



**ARTICLE 35  
WAGES**

01-22-13  
10-MED-10-1369  
1520-01  
K27267

**SECTION 1. RATES OF PAY:**

The following reflects the base salaries for the respective members of the bargaining unit for the duration of this agreement.

**Effective March 1, 2012 (retroactive) (year 2)**

<u>Steps</u>	<u>Classification/Rank</u>	<u>Annual Salary</u>	<u>Base hrly rate.</u>
Step 2	Sergeant/Det. (after 2 yrs in rank)	\$40,045	\$19.2524
Step 1	Sergeant/Det. (after 1 yr. in rank)	\$39,213	\$18.8524
	Sergeant (entry)	\$38,280	\$18.4038
	Sergeant (out of class rate)		\$17.8942
			(added \$.25)
Step 5	Senior Patrolman (20 yrs.)	\$36,700	\$17.6442
Step 4	Patrolman (after 15 years)	\$35,620	\$17.1250
Step 3	Patrolman (10 years)	\$35,100	\$16.8750
Step 2	Patrolman (after 5 years)	\$34,060	\$15.3750
Step 1	Patrolman (after 1 year)	\$31,809	\$15.2930
	Cadet (Entry)	\$30,598	\$14.7110

**Effective March 1, 2013 (year 3)**

Step 2	Sergeant/Det. (after 2 yrs in rank)	\$40,045	\$19.2524
Step 1	Sergeant/Det. (after 1 yr in rank)	\$39,213	\$18.8524
	Sergeant (Entry)	\$38,280	\$18.4038
	Sergeant (out of class)		\$17.8942
			(added \$.25)
Step 5	Senior Patrolman (20 years)	\$36,700	\$17.6442
Step 4	Patrolman (after 15 years)	\$35,620	\$17.1250
Step 3	Patrolman (after 10 years)	\$35,100	\$16.8750
Step 2	Patrolman (after 5 years)	\$34,060	\$16.3750
Step 1	Patrolman (after 1 year)	\$33,020	\$15.8750
	Cadet (entry)	\$33,020	\$15.8750

Within thirty (30) calendar days following receipt of the estimated revenue from Hilcorp Energy I.L.P., the bargaining unit employees Sergeants/Detectives and Patrolman at Step 4 will receive a Lump Sum payment of \$1,000 and a second lump sum of \$1,000 payment on March 1, 2013.

**Section 2. Shift Differentials.** The following reflects the shift differential pay which will be paid to all bargaining unit members, with the exception of Sergeants, during the term of this agreement:

Day Shift	(currently 8:00 AM-4:00 PM)	Ten cents (\$.10)
Afternoon Shift	(currently 4:00 PM-12:00 AM)	Thirty-five cents (\$.35)
Midnight Shift	(currently 12:00 AM – 8:00 AM)	Forty-two cents (\$.42)

**Section 3. Pension Pick up.** The City shall continue to pay four and one half percent (4.5%) of the employee contribution of the Police and Fireman Disability and Pension Fund that was

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

FRATERNAL ORDER OF POLICE,	}	
OHIO LABOR COUNCIL, INC.,	}	Case No(s): 10-MED-10-1369
EMPLOYEE ORGANIZATION,	}	10-MED-10-1370
	}	
and,	}	
	}	
CITY OF CAMPBELL,	}	
EMPLOYER.	}	

FILING OF MEMORANDUM OF UNDERSTANDING  
TO THE 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 to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

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. Matthew Baker  
[mbaker@clemansnelson.com](mailto:mbaker@clemansnelson.com)