

ADDENDUM TO CONTRACT AGREEMENT

1. THIS ADDENDUM hereby modifies and supplements the attached City of Macedonia and the Fraternal Order of Police Ohio Labor Council Inc. Contract Agreement concerning the following Articles:

ARTICLE 16: HOURS OF WORK AND OVERTIME – Section 16.04

ARTICLE 19: SICK LEAVE – Section 19.08

ARTICLE 23: WAGES – Section(s) 23.05, 23.06 and 23.07

2. The parties to the Contract Agreement as modified and supplemented by this Addendum are:

THE CITY OF MACEDONIA

FRATERNAL ORDER OF POLICE OHIO LABOR COUNCIL, INC.

3. This Addendum and the Contract Agreement, taken together, allocate all rights with respect to all versions of the Article. The parties agree that wherever there is any conflict between this Addendum and the Contract Agreement, the provisions of this Addendum are paramount and the Contract Agreement shall be construed accordingly.

4. The City of Macedonia and Fraternal Order of Police Ohio Labor Council agree on the following with respect to the above article:

ARTICLE 16: HOURS OF WORK AND OVERTIME

Section 16.04

An employee may elect to receive compensatory time instead of paid overtime. Such compensatory time may be accumulated to a maximum of **one hundred sixty (160) hours**. Should the employee exceed the maximum accumulation, the City shall pay for the excessive hours. Compensatory time shall be received as one and one half (1 ½) hours for every hour worked as overtime. Request of compensatory time off is at the discretion of the employee, and such request shall be approved by the Chief of Police or his designee then forwarded to the Safety Director/Mayor. Calculation of time, shall be defined the same as overtime pay in one fourth (1/4) of an hour increments. **This will be effective on the first pay period following ratification of this Contract addendum by Council.**

ARTICLE 19: SICK LEAVE

Section 19.08

An employee at the time of retirement or disability retirement from active service with the Municipality, or at his death, shall be paid, in cash, **fifty percent (50%)** of the value of his accrued but unused sick leave credit to a limit of a maximum of **580** hours. Such payment shall be based on the employee's rate of payment at the time of retirement or death, and shall be made only once to an employee or his heirs.

ARTICLE 23: WAGES

Section 23.05

Firearms Qualification – Each employee shall receive an annual firearms qualification payment according to the following schedule:

2012 Contract Year \$2,000

2013 Contract Year \$2,250

Effective January 1, 2007 and beyond, this shall be paid in two equal payments (a separate check will be issued) concurrent with the first pay of January and July.

Section 23.06

Bargaining unit members permanently assigned to work between the hours of 6 pm and 6 am shall receive **one dollar and fifty cents (\$1.50)** per hour in addition to their base rate of pay.

Section 23.07 (New)

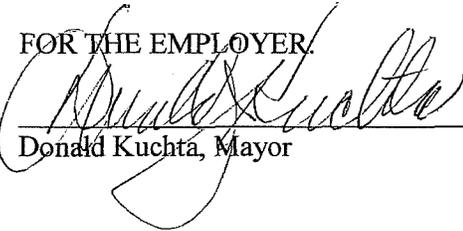
Bargaining unit members assigned to work between the hours of 6 pm and 6 am shall receive a one-time bonus of \$800.00 to be paid the first scheduled pay date following ratification of the Contract Addendum Agreement by Council.

Bargaining unit members assigned to work between the hours of 6 pm and 6 am shall receive a one-time bonus of \$2,080.00 to be paid the first scheduled pay date following ratification of this Contract Addendum by Council.

Bargaining unit members assigned to work any shift other than 6 pm to 6 am shall receive a one-time bonus of \$800.00 to be paid on the first pay following ratification of this Contract Addendum by Council.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed on this 26th day of April, 2012.

FOR THE EMPLOYER:

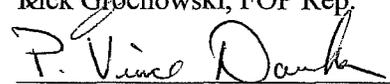


Donald Kuchta, Mayor

FOR THE FOP:



Rick Grochowski, FOP Rep.



P. Vince Danko, Sergeant Rep.

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF :

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

and,

CITY OF MACEDONIA,
EMPLOYER.

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CASE NO.(S): 10-MED-10-1567
(Sergeants)

(This will close the open case for
Case No.(s): 11-MED-10-1521)

FILING OF COLLECTIVE BARGAINING AGREEMENT
(Addendum)

Pursuant to Board Rule 4117-09-07, the F.O.P. Ohio Labor Council Inc. hereby files a copy of an addendum and amendment to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted



Tara M. Crawford
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