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AGREEMENT FOR

ADDENDUM

This is an Addendum to the Agreement between the City of Fairfield, Ohio and the Fraternal Order of Police, Lodge # 166 effective April 1, 2011 ("Agreement"). This Addendum shall be effective April 1, 2013. Upon execution, this Addendum shall become a part of the Agreement, and shall be enforceable as part of the Agreement.

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

ARTICLE V

WAGES AND OTHER PAY

SECTION 1.- WAGE RATES

A. The wage rates which shall be effective during the contract period of April 1, 2011 to March 31, 2013 are set forth in attached Appendix A. The wage rates which shall be effective during the contract period of April 1, 2013 to march 31, 2014 are set forth in attached amended Appendix B.

B. A state certified officer may be hired at a pay service step commensurate with his/her skills, knowledge, abilities, and years of equivalent service. The service step rate shall be offered to the officer candidate with the offer of employment.

ARTICLE XI
PENSION, INSURANCE, AND DEFERRED COMPENSATION PLANS

SECTION 2

B. 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 total monthly cost 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 total monthly cost 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. The total monthly cost shall be as established by the Plan Provider, the Center for Local Government Benefits Cooperative, and/or the Third Party Administrator of the Plan each plan year in accordance with all applicable laws and shall include any administrative fees associated with coverages provided. 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.

If an employee selects coverage under a High Deductible Health Plan (HDHP) which qualifies the employee to make contributions to a Health Savings Account (HSA), the City will deposit into the employee's HSA each year on or about August 1st a lump sum contribution (HSA CONTRIBUTION) of $1,800 for an employee with single coverage or a lump sum contribution of $3,600 for an employee with coverage including the employee and other family members, provided that the City contribution to an employee's HSA shall not exceed 90% of the annual deductible applicable to the employee's coverage nor be less than 50% of the applicable annual deductible.

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 combined cost of the High Deductible Health Plan (HDHP), the HSA fee, and the dental plan in addition to the full amount of 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 additional traditional plan cost 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 is eligible to enroll in the HDHP plan. Thereafter, the above-stated additional cost associated with the traditional plan, if any, 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 after April 1, 2013. The order must specifically prohibit the employee from switching to the HDHP plan or require the employee to maintain the traditional plan specifically.

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

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their authorized representatives on this 25th day of MARCH, 2013.

FOR THE FRATERNAL ORDER OF POLICE
LODGE #166

R. Jessup Gage (Representative) Hardin, Lazarus & Lewis, LLC

Rebecca J. Ervin

Kevin J. Mack

Robert D. Corner II

Thomas E. Lucas

Kevin P. Rednour (Sergeant)

Jeffrey M. Sprague (Sergeant)

FOR THE CITY OF FAIRFIELD:

Arthur E. Pizzano, City Manager

Mark T. Wendling, Assistant City Manager

Mary I. Hopton, Finance Director

Michael J. Dickey, Chief of Police

Carol A. Mayhall, Human Resources Manager

APPROVED AS TO FORM:

John H. Clemmons
Fairfield Law Director

APPENDIX A

Base Hourly Wage Rates for April 1, 2011, through March 31, 2013:

Beginning Police Officer with State Certification ..... **$25.28** per hour

Police Officer with one year service ..... **$27.68** per hour

Police Officer with two years service ..... **$29.99** per hour

Police Officer with three years service ..... **$32.53** per hour

Police Officer with five years service ..... **$33.18** per hour

Police Officer with ten years service ..... **$33.81** per hour

Police Officer with fifteen years service ..... **$34.46** per hour

Police Officer with twenty years service ..... **$35.12** per hour

* Beginning Police Officer without State Certification ..... Deduct $3.00 per hour

APPENDIX B

Base Hourly Wage Rates for April 1, 2013, through March 31, 2014:

Contract provisions relative to wages (see Article V, Section 1) and Health and Dental Benefits Plan provisions and cost-sharing (see Article XI, Section 2, Subsection B) shall be subject to renegotiation for the period of April 1, 2013 to March 31, 2014.

APPENDIX A

Base Hourly Wage Rates for April 1, 2011, through March 31, 2013:

Sergeant with less than five years service on department ..... **$36.60** per hour
Sergeant with five years service on department ..... **$37.33** per hour
Sergeant with ten years service on department ..... **$38.07** per hour
Sergeant with fifteen years service on department ..... **$38.79** per hour
Sergeant with twenty years service on department ..... **$39.52** per hour

Lieutenant with less than five years service on department ..... **$41.01** per hour
Lieutenant with five years service on department ..... **$41.84** per hour
Lieutenant with ten years service on department ..... **$42.66** per hour
Lieutenant with fifteen years service on department ..... **$43.48** per hour
Lieutenant with twenty years service on department ..... **$44.28** per hour

APPENDIX B

Base Hourly Wage Rates for April 1, 2013, through March 31, 2014:

Contract provisions relative to wages (see Article V, Section 1) and Health and Dental Benefits Plan provisions and cost-sharing (see Article XI, Section 2, Subsection B) shall be subject to renegotiation for the period of April 1, 2013 to March 31, 2014.