the effective operations of the Department.

Section 9.4. The FOP will notify the Chief of the time and date of the FOP monthly meetings, and such meetings will be within the City of Fairlawn. All officers on duty may attend but must respond to any calls given at the time of the meetings.

Section 9.5. The FOP president shall receive three (3) days each year of the Agreement and a designated delegate appointed by the president shall receive three (3) days per year of this Agreement. Such time shall be for the use of the president and his designate to attend the state conferences for the FOP and the FOP Ohio Labor Council. Notification to the Chief shall be made thirty (30) days prior to the dates requested. Vacation, holidays or compensatory time may be used for the purpose of such leave.

Section 9.6. The FOP president shall be permitted to attend any disciplinary hearings.

Section 9.7. The representative of the FOP Ohio Labor Council may attend any disciplinary hearings should such presence be required.

**ARTICLE 10**  
**GRIEVANCE PROCEDURE**

Section 10.1. Grievance Procedure. The term “grievance” shall mean an allegation by a bargaining unit employee that there has been a violation or misinterpretation of the express terms of this Agreement. It is not intended that the grievance procedure be used to effect changes in the Article of this Agreement nor those matters not covered by this Agreement.

Section 10.2. Process. All grievances must be processed at the proper Step in order to be considered at subsequent Steps. Any employee may withdraw a grievance at any point by submitting in writing a statement to that effect, or by permitting the time requirements at any step to lapse. Any grievance which is not processed within the time limits provided shall be considered resolved based upon management's last answer.

Any grievance not answered by management within the stipulated time limits may be advanced to the next Step in the grievance procedure. All time limits on grievances may be extended upon mutual consent of the parties.

Section 10.3. Procedure. It is the mutual desire of the Employer and the FOP/OLC to provide for prompt adjustment of grievances, with a minimum amount of interruption of the work schedules. Every responsible effort shall be made by the Employer and the FOP/OLC to effect the resolution of grievances at the earliest step possible. No settlement of any grievance shall conflict with the terms of this Agreement. In furtherance of this objective, the following procedure shall be followed:

STEP 1: The grievance must be presented in writing to a Lieutenant within seven (7) calendar days from the date the alleged incident occurred or from the date the grievant should have known the incident occurred, but in no case later than twenty (20) calendar days following the date of such incident. The grievance shall be presented on the form attached to this Agreement as Appendix A. The grievant shall provide the grievance form to a Lieutenant unless the grievant will not see a Lieutenant within the specified time, then the Grievance can be given to the local FOP/OLC grievance representative or his designee who shall then present it to the Lieutenant. Within seven (7) calendar days from the date the written grievance is presented, the Lieutenant will deliver his written response.

STEP 2: If the grievance is not resolved, the grievant or the local FOP/OLC grievance representative or his designee may present the written grievance and the Lieutenant's written response to the Chief of Police within seven (7) calendar days of the reply received in STEP 1. The Chief shall, if it is deemed necessary, meet with those concerned and attempt to resolve the matter, and shall respond in writing within fourteen (14) calendar days following timely receipt of the grievance at this step.

STEP 3: If the grievance is not resolved, the grievant or the local FOP/OLC grievance representative or his designee may present the written grievance and all written responses to the Safety Director within seven (7) calendar days of the reply received in STEP 2. The Safety Director shall, if it is deemed necessary, meet with those concerned and attempt to resolve the matter, and shall respond in writing within fourteen (14) calendar days following timely receipt of the grievance at this step. If the Mayor is also serving as the Safety Director, this Step 3 shall be omitted and the grievance may be advanced from Step 2 to Step 4.

STEP 4: If the grievance is not resolved, the grievant or the local FOP/OLC grievance representative or his designee may present the written grievance and all written responses to the Mayor within seven (7) calendar days of the reply received in STEP 3. The Mayor shall meet with those concerned and attempt to resolve the matter, and shall respond in writing within twenty-one (21) calendar days following the conclusion of the Mayor's Step 4 grievance meeting.

STEP 5: Arbitration: If the grievance is not satisfactorily settled at STEP 4, the FOP/OLC may file a Notice of Arbitration. A Notice of Arbitration must be mailed, certified mail, return receipt requested, or hand delivered to the Mayor within thirty (30) calendar days following the issuance of the Mayor's written decision in STEP 4. In the event the Notice of Arbitration is not received by the Mayor within the time limits prescribed, the grievance shall be considered resolved based upon the Mayor's STEP 4 reply.

Section 10.4. Grievance Information. All grievances must contain the following information to be considered, and must be filed using the grievance form mutually agreed upon by the parties:

- A. Grievied employee's name and signature.
- B. Grievied employee's classification.
- C. Date grievance was filed in writing.

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- D. Date and time grievance occurred.
- E. The location where the grievance occurred.
- F. A description of the incident(s) giving rise to the grievance.
- G. Specific Articles and Sections of the Agreement violated.
- H. Desired remedy to resolve the grievance.

Section 10.5. Self Representation. When an employee covered by this Agreement chooses to represent himself in the presentation of a grievance, no adjustment of the grievance will be inconsistent with the terms of this Agreement. Prior to the adjustment of any such grievance, the appropriate FOP/OLC grievance representative will be notified of his right to be present at the adjustment.

Section 10.6. Who May File. A grievance may be brought by any employee covered by this Agreement. Where a group of bargaining unit employees desire to file a grievance involving an incident affecting several employees in the same manner, one employee shall be selected by the group to process the grievance. Each employee who desires to be included in such grievance shall be required to sign the grievance.

## **ARTICLE 11** **ARBITRATION**

Section 11.1. Selection of Arbitrator. The FOP/OLC shall request a list of fifteen (15) Arbitrators, from the northeast Ohio region, from the American Arbitration Association. The parties shall select an arbitrator in accordance with the American Arbitration Association's Labor Arbitration Rules; however, the parties may select an arbitrator by mutual agreement.

Section 11.2. Authority of Arbitrator. The arbitrator shall give a fair and impartial hearing on the testimony and evidence from both parties, unless the parties mutually agree to submit their dispute on written stipulations. The arbitrator shall not have authority to add to, subtract from, modify, change or alter any provisions of this Agreement. The arbitrator shall expressly confine himself to the precise issue(s) submitted for arbitration and shall, absent mutual agreement of the parties, have no authority to determine any other issues not so submitted to him.

The arbitrator shall not issue observations or declarations of opinion which are not directly essential in reaching a decision on the issue(s) in question. The arbitrator shall not establish any new or different wage rates not negotiated as part of this Agreement. In disciplinary cases, the arbitrator shall have the authority to affirm, disaffirm, or modify said discipline.

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The question of arbitrability of a grievance may be raised by either party before the arbitrator hears the merits of the grievance.

If the question of arbitrability is raised, the arbitrator must rule on this issue before hearing evidence or argument on the merits of the grievance.

The decision of the arbitrator shall be final and binding upon the FOP/OLC, their grievant, and the City.

Section 11.3. Costs. The administrative fees charged by the American Arbitration Association and the rent, if any, for the hearing room shall be shared equally between both parties. Each party shall pay the entire cost for any representative engaged by that party. The expenses of any non-employee witnesses shall be borne, if at all by the party calling them. The fees of the court reporter shall be paid by the party asking for one; such fees shall be split equally if both parties desire a reporter or request a copy of any transcript. All costs directly related to the service of the arbitrator shall be shared equally by the parties.

Section 11.4. Arbitrator's Award. The arbitrator's decision will be in writing and shall be mailed to the FOP/OLC and the City within thirty (30) days from the date the hearing record is closed.

Section 11.5. Rules. The hearing or hearings shall be conducted pursuant to the Labor Arbitration Rules of the American Arbitration Association.

