

ADDENDUM

This is an Addendum to the Agreement between the City of Fairfield, Ohio and International Union of Operating Engineers, Local #20, AFL-CIO effective March 1, 2011 ("Agreement").

In consideration of the mutual promises contained herein, the parties agree that the Agreement is amended as follows:

ARTICLE IX
WAGES, SHIFT PREMIUMS, CLOCK-IN TIME AND BREAKS

SECTION 1.- WAGE RATES

- A. The wage rates which shall be effective during the contract period of March 1, 2013 to February 28, 2014 are set forth in attached amended Appendix B.
- F. Employees in the Maintenance Worker/Laborer classification in the Wastewater Division who obtain a wastewater license shall be entitled to compensation in addition to their regular rate of pay equal to the difference between the Laborer V step rate and Operator Maintenance Worker step rate comparable to the license held by the Maintenance Worker/Laborer. Rates will be adjusted annually. For this contract period, the differences applicable to specific licenses are as follows:

	March 1, 2013- Feb. 28, 2014
Class I Operations	\$0.83
Class II Operations	\$2.64
Class III Operations	\$4.48

Such employees shall only be entitled to compensation for the single highest license level achieved.

An employee in the Maintenance Worker/Laborer classification with a wastewater license(s) who places in the first ten positions on a Civil Service eligibility list for the Operator Maintenance Worker classification shall be appointed to an Operator Maintenance Worker vacancy in the Wastewater Division before a non-employee with an equivalent license.

ARTICLE XIV
EMPLOYEE BENEFITS

SECTION 3 - PENSION PLAN, HOSPITALIZATION, MEDICAL CARE, AND GROUP LIFE INSURANCE

- A. The City will provide, at no cost to each employee, Group Life Insurance consisting of \$50,000 coverage on each employee. An employee may purchase, at his/her own expense, \$10,000 life insurance on his/her spouse and \$10,000 on each eligible child.
- B. The specific benefits of the Health and Dental Benefit Plan for the members of the bargaining unit shall be as currently established, subject to modification by the Employee/Management Health and Dental Benefits Plan Committee as hereinafter provided. The Union will select two members from its bargaining unit to serve on an Employee/Management Health and Dental Benefits Plan

Committee. The Committee shall be composed of eleven (11) members: two (2) representatives from the Local 20 bargaining unit, two (2) representatives from the Fraternal Order of Police Lodge #166 (one from each bargaining unit), two (2) representatives from the A.F.S.C.M.E. bargaining unit, two (2) representatives from the IAFF Local 4010 bargaining unit, two (2) management representatives and one (1) exempt employee appointed by the City Manager. A majority of the Committee shall constitute a quorum and it may take action or make recommendations only by majority vote of its entire membership. The Committee shall have the authority to alter or reduce health and/or dental benefits once annually in accordance with the time requirements of the Plan Provider, the Center for Local Government Benefits Cooperative, and/or the Third Party Administrator; however, the vote to approve such changes shall require a majority of the groups with each bargaining unit casting one vote and the three non-bargaining unit members casting one vote. The Committee will invite all covered employees to attend an informational meeting concerning proposed changes with a number of such meetings scheduled and held (as determined appropriate by the Committee) prior to voting on such changes. The Committee and the City Manager shall both have the authority to select the Plan Provider, membership in the Center for Local Government Benefits Cooperative, and/or the Third Party Administrator and to determine appropriate levels of reinsurance for any plan, except that both the Committee and the City Manager shall have the authority to veto any change in the Plan Provider, membership in the Center for Local Government Benefits Cooperative, and/or the Third Party Administrator or the levels of reinsurance proposed by the other. The Finance Director will provide the pertinent information in and available to his office to the Committee to assist them in their decisions and recommendations. Nothing in this paragraph shall restrict the Committee from offering more than one level of medical or dental coverage which may be selected by an employee based on levels of coverage and cost.

- C. Except as provided hereinafter, after a member of the bargaining unit has been employed by the City for a period of ninety (90) days, the City will pay into the Employees Benefit Trust Fund of the City of Fairfield, Ohio, monthly an amount equal to 85% of the actual cost or COBRA rate, as applicable, for that employee's family or single coverage (or any other coverage option approved by the Committee), as applicable. The employee's total monthly 15% share of the actual cost or COBRA rate, as applicable, shall be deducted in two equal installments each month from the payroll checks of the member on a pre-tax basis and paid into the Employees Benefit Trust Fund of the City of Fairfield, Ohio. All funds paid or deposited into the Employees Benefit Trust Fund of the City of Fairfield may be expended only for the costs of providing health and dental benefits. A new employee may participate in the Health and Dental Plan at his/her own expense (100%) during the first ninety (90) days of employment. These provisions shall be effective upon the effective date of this contract.

