



**TENTATIVE AGREEMENT BETWEEN  
BAINBRIDGE TOWNSHIP AND FOP LODGE 67**

November 22, 2011

**1. ARTICLE 6 – HOURS OF WORK AND OVERTIME**

- a. Section 6: Modify first sentence as follows:  
“For purposes of computing overtime, sick leave shall not be considered as time worked.”
- b. Section 9: Improve compensatory time bank to 60 hours in 2011, which may be used in increments of no less than two (2) hours upon approval by the Chief or his designee.

**2. ARTICLE 14 – SICK LEAVE**

Section 2A: Include parents of the employee as qualified to use sick leave for their illness or injury.

**3. ARTICLE 18 – GROUP BENEFIT PLANS**

- a. Section 1: Modify current language, as follows:

“During the term of the Agreement, the Township shall maintain benefit plans which provide the following group insurance benefits: major medical/hospitalization; dental; life insurance; and short term disability. (The major medical/hospitalization benefits may be provided through an HSA or HRA, or through an optional HMO or PPO.) Patrol officers covered by this Agreement shall be covered under the same group insurance plans that the Township makes available to non-bargaining unit employees of the Township. Upon notice and discussion with the FOP, the Township may change the providers of these group insurance plans and/or the benefits provided under the plans as long as similar coverage is provided. Patrol officers covered by this Agreement shall be eligible to participate in the Section 125 Premium Only Payment Plan authorized by the Township Trustees, which allows employee contributions toward premiums to be on a pre-tax basis. During the term of this Agreement the deductibles associated with the HSA or HRA shall be apportioned ninety percent (90%) to the Township and ten percent (10%) to FOP members.”

1-HSA

- b. Section 4: Add new Section, as follows:

“For plan years 2011 and 2012, the Township shall continue to utilize an *ad hoc* Health Care Committee consisting of representatives of the Township and of representatives of the Township’s bargained for and non-bargained for employees, which shall review the group health care benefit plan options made available to Township employees. The Committee may recommend to the Township any benefit changes designed to contain health care benefit costs, but the Township retains full discretion and authority to determine the benefit plans made available to Township employees.”

**4. ARTICLE 19 – UNIFORM ALLOWANCE**

Section 2: Increase vest allowance to \$1200 every five (5) years.

**5. ARTICLE 20 – HOLIDAYS**

- a. Section 1: Add Columbus Day
- b. Section 1: Delete the current introductory language, as follows:

~~If any of the above Holidays fall on a Sunday, the following Monday shall be observed as the Holiday. If any of the above Holidays fall on a Saturday, the preceding Friday shall be observed as the Holiday.~~

**6. ARTICLE 24 – PAY GRADES AND WAGES**

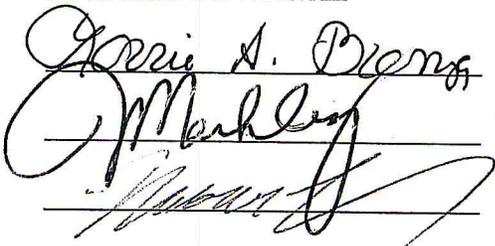
Effective 1-1-12: 2% General Wage Increase for all current employees

**7. ARTICLE 28 – DURATION**

Two (2) years, effective January 1, 2011 to December 31, 2012

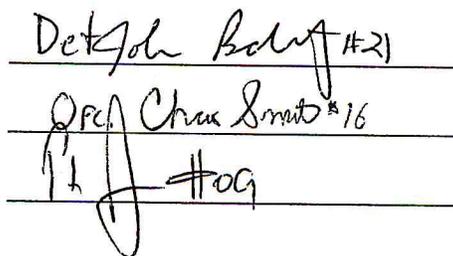
8. The Union will withdraw Health Care Plan grievance filed January 13, 2011.

**FOR THE TOWNSHIP**

  
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**FOR THE UNION**

  
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