Section 11.6. Witnesses. An employee requested to appear at the arbitration hearing by either party shall attend without the necessity of subpoena and shall be compensated at his or her regular hourly rate for all scheduled hours during which his or her attendance is required by either party. Any request made by either party for the attendance of witnesses shall be made in good faith, and employees shall return to work at the earliest time possible following the conclusion of their testimony or other involvement. At no time shall more than two (2) employees be in attendance.

## **ARTICLE 12**

### **PRESS RELEASES**

Section 12.1. Press Releases. When an officer is charged with or under investigation for violations of the Fairlawn Police Department rules and regulations, reasonable efforts, consistent with applicable law shall be made to withhold the name of such officer(s) and the extent of disciplinary action taken until such time as the officer(s) has been served with charges or exonerated.

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**ARTICLE 13**  
**CONFORMITY TO LAW**

Section 13.1. Conformity to Law. This Agreement supersedes and replaces all applicable laws which it has the authority to supersede and replace.

Section 13.2. Validity. If the enactment of federal or state legislation, or a determination by a court of final and competent jurisdiction (whether in a proceeding between the parties or in one not between the parties) renders any portion of this Agreement invalid or unenforceable, such legislation or decision shall not affect the validity of the surviving portions of this Agreement, which shall remain in full force and effect as if such invalid portion thereof had not been included herein. In such event, the Employer and the FOP/OLC will, at the request of either party hereto, promptly enter into negotiations relative to the particular provisions deemed invalid or unenforceable.

**ARTICLE 14**  
**HOURS OF WORK**

Section 14.1. Hours of Work. A week shall be defined as seven (7) days beginning at 0001 hours Monday morning, and ending 2359.59 hours on Sunday night.

A day shall be defined as twenty-four hours, beginning at the starting time of the bargaining unit member's scheduled work day.

A work week will consist of five (5) eight-hour days of work, with two (2) consecutive days off except as provided in Section 16.5 on this Agreement.

**ARTICLE 15**  
**OVERTIME PAY**

Section 15.1. Overtime. When an employee is required by his/her responsible supervisor or administrator to work in excess of his/her eight-hour work day, or in excess of his/her forty-hour work week, such employee shall be compensated for each hour or fraction thereof at a rate of one and one-half time his/her base hourly rate.

Overtime pay will be included in the pay period such overtime was worked. Holidays, vacation days, and sick days shall be a part of the standard forty (40) hour work week for the purpose of computing overtime.

"Weighted average" methods will not be used to calculate overtime pay.

Section 15.2 Compensatory Time. Each bargaining unit member shall elect to take at his/her discretion, overtime as paid compensation or compensatory time.

Compensatory time may be taken at the request of the bargaining unit member should operational needs of the department permit. Should compensatory time be requested by two (2) or more employees for the same date, seniority shall prevail within their rank structure. Such request should be made seven (7) days prior to the days requested. Such time period may be waived by the Chief of Police or his designee, at their discretion.

Compensatory time shall be taken for period of time of no less than one (1) hour.

Compensatory time shall be cumulative to 300 hours during the term of this Agreement.

**ARTICLE 16**  
**HOLIDAYS**

Section 16.1. Holidays. The following shall be considered legal holidays:

New Year's Day, January 1  
Martin Luther King Day, third Monday in January  
President's Day, third Monday in February  
Easter Sunday  
Memorial Day, fourth Monday in May  
Independence Day, July 4  
Labor Day, first Monday in September  
Columbus Day  
Veteran's Day, 11th of November  
Thanksgiving day, fourth Thursday in November  
Christmas Day, December 25  
Birthday

In addition, each employee shall receive two (2) personal days.

Section 16.2. Holiday Pay. When a holiday as set forth in Section 16.1 falls on an employee's regularly scheduled day off, that employee shall receive eight (8) hours' pay at his or her regular rate of pay.

Section 16.3. Work on a Holiday When one of the following holidays falls on an employee's regularly scheduled workday, that employee shall receive eight (8) hours' or actual time worked, holiday pay or compensatory time, and one and one-half times his or her regular rate of pay for work on:

New Year's Day  
Easter Sunday  
Memorial Day  
Independence Day  
Labor Day  
Columbus Day  
Thanksgiving Day  
Christmas Day

When any other holiday listed in Section 16.1 falls on an employee's regularly scheduled workday, that employee shall receive eight (8) hours of holiday pay or compensatory time, and his/her regular rate of pay for work on that day.

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If Patriot's Day becomes a nationally recognized holiday, it will be treated as a non-premium holiday for purposes of this Agreement. Otherwise, that day shall not be treated as a holiday.

Section 16.4. Payment. Holiday pay will be included in the paycheck covering the pay period in which the holiday occurred. Employees may elect to take compensatory time in lieu of holiday pay in accordance with Article 15 of this Agreement.

Section 16.5. Scheduling. In order to maintain full staffing on holidays, full-time employees whose regular work schedule includes a holiday will work that holiday unless the employee requests the holiday off pursuant to seniority as defined in Section 21.4. However, a minimum of one Sergeant or one full-time non-probationary Patrol Officer whose regular work schedule includes the holiday will be required to work that holiday.

Section 16.6. Overtime. Employees who work overtime, or are required to work on their regularly scheduled day off on a holiday, shall receive the holiday premium rate of pay for all hours worked.

## **ARTICLE 17** **VACATION**

Section 17.1. Each member of the bargaining unit shall earn and be credited with vacations in such a manner herein provided, upon completion of:

<u>YEARS OF SERVICE</u>	<u>WEEKS OF VACATION</u>
1 but less than 5	2 weeks
5 but less than 12	3 weeks
12 but less than 20	4 weeks
20 but less than 23	5 weeks
over 23 years	6 weeks

Vacation benefits are subject to the following computations and rules.

Section 17.2. In computing service for vacation purposes, full credit shall be given for all services rendered in the probationary status, provided such member immediately after probationary status becomes an employee eligible to receive vacation.

Section 17.3. Vacation requests shall be scheduled at the members' discretion and preference, except that the minimum vacation usage shall be one (1) hour and vacation selections may be denied by the Chief if they interfere with the efficient operations of the department.

Section 17.4. Vacation requests for the following year of vacation shall be made between November 1 and November 30. The Administration will acknowledge such requests no later than December 15. If more than one request is made for the same date or an overlap should occur of a vacation request, seniority shall prevail. Any vacation requests that are made after November 30 shall be granted by the Administration on a first come first served basis in such a manner as to maintain the greatest efficiency of the department.

Section 17.5. Any member that has received credit of service for employment in another agency or political subdivision for the purpose of vacation benefit shall continue to receive such benefit.

Section 17.6. Vacation benefits shall be effective on January 1 of each calendar year for the bargaining unit members, and shall be taken at any fifty-two (52) weeks of that calendar year.

Section 17.7. Bid Process: During the first round of department vacation selections, each member with at least one (1) year of full-time service may select at least one (1) but not more than two (2) weeks of vacation, starting with the most senior member and continuing until the seniority list is exhausted. After the first round of vacation selections has been completed, members who have additional vacation remaining may submit their requests to use such vacation according to seniority.

Section 17.8. No more than one (1) sergeant and one (1) patrolman or two (2) patrolmen may be on vacation at any one time. However, additional vacation requests may be approved at the discretion of the Chief or his designee.

Section 17.9. Requests for changes in approved, scheduled vacations and vacation requests after November 30 shall be submitted to the Chief or his designee at least fourteen (14) days prior to the start of a requested change, or the start of an approved vacation leave, whichever is earlier. Such time period may be waived by the Chief or his designee. Decisions by the Chief/designee regarding requests for changes in approved, scheduled vacations, or for waivers in the time period provided herein, shall not be considered as precedent setting for future such requests.

Section 17.10. All unused vacation time shall be converted to cash payable in January of the following year at the prior year's pay rate subject however to the provisions of Section 17.11.

Section 17.11. An employee may carry over one (1) week of vacation each year, and may carry over vacation earned for three (3) years prior to the employee's retiring date and paid in accordance with the wage rate at the time the vacation is earned.