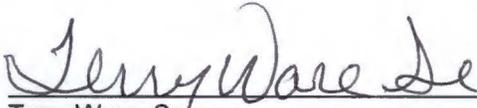
Effective August 1, 2013, the City's annual contribution to the Employees Benefit Trust Fund for any employee shall be limited to 85% of the total cost of the High Deductible Health Plan (HDHP), the HSA fee, and the dental plan in addition to the applicable Health Savings Account (HSA) contribution based upon the level of the plan selected by the employee. Any employee who remains on or elects the traditional (non-HDHP) health/dental plan after August 1, 2013 shall be responsible for the additional cost of such traditional plan, if any, which shall be paid by payroll deduction in addition to the 15% employee share.

The following two exceptions to the above rule shall apply:

- 1) New employees who are eligible for health/dental benefits shall be provided the traditional (non-HDHP) plan without paying the additional cost above the HDHP plan as outlined above, but only until the start date of the next plan year for which the employee was eligible to enroll in the HDHP plan. Thereafter, the above-stated additional cost shall apply to the new employee if he or she remains on the traditional (non-HDHP) plan.
- 2) If an employee is legally required to provide the traditional (non-HDHP) health/dental plan for a covered dependent, the employee shall not be required to pay the additional cost of the plan above the 15% as outlined above. "Legally required" means ordered by a court or other legal authority having jurisdiction over the employee. The employee must provide appropriate proof of such order and that the employee did not agree or consent to such an order.

Except as specifically modified in this Addendum, the Agreement effective March 1, 2011 shall remain in full force and effect.

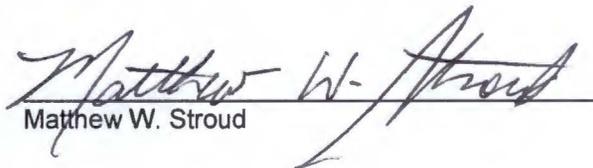
For the International Union of Operating Engineers, Local 20, AFL-CIO:


Terry Ware, Sr.
Business Manager

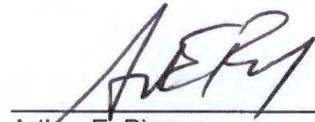

Lynette M. Hodnicki
Chief Steward

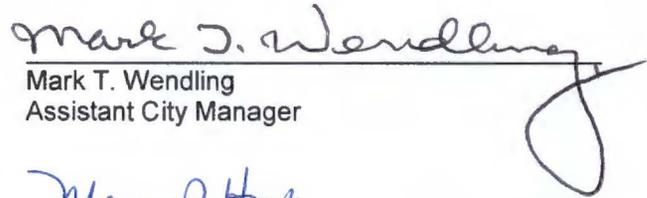

William R. Kellum, Jr.


Tony L. Stephens

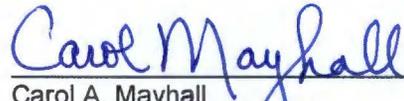

Matthew W. Stroud

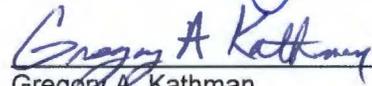
For the City of Fairfield:


Arthur E. Pizzano
City Manager


Mark T. Wendling
Assistant City Manager


Mary I. Hopton
Finance Director


Carol A. Mayhall
Human Resources Manager


Gregory A. Kathman
Economic Development Manager

Approved as to form:


John H. Clemmons
Fairfield Law Director

APPENDIX B
Wage Rates for March 1, 2013, through February 28, 2014

LABORATORY TECHNICIAN***

Lab Supervisor	Appointment by Management	+1.25 *
Lab Technician V	Class III Wastewater Operations License + Water Lab Chemical Certificate**	29.57
Lab Technician IV	Class II Wastewater Operations License + Water Lab Chemical Certificate**	26.86
Lab Technician III	Class I Wastewater Operations License + Water Lab Chemical Certificate**	24.42
Lab Technician II	6 months experience + Water Lab Chemical Certificate**	22.24
Lab Technician I	Starting Rate	20.20

* Appointee's regular rate of pay is increased by specified hourly amount.