**ARTICLE 18**  
**SICK LEAVE**

Section 18.1. Policy. It is the policy of the City to provide sick leave with pay for its permanent, full-time employees; payment for earned sick leave will be paid pursuant to Section 18.2 upon regular or disability retirement only.

Section 18.2. Eligibility. Each employee shall earn ten (10) hours of sick leave with pay for each completed month of service. There shall be no limit to the number of sick leave hours earned by bargaining unit members. Upon retirement or death any employee with 15 years of full time service (not counting lateral transfer time) with the City of Fairlawn shall be paid at his rate of pay at retirement for up to six hundred (600) hours of unused sick leave. Any employee who was granted seven hundred twenty (720) hours or more prior to this Agreement for payment at retirement shall retain the right for said payment, and be paid at his rate of pay at retirement.

Section 18.3. Utilization.

- A. An employee absent on sick leave is required to notify his/her immediate supervisor of his/her inability to report to work at least two (2) hours before the start of the employee's regularly scheduled tour of duty, unless extenuating circumstances prohibit. Such notification shall include the reason for the employee's use of sick leave and shall be given on each day of absence unless other arrangements are made with his/her immediate supervisor. If such notification is not made, the absence may be charged upon the recommendation of the Chief of Police/designee to leave without pay. Compensation for sick leave absences of more than twenty-four (24) working hours shall require the written excuse of a physician.
- B. Sick leave shall be charged in minimum units of one-quarter hours. An employee shall be charged for sick leave only for days upon which she/he would otherwise have been scheduled to work.
- C. Sick leave will be charged to an employee only upon approval of the Chief of Police/designee for the following reasons:
  - 1. The illness, injury or disability of: (a) an employee; or (b) a member of the employee's immediate family requiring the care and attendance of the employee;
  - 2. Exposure of an employee to a contagious disease communicable to other employees; or the affliction of a member of an employee's immediate family with a contagious disease requiring the care and attendance of the employee;

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3. Childbirth and/or a disability related to pregnancy of an employee or a member of the employee's immediate family; or
  4. Medical, dental or optical examinations or treatment of (a) an employee or (b) a member of the employee's immediate family requiring the care and attendance of the employee.
- D. As used in this Article, "immediate family" means the husband, wife, legally dependent child, mother or father of an employee.
- E. Bargaining unit members that have used all of their earned sick leave and any paid leave benefits (vacation, holiday, compensatory), because of an illness or injury may receive contributions of sick leave hours from members in the bargaining units (sergeants and patrol). Bargaining unit members who contribute the unused sick leave must maintain a minimum of 240 hours in their earned but unused sick leave accumulation. Any contribution made is not required to be paid back to the contributor.

Section 18.4. Bargaining unit members who are temporarily unable to return to their regular assignment of work because of an injury or illness, may, upon approval of the attending physician and the Chief of Police, be assigned light duties in the Police Department, and such work shall be in compliance to the physical restrictions set forth in the physician's statement. Temporary shall mean no more than ninety (90) working days. The assignments made by the Employer shall not effect the wages of the bargaining unit member, and the member shall continue to receive his or her full salary as set forth in this Agreement. The Chief of Police shall have the right to approve light duty, but such assignment will not be arbitrarily denied.

Section 18.5. The Chief reserves the right to have an employee alleging illness or injury to submit to a physical examination or examinations in the Chief's sole discretion and at the City's expense.

Section 18.6. Any abuse or falsification of sick leave may be just and sufficient cause for disciplinary action up to and including termination.

Section 18.7. Effective January 1, 2014 the following sick leave incentives are as follows for all current full time members of the Sergeant's bargaining unit:

<u>Number of Sick hours used:</u>	<u>Compensatory Hours:</u>	<u>Cash Bonus:</u>
0 sick hours within half year	16	and \$125.00 Bonus
0.1-8.0 sick hours within half-year	12	and \$100.00 Bonus
8.1-16.0 sick hours within half-year	8	and \$75.00 Bonus

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1. Upon crediting an eligible employee with compensatory hours, the corresponding number of sick leave hours shall be subtracted from that employee's sick bank.
2. The conversion of sick leave into compensatory time shall be optional with the employee. If an eligible employee wishes to convert sick leave into compensatory time under this section, he/she must notify the Finance Department of his/her desire to do so by July 15 for sick leave incentives earned during the first half-year, and by January 15 for sick leave incentives earned during the second half-year.
3. The cash bonus for the first half-year will be paid in the first pay period after July 15. The cash bonus for the second half year will be paid in the first pay period after January 15.
4. In order to qualify for such incentives, an employee must work an entire half-year (i.e., January 1-June 30 or July 1-December 31) and be employed in active pay status as a bargaining unit employee as of the last day of the half-year.
5. These incentives are not subject to proration.

**ARTICLE 19**  
**LEAVE FOR INJURY IN THE LINE OF DUTY**

Section 19.1. As used in this Article: "Physician" means either a Doctor of Medicine (M.D.) or a Doctor of Osteopathic Medicine (D.O.), who is duly licensed to practice medicine in the State of Ohio.

Section 19.2. Permanent full-time employees who are injured in the actual discharge of police duties, and who, as a result thereof, are physically unable to perform their regularly assigned duties shall receive full pay and benefits for such time as may be equitable, but not to exceed 90 working days, provided that all of the following requirements are met:

- A. A physician provides a written statement certifying that the employee is unable to physically perform his/her regularly assigned duties due to the injury sustained while in the line of duty, and the employee provides the physician's statement to the Chief of Police;
- B. The Chief recommends the approval of the requested injury leave to the Mayor; and
- C. The Mayor approves the requested injury leave.

Upon request by the employee, leave for injury in the line of duty may be extended beyond 90 working days.

Approved injury leave shall not be charged against use of sick leave. However, a deduction may be made to the extent of any payments received under the Workers' Compensation Act.

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Section 19.3. The Chief will make his recommendation within five (5) working days after receiving all of the following:

- A. A written request for benefits under this Article by the employee;
- B. The physician's certification specified in Section 19.2(A); and
- C. Any other documentation requested by the Chief.

Section 19.4. The Chief or Mayor may require the employee requesting or receiving such leave to submit to a medical examination by a physician appointed by the City.

Section 19.5. All recommendations by the Chief and all decisions by the Mayor under this Article are discretionary and are made on a case-by-case basis, and will not be considered as precedent setting for future such recommendations and decisions.

## **ARTICLE 20** **FUNERAL LEAVE**

Section 20.1 Funeral Leave. A full time employee shall be permitted up to three working days off with pay, upon proper notification to the department head of the death of his or her mother, father, child, husband, wife, brother, sister, or grandparent, brother-in-law, sister-in-law, mother-in-law, father-in-law, guardian, spouse's grandparent, or stepchildren. The funeral leave must be continuous and shall include the date of the funeral, unless the funeral occurs on the employee's day off, in which case the funeral leave shall include the employee's work day(s) closest to the date of the funeral.

Section 20.2. Upon written request by the member, the Chief of Police or his designee may extend funeral leave to any bargaining unit member requesting said extension. Time off as a result of any such extension will be charged against the member's sick leave, provided that the member has sufficient sick accumulated leave to his/her credit; otherwise, it will be charged to any other banked time, or if there is insufficient banked time, it will be treated as leave without pay.

**ARTICLE 21**  
**SENIORITY**

Section 21.1. Seniority. Seniority shall be continuous service as a Full-Time Police Officer with the City of Fairlawn Police Department, and such seniority shall begin with the date of hire.

Section 21.2. Break in Seniority. Seniority shall be broken when an employee:

- A. Quits or resigns;
- B. Is discharged for just cause;
- C. Is laid off for a period of more than thirty-six (36) consecutive months;
- D. Is absent without leave for three (3) or more work days unless proper excuse for the absence is approved.
- E. Fails to report to work when recalled from layoff within fourteen (14) calendar days from the date on which the Employer sends the employee notice by registered mail (to the employee's last known address as shown on the Employer's records) unless a different date for returning to work is otherwise mutually agreed upon or a later date is specified in the notice.
- F. Fails to report for work as directed following a leave of absence or separation for more than thirty (30) days.

Section 21.3. Seniority Credit. Employees shall not receive credit for any other service with any other Employer, nor for any time of employment with the City of Fairlawn Police Department which was prior to a break in service. However, employees with prior service with the City of Fairlawn Police Department shall receive retirement system credit for such time worked in accordance with applicable law. In addition, employees with prior service as a full-time police officer with another political subdivision of the State of Ohio shall receive up to four (4) years' service credit for purposes of determining the appropriate wage rate pursuant to Article 33 of this Agreement.

Section 21.4. Seniority Prevails. The date of promotion shall determine seniority in rank and shall prevail for shift selection, vacation and holidays selected, and shall comply with the Articles of this Agreement.

**ARTICLE 22**  
**JURY DUTY LEAVE**

Section 22.1. Jury Duty Leave. Any employee who is called for jury duty shall be paid his/or her regular compensation, provided such employee endorses over his/her "jury check" to the City upon the employee's return to work. However, compensation for jury duty will not be paid by the City if the jury service occurs on the employee's regularly scheduled days off.

**ARTICLE 23**  
**WAGES**

Section 23.1 Wages. Beginning on January 1, 2014 and effective through December 31, 2016, the salary schedule for bargaining unit members shall be increased 2.0% effective January 1 in 2014 and 2015, with a reopener for wage increases effective January 1, 2016, as follows:

<u>Years of Service</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>
0-1 year	\$71,974.25	\$73,413.73	[reopener]
1-6 years	\$74,853.24	\$76,350.31	"
Over 6 years	\$77,847.35	\$79,404.30	"

Section 23.2. A Sergeant attaining 1 full year in rank shall receive the higher rate of pay effective on the anniversary date of his/her promotion. Percentages increases will thereafter be effective on each January 1<sup>st</sup>.

Section 23.3: Any officer assigned the Duties of Field Training Officer shall receive one hour of overtime pay, at their current overtime rate of pay, for each day spent training.

**ARTICLE 24**  
**UNIFORM ALLOWANCE**

Section 24.1.

- A. Each full-time officer will be authorized to purchase equipment to be worn or used as part of his official uniform as prescribed by the Chief of Police and in accordance with the following procedure:
- B. When authorized items are required in order to meet the requirements established by the Chief, the officer will submit the item to be replaced and previously used by the officer requesting replacement to the Chief or his designee.

If the Chief or his designee agree, based upon a standard of reasonableness, that the item should be replaced, he will issue an authorization slip to the requesting officer who can acquire the items at a vendor designated by the Administration.

- C. An initial issue of all required uniforms and equipment shall be provided to the employee within a reasonable time following the date of employment.
- D. The City of Fairlawn will provide protective vests for all full-time officers employed by the City of Fairlawn. Such vests will be properly maintained by the employee and will be replaced upon the specified time frames recommended by the manufacturer during the term of this Agreement.
- E. The selection of the vendor to provide the protective vests will rest solely with the Administration of the City of Fairlawn.
- F. This procedure in no way releases the dress requirements issued by the Chief of Police or the appearance requirements as currently specified.
- G. The following items shall be provided and replaced by the City. The Chief of Police has the authority to add items to the list.

CAPS  
1 winter  
1 summer  
1 trooper

SHIRTS  
5 winter blue  
1 winter white  
5 summer blue  
1 summer white  
6 t-shirts

5 pair trousers  
2 pair thermal underwear

1 "IKE" jacket  
1 car duty jacket

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6 pair socks  
3 ties  
tie tac  
patches as required

RAIN GEAR

Coat (long)  
Slush boots  
Cap cover

EQUIPMENT

2 name plates  
gloves  
scarf

LEATHER

Sam Brown belt  
Trouser belt  
1 Holster – on duty  
1 Holster – off duty  
1 Holster – secondary weapon  
Handcuff case & handcuff key  
Taser Holster  
Magazines/magazine holders

1 traffic jacket neon green/black  
1 “Raid” jacket - Detectives only  
metal collar insignia  
bulletproof vest  
hat badge

FOOTWEAR

Shoes  
Boots  
Black leather Reeboks (authorized to wear,  
purchased by officer)

LEATHER

2 breast badges  
1 ID badge  
ID case  
briefcase or cruiser bag  
2 pair handcuffs  
flashlight & holder  
key holder  
keys as required  
  
cite book holder  
metal clip board  
ASP holder

flashlight holder  
belt clip for radio  
belt keepers  
traffic vest/gloves

- H. Each detective shall receive a clothing allowance of \$1,500.00 per year. This allowance shall be paid in two installments, on January 1 and July 1 of each year of this Agreement. The dress code for civilian attire shall be at the discretion of the Chief of Police.
- I. Effective January 1, 2014, each full-time Sergeant shall receive a yearly uniform maintenance fee of three hundred fifty dollars (\$350.00) per year. This allowance shall be paid in two installments, on January 1 and July 1 of each year of this Agreement.

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**ARTICLE 25**  
**INSURANCES**

**Section 25.1. City/Employee Contributions.**

**A. Health Insurance.**

1. Employees shall pay the following health insurance premium contributions:
  - a) 3.5% of premium capped at premium increases up to 10% of premium; and,
  - b) ½ of premium increases greater than 10% but capped at 15%
2. The employee's contribution toward the health insurance premium shall be deducted from pre-tax dollars from the employee's paycheck pursuant to a Section 125 Plan, subject to IRS regulations.

**B. Dental Insurance.**

1. Employees shall pay the following dental insurance premium contributions:
  - a) 3.5% of premium capped at premium increases up to 10% of premium; and,
  - b) ½ of premium increases greater than 10% but capped at 15%
2. The employee's contribution toward the dental insurance premium shall be deducted from pre-tax dollars from the employee's paycheck pursuant to a Section 125 Plan, subject to IRS regulations.

**Section 25.2. HSAs.** If Health Savings Accounts (HSAs) are offered, the City will fund a participating employee's HSA at the level of up to but not more than 100% of the deductible. The City's contribution will be from the premium savings for the plan selected, generated by the employee's participation in a qualifying High Deductible Health Plan. The City will retain: (a) any premium savings remaining after funding an HSA at 100% of the deductible; and (b) any HRA balances that are not spent down as permitted by federal law by any employee enrolled in an HSA plan. HSA funding will be prorated monthly. For purposes of this Section, deductible means the in-network deductible for the HSA plan enrolled in.

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Section 25.3. HRAs. Health Reimbursement Accounts (HRAs) will be maintained and funded by the City for the duration of this Agreement at the levels in effect as of the effective date of this Agreement (\$2,000 for family/\$1,000 for single), subject to applicable federal regulations governing HRAs. An employee may carry over up to half of the annual funded amount (\$1,000 for family/\$500 for single) of his HRA annually. This carry over will not count towards the amount the HRA is funded annually, however, the maximum funding in an account including the carry over is limited to \$3,000 for family/\$1,500 for single. In any year in which an employee is enrolled in an HSA plan, such employee will not receive the HRA contribution described in this Section. HRA balances are not subject to rollover into an HSA.

Section 25.4. Vision/Dental. In addition to the HSA described in Section 25.2 and the HRA described in Section 25.3, the City shall reimburse employees up to One Hundred Fifty Dollars (\$150.00) per year for qualified vision care expenses and/or for qualified unreimbursed dental care expenses as permitted by IRS regulations. This vision/dental benefit does not carry over but increases the maximum funding levels in Section 25.3 by \$150 and may be administered with an HSA or HRA as permitted by applicable IRS regulations. The employee shall provide the City with a receipt as proof of the cost of eye care services and unreimbursed dental care expenses.