** Once original State Certification for Water Lab Chemical is achieved, wage rate cannot be reduced.

*** Laboratory Technicians with the following certifications will receive the following amounts in addition to their regular rate of pay:

Class III Water Plant Operator License \$.50
Voluntary Wastewater Lab Certification \$.50

MAINTENANCE WORKER LABORER (Wastewater Division) **

Crew Leader	Appointment by Management	+0.30 *
Laborer V	Proficiency Certification on Departmental Equipment Specified (Status Three) + 3 years experience	23.49 ***
Laborer IV	Departmental Specialized Equipment (Status Two) + 2 years experience	22.36
Laborer III	1 year experience	21.29
Laborer II	6 months experience (Status One)	20.23
Laborer I	Starting Rate	19.25

* Appointee's regular rate of pay is increased by specified hourly amount.

** For Commercial Driver's License requirements, see Article XVI, Section 5.

*** An employee required by Management to maintain proficiency on three or more pieces of Status Three equipment will be compensated thirty cents per hour in addition to the employee's regular hourly rate. Failure to maintain proficiency on at least three pieces of equipment shall result in the immediate loss of said additional thirty-cent hourly rate of pay. An employee required by Management to maintain proficiency on two pieces of Status Three equipment will be compensated fifteen cents per hour in addition to the employee's regular hourly rate. Failure to maintain proficiency on at least two pieces of equipment shall result in the immediate loss of said additional fifteen-cent hourly rate of pay. Employees who are not receiving an additional hourly rate as specified shall not be required to maintain proficiency on, or operate, an additional piece of Status Three equipment.

OPERATOR MAINTENANCE WORKER ***

Chief Operator	Appointment by Management	+1.25 *
Maintenance Foreman	Appointment by Management	+1.25 *
Collection System Foreman	Appointment by Management	+1.25 *
Instrumentation Foreman	Appointment by Management	+1.25 *
Assistant Collection System Foreman/Data Specialist	Appointment by Management	+0.75 *
Assistant Instrumentation Foreman	Appointment by Management	+0.75 *
Crew Leader	Appointment by Management	+0.30 *
Operator Maintenance X	Class III + one year experience at Operator Maintenance IX in the Fairfield Wastewater Division	28.62
Operator Maintenance IX	Class III License	27.97 **
Operator Maintenance VIII	Class II + Level 3 Training	26.68
Operator Maintenance VII	Class II License	26.13
Operator Maintenance VI	Class I License + Level 2 Training	24.83
Operator Maintenance V	Class I License	24.32
Operator Maintenance IV	Level 3 Training	23.49
Operator Maintenance III	Level 2 Training	22.93
Operator Maintenance II	Level 1 Training	21.34
Operator Maintenance I	Starting Rate	20.45

* Appointee's regular rate of pay is increased by specified hourly amount.

** Relief Operator hourly rate when working as Relief Operator (see Article VIII, Section 1)

*** For Commercial Drivers License requirements, see Article XVI, Section 5.

MAINTENANCE ELECTRICIAN

Maintenance Electrician IV	City of Fairfield State Master Electrician License + 2 years experience	27.88
Maintenance Electrician III	1 year experience	26.36
Maintenance Electrician II	6 months experience	25.16
Maintenance Electrician I	Starting Rate	23.24

CONSTRUCTION INSPECTOR

Construction Inspector IV	2 years experience	30.02
Construction Inspector III	1 year experience	29.63
Construction Inspector II	6 months experience	29.25
Construction Inspector I	Starting Rate	28.86

GIS/GPS MAPPING TECHNICIAN/TRAFFIC ANALYST

GIS/GPS Mapping Technician/Traffic Analyst IV	3 years experience	30.02
GIS/GPS Mapping Technician/Traffic Analyst III	2 years experience	29.63
GIS/GPS Mapping Technician/Traffic Analyst II	1 years experience	29.25
GIS/GPS Mapping Technician/Traffic Analyst I	Starting Rate	28.86

ENGINEER

Engineer III	Engineer's License + 3 years experience	29.34
Engineer II	E.I.T. + 2 years experience	26.43
Engineer I	E.I.T.	25.78

ENGINEERING AID AND DRAFTSMAN

Engineering Aid and Draftsman III	2 years experience	21.55
Engineering Aid and Draftsman II	6 months experience	20.95
Engineering Aid and Draftsman I	Starting Rate	19.80