Section 25.5. Life Insurance. The City shall provide life insurance for the bargaining unit members. The amount of life insurance shall be \$50,000.00. Employees may purchase at their own cost additional life insurance, if such option is offered.

Section 25.6. Changes in Eligibility. Any time a circumstance occurs which changes any insurance coverage eligibility (e.g., marriage, divorce, birth of child, dependent no longer eligible, etc.) for a covered employee and/or family member, the employee shall notify the Finance Department, in writing, with appropriate documentation, of such change within ten (10) calendar days of the event so the appropriate changes may be made to ensure proper insurance requirements and time-lines are met.

Section 25.7. Cash Waiver Incentives.

- A. If there is one health insurance plan offered by the City and an employee voluntarily waives coverage or opts for less coverage than what the employee is eligible to receive, the employee shall receive a cash waiver incentive of twenty-five percent (25%) of the City's premium cost savings generated by the employee's participation in the cash waiver program.
- B. The following scenarios apply if there is more than one health insurance plan offered by the City:

1. If an employee voluntarily waives coverage that he/she is eligible to receive, the employee shall receive a cash waiver incentive of twenty-five percent (25%) of the City's premium cost savings for the most expensive health insurance plan offered by the City.
  2. If an employee voluntarily opts for less coverage than what he/she is eligible to receive, the employee shall receive a cash waiver incentive of twenty-five percent (25%) of the City's premium cost savings within the plan selected by the employee (i.e., any cash waiver incentives provided under any plan other than the plan selected are not applicable and may not be combined with the employee's cash waiver incentive).
- C. Cash waiver incentives shall not be paid more than once to the same employee (i.e., there shall be no pyramiding of this benefit).
- D. The cash waiver election may occur during open enrollment or when a "qualifying event" occurs (e.g., birth or adoption of a child, marriage, loss of coverage due to spouse's separation from employment, divorce, death, etc.), provided that no cash waiver election may be made on a retroactive basis. Cash waiver payments shall be paid monthly and shall be prorated, based upon the 12-month calendar year (January 1 – December 31).
- E. HRA funds shall be available to employees who waive coverage on the same terms as employees who elect health insurance coverage through the City for which an HRA is provided, subject to the rules for funding HRAs established by the applicable federal regulations.
- F. Life insurance and dental insurance coverage shall be available to employees who waive health insurance coverage on the same terms as employees who elect health insurance coverage through the City.
- G. Prior to making a cash waiver election, interested eligible employees shall submit verification to the City's Finance Department that the affected persons (employee and, if applicable, eligible dependents) are covered under other health insurance without a lapse in coverage as a result of the cash waiver election.
- H. In waiving or opting for less coverage, employees shall be solely responsible to know, fully investigate and understand the differences between the City's coverage and the health care coverage which they have selected when opting out of the City's coverage, and for determining that the coverage which they have selected when opting out of the City's coverage is satisfactory to meet their needs.

Section 25.8. Married/Spouse Employees. City employees who are married to each other and are otherwise eligible for health insurance through the City shall be eligible to receive, if they have no eligible dependents, either two single plans (one each) or one employee/spouse plan; or, if they have one or more eligible dependents, either one shared family plan or one single plan and one employee/child(ren) plan.

Section 25.9 Health Insurance Committee.

- A. The bargaining unit agrees to participate in a City-wide Health Insurance Committee, which shall meet at least once per quarter per year in order to address the rising cost of the City's health and/or dental insurance coverage and to explore options to contain the cost of such coverage. The Committee shall annually elect a Chairperson who shall be a voting member of the Committee and shall schedule the Committee's meetings and arrange for notice of the meetings to all Committee members. If the Committee is unable to elect a Chairperson, the Chairperson shall be appointed at random from among the Committee's voting members. There shall be no subcommittees of the Health Insurance Committee.
  
- B. The Committee shall consist of voting members and non-voting members. The Committee's voting members are: one member representing the City's full-time non-bargaining employees; one member from the FOP representing the full-time Patrol Officers and Sergeants; one member from the IAFF representing the full-time Fire/Medics and Lieutenants; one member from the IBT representing the full-time Laborers and Supervisors; and one member from the OPBA representing the full-time Communications Specialists (the Union designations are subject to change if any different employee organizations are subsequently recognized by SERB). All voting members of the Committee shall be participants in the City's health and dental insurance coverage. The Committee's non-voting members are: the Mayor or designee, the Finance Director or designee, the Law Director or designee, and the City's insurance agent/consultant as appointed by the Mayor.

- C. The Committee shall have the authority to direct the City's insurance agent/consultant to obtain proposals. The Committee shall have the authority to decide, by a majority vote of its full voting members, the health and/or dental insurance coverage options available to the City's full-time employees. However, unless the Committee obtains the Mayor's express written approval, the Committee shall not have the authority to select any coverage/option (a) involving self-insurance by the City or (b) the City joining any insurance pool, group or consortium. In selecting health and/or dental insurance coverage options, the Committee shall contain the cost at a maximum increase of a 15% per year. Any health and/or dental insurance cost increase greater than 10.0% will be shared equally by the employees and the City. If in any year the Committee is unable to reach a decision involving the selection of health and/or dental coverage within the City's normal time-frame for renewal, the Mayor shall be authorized to decide and implement the coverage, provided that: (a) the cost for the coverage does not increase more than 15%; and (b) the coverage was a plan that was considered by the Committee.

Section 25.10. Reopener. This Article is subject to reopener for year 2016.

## **ARTICLE 26**

### **TRAINING TIME**

Section 26.1. Training Time. All training sessions ordered by the Administration, Chief of Police, or his designee, for each employee shall be compensated by the City at one and one-half (1.5) times the wage rate for a minimum of three (3) hours for each session, provided said training time to be paid pursuant herein exceeds forty (40) hours in a work week. The employee's selection of compensation shall be taken as compensatory time or with pay.

Section 26.2. Normal Shift. Any employee in attendance of such training session on his normal scheduled shift, would be excluded from Section 26.1.

Section 26.3. Mandatory Training. Mandated State and Federal training for certification shall be attended by the police officers in this manner:

- A. (8) hour course - The Employer shall adjust the schedule for that eight (8) hour day of schooling for such officer to attend. Officers may trade a shift with another officer, with the approval of the Chief of Police or his designee, and such exchange shall not cause payment of overtime.
- B. (40) hours or more - The City shall make a shift adjustment for the purpose of the officer to attend such training.

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**ARTICLE 27**  
**LEGAL DEFENSE OF OFFICERS**

Section 27.1. Legal Defense of Employees. The City agrees to provide the legal defense of any lawsuit against any full-time employee alleged to have arisen out of any act or failure to act within the scope of the regular official duties of such employee, provided that such act or failure to act was not malicious, motivated for private gain and did not constitute willful misfeasance, malfeasance or nonfeasance.

**ARTICLE 28**  
**BULLETIN BOARDS**

Section 28.1 Bulletin Boards. The Employer agrees to provide a bulletin board in a mutually agreed upon area.

Section 28.2 Notices Allowed. All FOP/OLC notices which appear on the bulletin boards shall be signed, posted and removed by the FOP/OLC Officers. All notices are limited to A through H only.

- A. FOP/OLC recreational and social affairs;
- B. Notice of FOP/OLC meeting;
- C. FOP/OLC appointments;
- D. Notice of FOP/OLC elections;
- E. Results of FOP/OLC elections;
- F. Reports on non-political arms of the FOP/OLC; independent non-political arms of the FOP/OLC;
- G. Non-political publications, rulings or policies of the FOP/OLC; and
- H. Any other material reasonably related to police operations or the benefit of the Lodge or its members.

Section 28.3. Material Prohibited. No materials of any kind may be posted anywhere in the Employer's facilities or on the Employer's equipment except on the bulletin board designated for use by the FOP/OLC. The Employer has the right to remove any material which fails to meet the requirements of this Article.

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**ARTICLE 29**  
**LAYOFFS/JOB ABOLISHMENTS**

Section 29.1. Action. When the Employer determines that a layoff or job abolishment is necessary as a result of lack of work, lack of funds, or reorganization, the Employer shall notify the affected employee(s) and the Union fourteen (14) days in advance of the layoff or job abolishment. Employees within the affected job titles/classifications shall be laid off according to their departmental seniority with the least senior being laid off first, providing that all students, temporary, part-time, seasonal, probationary and provisional employees within the affected job titles/classifications, within the affected department are laid off first in the above respective order.

Section 29.2. Recall and Reinstatement. When employees are laid off, the Employer shall create a recall list. The Employer shall recall employees from layoffs as needed. The recall shall be according to seniority beginning with the most senior employee and progressing to the least senior employee. An employee shall be eligible for recall for a period of three (3) years after the effective date of the layoff.

Notice of recall from a layoff shall be sent to the bargaining unit member by certified mail with copies to the Lodge. The mailing shall be to the last mailing address provided by the bargaining unit member and the bargaining unit member has an obligation to keep the Employer advised of his current mailing address.

The recalled employee shall have fourteen (14) calendar days following the receipt of the recall notice to notify the Employer of his intention to return to work and shall have fourteen (14) calendar days following the receipt of the recall notice in which to report to duty, unless a different date is otherwise specified.

**ARTICLE 30**  
**PERSONNEL FILES**

Section 30.1. Personnel Files. The City of Fairlawn Civil Service Commission shall maintain the only official personnel files of the bargaining unit members. No other file shall be kept or used for the purpose of reference to any action for discipline of the member, or evaluation. Any member of the bargaining unit shall, upon written request, be permitted to review his or her personnel file during hours the City Administrative Office is normally open for business. Upon request, the officer shall have a copy of any material placed in his or her official file.

Should a bargaining unit member upon review of his or her file, read/observe material of an adverse nature, said bargaining unit member may provide a written and signed comment in response to said adverse material. Such comment shall remain in the bargaining unit member's file so long as the adverse material remains.

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When a bargaining unit member is charged with or is under investigation of violations of departmental rules and regulations, reasonable efforts consistent with applicable law, shall be made to withhold publication of the bargaining unit member's name and extent of the disciplinary action taken or contemplated until such time as a final departmental ruling has been made and served on the bargaining unit member. Any confidential investigative report relative to said bargaining unit member shall not be required to be placed in the official Civil Service Commission file of the member.

### **ARTICLE 31** **LEAVE WITHOUT PAY**

Section 31.1. Leave Without Pay. The authorization of leave without pay is a matter of administrative discretion.

### **ARTICLE 32** **SHIFT PREFERENCE**

Section 32.1. Any member of the bargaining unit shall have the right to request his/her preference of a scheduled shift established by the Chief or his designee. Such request will be honored unless two (2) members request the same shift, to determine the selection of both members would be with preference given to the member with the most seniority. Shift selection will only apply to those members who have completed one (1) year of probation from the date of hire.

Section 32.2. Availability for such request will be done annually. The effective date of the schedule shall be October 1<sup>st</sup> of each year.

Section 32.3. Any member requesting to change their work with another employee within the scheduled work period shall request shift exchange with the immediate supervisor. Any exchange of work hours shall not create any liability by the City to pay overtime compensation.

Section 32.4. The posting of the scheduled work period shall be thirty (30) days prior to the effective date of the schedule, and shift selection shall be made within thirty (30) days of the time such schedule is posted.

Section 32.5. Any member of the bargaining unit shall select his days off within the shift he works. Should two (2) or more members request the same days off the officer with the most seniority shall prevail.

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Section 32.6. Should a bargaining unit member be transferred from one assigned duty to another and such transfer would require a shift adjustment, such member shall request placement of the existing schedule to the shift where a member with less seniority has selected. Bumping shall be utilized in accordance with the members' present seniority status.

Section 32.7. Should the Chief determine that an emergency or a significant problem exists, the Chief may require that shifts be rebid in order to solve the problem.

**ARTICLE 33**  
**EXTRA DUTY**

Section 33.1. Extra Duty. Extra duty jobs, approved by the Chief of Police, shall be offered to all police officers, including but not limited to Lieutenants, Sergeants and Patrol Officers, in a fair and equitable manner.

**ARTICLE 34**  
**FATAL FORCE**

Section 34.1. Fatal Force. Any time a bargaining unit member participated in administering fatal force, the following provisions shall apply:

- A. The employee shall receive seven (7) working days off.
  - 1. An extension of time shall be granted by the Chief of Police if he deems necessary.
- B. The employee shall continue to receive his or her City benefits for this seven-day period, or an approved extension thereof.
- C. Time off from the duties of the employee for fatal force shall not be deducted from any benefit of this Agreement.
- D. Should the employee require medical treatment for any mental disorder arising from his or her actions in the use of fatal force, the City shall provide the cost for the necessary treatment beyond the present hospitalization benefit provided that the employee submits:
  - 1. Verification of the treatment needed;
  - 2. Treatment does not exceed \$1,500.00; and
  - 3. Permission to exceed this cost limit must be approved, in writing, by the Mayor.

Should a suspension of the employee pending investigation of the fatal force be implemented, the employee shall continue to receive full pay and benefits during such suspension.

**ARTICLE 35**  
**EMPLOYEES' BILL OF RIGHTS**

Section 35.1. Employee Rights. When a member of the bargaining unit is subject to formal interview in regard to a matter directly related to immediate disciplinary action or apparent future disciplinary action, such as suspension, demotion or dismissal, the interview shall be conducted under the following conditions.

Interviews shall be conducted at a reasonable hour when the member is on duty, unless the seriousness of the investigation is of such a degree that immediate action is required.

Such interview shall take place at the Police Headquarters of the City of Fairlawn.

The member under interview shall be informed of the officer in charge of the interview, and all persons present during the interview. All questions directed to the member shall be asked by and through one interrogator, unless waived by the member.

The member under interview shall be informed of the nature of the investigation prior to any interview.

Interview sessions shall be for a reasonable period and shall be timed to allow for such personal necessities and rest periods as are reasonably necessary.

At the request of the bargaining unit member under interview, he shall have the right to be represented by counsel, or any other bargaining unit member designated as a representative, who shall be present at times during the interview, unless waived by the member. The interview shall be suspended for a reasonable time until representation can be obtained.

The member under interview shall not be threatened during any interview, but if applicable, shall be advised that they may be temporarily suspended, or transferred until completion of the investigation.

If a member while being interviewed becomes a suspect to a criminal action, and/or such interview becomes an interrogation, as a result of the interview, he shall be completely informed of his constitutional rights.

A complete record, either written, taped or transcribed, shall be kept of the complete interview of the member, including all recess periods. A copy of the record shall be available to the member or his counsel upon request.

The member shall receive a copy of the final Departmental or Administrative decision as to the investigation.

Any Section of this Article that refers to any member, also refers to any bargaining unit member of this Agreement.

This Article provides for the protection of the bargaining unit members of job-related incidents that require interviews stemming from an ongoing investigation.

Any member who has been accused of misconduct, or a violation of the departmental rules and regulations, and such accusations are made by a citizen, which requires an investigation by the department, shall be provided a written and signed statement by the party or parties who have made such accusations. A copy of this report shall be made available to the bargaining unit member upon any interview.

### **ARTICLE 36** **COURT TIME**

Section 36.1. Court Time. All bargaining unit employees who are required to appear in court or an administrative agency pursuant to his actions as a responsible employee of the Fairlawn Police Department may elect to be paid or receive compensatory time, for a minimum of four (4) hours time at a rate of pay at one and one half (1.5) times his/her regular rate of pay.

Section 36.2. Off-duty Time. Any member assisting or initiating his/her powers off duty and such actions are to protect life, prevent a crime in progress, assist a fellow police officer or witness an act that necessitates the member to give testimony shall receive the benefit of Section 36.1, except for private duty contractual assignments with employers other than the City of Fairlawn.

Section 36.3. Limitation. Compensation shall not be paid more than once for the same hours under the provisions of this Article.

Section 36.4. Any bargaining unit member called in to work at a time outside his scheduled shift, when the call-in does not abut his scheduled shift, shall be credited with a minimum of three (3) hours pay at time and one half.

**ARTICLE 37**  
**INCENTIVE PROGRAMS**

Section 37.1. Tuition Reimbursement. The City of Fairlawn will reimburse full-time police officers for job-related, pre-approved course work for which an officer receives a "C" or better final grade in accordance with the provisions of this Article.

Section 37.2. Course Work Qualifying for Reimbursement. Full-time police officers will be reimbursed for a job-related graduate, undergraduate, secondary or vocational school course of study, at an accredited institution which is approved by the Chief of Police and the Director of Finance before the period of study for the course begins.

Section 37.3. Payment for Qualifying Course Work. A full-time police officer who achieves a "C" or better final grade in a pre-approved qualifying course shall receive reimbursement for tuition and required textbook costs as follows: 100 percent for an "A," 90 percent for a "B," and 80 percent for a "C."

Section 37.4. STEP Officer Plan. The City of Fairlawn shall retain the use of the Special Traffic Enforcement Plan (S.T.E.P.) program. Preference for S.T.E.P. work will be given to full-time police officers.

Section 37.5. STEP Officer Compensation. Bargaining unit members employed under the plan will receive the following amounts for each STEP hour or fraction of an hour worked. S.T.E.P. pay will be paid to the employee in the same pay period as it was earned. The rate shall be \$32.00 per hour.

Section 37.6. STEP Officer Deductions. The City will deduct Police and Firemen's Disability Pension Fund (PFDP & F) contributions or PERS contributions for the straight time STEP wages of a police officer under this Section. PFDP & F deductions will also be made from the overtime payments which result from a police officer working STEP duties.

Section 37.7. Secondary/Off-Duty Weapon Stipend. Bargaining unit members may (at their discretion) qualify annually with their personal off-duty weapon. (Such weapon shall meet Departmental standards.) Upon successfully qualifying, each bargaining unit member shall be entitled to a One Thousand dollar (\$1,000.00) stipend. The payments will be made in the next pay period after he/she qualifies, payable in a separate check from payroll. Bargaining unit members shall be eligible for this qualification stipend once each year of this Agreement.

**ARTICLE 38**  
**PENSION PICK-UP PLAN**

Section 38.1. Pension Pick-Up Plan. The City will, as soon as practicable, initiate a pension "pick-up" plan where the City shall "pick up" the employee's required contribution to Police and Firemen's Disability Pension Fund without additional cost to the City and in accordance with applicable Internal Revenue Service rulings and Ohio Attorney General Opinions. The employee's contributions which are "picked-up" by the City shall be treated in the same manner as contributions made by the employees prior to the commencement of the "pick-up" plan and will, therefore, be included in "compensation" for Police and Firemen's Disability Pension Fund calculations, and for fixing compensation of employees as set forth in this Agreement. For all other purposes, except for deferring state and federal taxes, the employee's wages shall remain as he or she is currently placed on the wage scale.

**ARTICLE 39**  
**DRUG TESTING**

Section 39.1. Employee Education Regarding Drug Testing. There will be a ninety (90) day education and information period prior to the implementation of testing hereunder. All employees will be informed of the Department's drug testing procedures. Employees will be provided with information concerning the impact of the use of drugs on job performance. In addition, the Employer will inform the employees of the manner in which these tests are conducted, the reliability of the tests performed, under what circumstances employees will be subject to testing, what the tests can determine, and the consequences of testing positive. All new employees will be provided with this information when initially hired. A record will be maintained of the employees' receipt of this information.

Section 39.2. Drug Testing. Drug testing shall be conducted at times of pre-employment; where there is reasonable suspicion (described below); upon an employee's return to duty after completion of a rehabilitation program, or upon return to duty after being off duty for six (6) months or more.

Reasonable suspicion that an employee is using or abusing drugs must be based upon objective facts or specific circumstances found to exist which present a reasonable basis to believe that an employee is using or abusing drugs. Examples of where reasonable suspicion shall be deemed to exist include, without limitation, the following:

- A. Where there has been a serious on-duty injury to an employee or another person, the cause of which is otherwise unexplained;

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- B. Where an employee, while operating a City vehicle, becomes involved in a traffic accident which results in physical harm to persons or property, and where the circumstances raise a question as to the existence of substance abuse by the employee involved;
- C. Where there is observable phenomena, such as direct observation of drug use, possession or distribution, or the physical symptoms of being under the influence of drugs (e.g., slurred, rambling or incoherent speech, dilated pupils or bloodshot eyes, odor of marijuana, unexplained lack of coordination, impaired reaction time, sweaty or flushed skin, staggering or unsteady walk, changes in affect, dynamic mood swings, etc.);
- D. Where there is a pattern of abnormal conduct, erratic or aberrant behavior, or deteriorating work performance which appears to be related to substance abuse and does not appear to be attributable to other factors; and
- E. Where an employee is identified as the focus of a criminal investigation into unauthorized drug possession, use or trafficking; or a report of drug use provided by a reliable and credible source.

Drug testing hereunder shall be conducted solely for administrative purposes and the results obtained shall not be used in criminal proceedings. Under no circumstances may the results of this drug testing be released to a third party for the use in a criminal prosecution against the affected employee. The following procedure shall not preclude the Employer from other administrative action.

Section 39.3. Authorized Laboratories. All drug tests shall be conducted by laboratories certified by the Federal Department of Health and Human Services (DHHS). The procedure utilized by the testing lab shall include a chain of custody procedure in compliance with DHHS recommendations and Gas Chromatography/Mass Spectrometry (GC/MS) confirmation of any positive initial drug screening.

Section 39.4. Procedure. Drug tests shall be administered by urinalysis for the following drugs: amphetamines, barbiturates, benzodiazepines (valium, librium, etc.), cannabinoids (THP), cocaine (including crack), methadone, methaqualones, opiates, phencyclidine (PCP) and propoxyphene (darvon). An employee who initially tests positive shall be immediately removed from duty and placed on unpaid leave. If the initial screening is positive, within 72 hours of notification from the medical review officer, the employee may request a confirmation test of a split specimen, at a different DHHS approved laboratory. If the confirmation test is negative, the employee shall be immediately returned to duty and reimbursed for all lost wages. Any employee who refuses to submit to the above identified tests shall be prohibited from performing or continuing to perform his/her duties.

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If an employee voluntarily enrolls in a qualified treatment program the City shall permit the employee to participate in a rehabilitation program specified by a substance abuse professional, if such program is covered by the employee's health insurance program. An employee who participates in a rehabilitation program shall be allowed to use sick leave, vacation leave, or available compensatory time for the period of the program. Apart from such use of paid leave, the employee will be relieved from duty in unpaid status. Upon evaluation and certification by a substance abuse professional or medical review officer that the employee has successfully completed the recommended rehabilitation program and a return to duty test that demonstrates that the employee is no longer using/abusing drugs, the employee shall be returned to his or her position. Such employee shall be subject to follow up testing for a period of one year from the date of his or her return to work.

For the purpose of this Article, follow up testing shall involve a minimum of four (4) unannounced tests during the year following his or her return except that drug tests may be performed at any time upon reasonable suspicion. Costs of all drug screening and confirmation tests which are required by the City shall be borne by the City.

An employee will be subject to disciplinary action under this Article for any of the following reasons: when the employee reports for duty or performs work and tests positive for using a prohibited drug after having once completed a drug rehabilitation program; refuses to submit to a drug test; fails to complete rehabilitation program the employee has entered pursuant to this Article; alters or attempts to alter drug test results; or if the employee tests positive at any time within the year following his or her return to work.

Section 39.5. Medical Releases. For purposes of implementing the provisions of this Article, each employee shall execute medical releases in order for the City to obtain the results of the physical examinations and drug testing provided for in this Article. Except as otherwise provided by state or federal law with regard to communicable diseases or with the permission of the employee, the releases referred to in this Section shall authorize only the release of examination results and progress reports pertaining to the drug test results. No other medical finding may be released without the express written permission of the employee, except that without a release from the employee, the Employer may disclose information pertaining to an employee's drug testing to a decision-maker in a grievance or other proceeding initiated by or on behalf of an employee and arising from the results of a drug test.

**ARTICLE 40**  
**LABOR MANAGEMENT SAFETY COMMITTEE**

Section 40.1. Purpose. In the interest of sound labor/management relations and safety and health, the City and the FOP agree to create and maintain a Labor Management Safety Committee. The Labor Management Safety Committee shall consist of the Mayor or designee, the Chief of Police or designee, one (1) member of this bargaining unit, and two (2) members of the Full-Time Patrol Officers' bargaining unit (a total of three (3) members of the FOP). It is mutually agreed that this committee shall meet when it is determined by either party to be reasonable and necessary for the purpose of:

- A. Discussing the administration of this Agreement.
- B. Notifying the FOP of changes made by the City which affect bargaining unit members of the FOP.
- C. Disseminating general information of interest to the parties.
- D. Providing the FOP Representatives and the City Representatives the opportunity to share views and/or suggestions on the subjects of interest to their members and/or the City.
- E. Discussing ways to improve efficiency within the Department.
- F. Promoting harmonious relations between the City and the FOP.
- G. Discussing safety and health issues.

Section 40.2. Commitments. The success of the Labor Management and Safety Committee meetings will depend upon the strength of the commitment made jointly and independently by the City and the FOP. The City and the FOP agree that:

- A. They will use the forum for constructive exploration of difficult issues.
- B. They will make every effort to develop the meetings into substantive, open, non-emotional explorations of the issues which form the mutually agreed upon agenda for such meetings.
- C. They will recognize their separate viewpoints on and responsibilities for issues, but attempt to hear the viewpoints of others with the objective of finding constructive resolutions for problems.

- D. Agreements shall be reduced to writing and appended to this contract as a part thereof.

Section 40.3. The City agrees:

- A. It will work in good faith with the FOP to attempt to reach consensus on the best means of resolving issues.
- B. For each person selected to represent the FOP at the Labor Management Safety Committee meetings, the City will consider such service to be a part of his or her job duties when the meeting occurs during the assigned work hours of the representatives.

Section 40.4. The FOP agrees:

- A. It will work in good faith with the City to attempt to reach consensus on the best means of resolving issues.
- B. It will take whatever actions are necessary to keep the bargaining unit members informed about developments in the Labor Management Safety Committee meetings and decisions made through this process.

Section 40.5. Agreement to Meet/Meeting Agenda. It is further agreed that if Labor Management Safety Committee meetings have been requested they shall be convened as soon as possible. An agenda will be furnished by the party requesting the meeting at least five (5) working days in advance of the scheduled meeting with a list of the matters to be taken up in the meeting.

Section 40.6. Occupational Safety and Health. Safety and health are a mutual concern of the FOP and the Employer. The FOP will cooperate with the Employer in encouraging bargaining unit employees to comply with applicable safety rules, regulations, and common knowledge safety standards of the law enforcement industry. The Employer agrees to operate and maintain a safe working environment for all bargaining unit members.

Section 40.7. Compliance. The Employer and the FOP shall comply with all applicable Federal and State laws, rules, and regulations with regard to safety and health.

**ARTICLE 41**  
**SENIORITY INCENTIVE**

Section 41.1 Seniority Incentive. Each employee who accumulates the following years of service with the Fairlawn Police Department shall be entitled to the following amounts:

8 years, but less than 12 years	\$250.00 per year
12 years, but less than 15 years	\$750.00 per year
15 years, but less than 20 years	\$1,000.00 per year
20 years or more	\$1,250.00 per year

Each of these payments shall be made one time on the last payroll of the calendar year in which the employee becomes eligible for such payment.

Section 41.2. Effective Service Date. Effective service date for the seniority incentive shall be the employee's date of hire or promotion as a full-time Police Officer with the City of Fairlawn. This Section will be applied prospectively effective the date of this Agreement being applicable to each Employee who accumulates the appropriate number of years of service as the Employee reaches that service milestone. No retroactive application will be made.

Section 41.3. Service Determination. This Section applies to Employees who have accumulated the appropriate number of years of full-time active service with the Fairlawn Police Department in good standing as determined by the Chief of Police.

**ARTICLE 42**  
**DURATION OF AGREEMENT**

Section 42.1. Duration of Agreement. This Agreement shall be effective as of January 1, 2014 and shall remain in full force and effect through midnight, December 31, 2016. Irrespective of any other provision of this Article, the parties shall reopen negotiations solely on the subjects of Wages, Article 23, and Insurances, Article 25, to be effective for year 2016. This Agreement shall not be reopened for any other matter. A notice to negotiate for such reopener shall be filed by either party with the State Employment Relations Board no earlier than August 1<sup>st</sup> and no later than October 31<sup>st</sup> of 2015. Negotiations shall be conducted pursuant to Chapter 4117 of the Ohio Revised Code.

Section 42.2. Notice to Negotiate. If either party desires to modify or amend this Agreement, it shall be given written notice of such intent no earlier than one hundred twenty (120) calendar days prior to nor later than ninety (90) calendar days prior to the expiration date of this Agreement. Such notice shall be by certified mail with return receipt requested. The parties shall commence negotiations within two (2) calendar weeks upon receiving such notice.

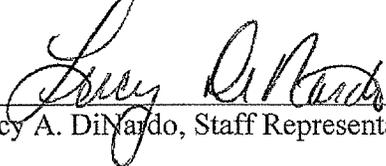
Section 42.3. Entire Agreement. The provisions of this Agreement constitute the entire agreement between the parties.

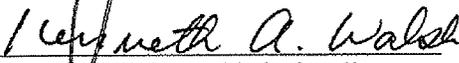
Section 42.4. Signatures. Signed and dated at Fairlawn, Ohio on this 7<sup>th</sup> day of April, 2014.

FOR THE CITY OF FAIRLAWN:

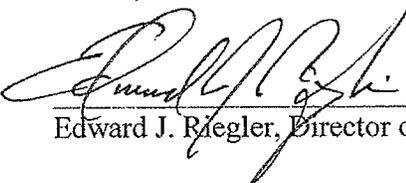
FOR THE FRATERNAL ORDER OF  
POLICE/OHIO LABOR COUNCIL:

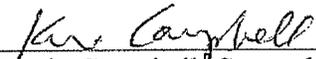
  
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Mayor William J. Roth, Jr.

  
\_\_\_\_\_  
Lucy A. DiNardo, Staff Representative

  
\_\_\_\_\_  
Kenneth Walsh, Chief of Police

  
\_\_\_\_\_  
Randal Bartlett

  
\_\_\_\_\_  
Edward J. Riegler, Jr., Director of Law

  
\_\_\_\_\_  
Kevin Campbell, Counsel for the  
City of Fairlawn

Approved by Fairlawn City Council on April 7, 2014 by Ordinance 2014-027

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

FRATERNAL ORDER OF POLICE,  
OHIO LABOR COUNCIL, INC.,  
EMPLOYEE ORGANIZATION,

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Case No(s): 13-MED-09-1084  
(Sergeants)

and,

CITY OF FAIRLAWN,  
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. Kevin Campbell, [kevin@kevincampbell.org](mailto:kevin@kevincampbell.org)