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AGREEMENT
BETWEEN
THE CITY OF AKRON
AND
FRATERNAL ORDER OF POLICE
LODGE #7

Effective **January 1, 2016** through **December 31, 2018**

INDEX

PREAMBLE.....	5
ARTICLE I	
PURPOSE.....	5
ARTICLE II	
RECOGNITION.....	5
ARTICLE III	
CONFLICT.....	6
ARTICLE IV	
AMENDMENT.....	6
ARTICLE V	
GRIEVANCES AND ARBITRATION.....	6
ARTICLE VI	
NO STRIKE – NO LOCKOUT.....	9
ARTICLE VII	
INTERNAL INVESTIGATION PROCEDURE.....	9
SUSPENSIONS FROM DUTY	13
ARTICLE VIII	
PRESS RELEASES.....	14
ARTICLE IX	
NON-DISCRIMINATION.....	14
ARTICLE X	
MANAGEMENT RIGHTS.....	15

ARTICLE XI	
OFFICERS AND FOP REPRESENTATIVES.....	15
ARTICLE XII	
SENIORITY.....	15
ARTICLE XIII	
VACATION SELECTION	23
ARTICLE XIV	
LABOR MANAGEMENT COMMITTEE.....	24
ARTICLE XV	
RISK MANAGEMENT.....	24
ARTICLE XVI	
HOURS OF WORK AND OVERTIME	25
ARTICLE XVII	
VACATION, PAID LEAVE AND LONGEVITY	27
ARTICLE XVIII	
UNIFORM ALLOWANCE	33
ARTICLE XIX	
INSURANCE	34
ARTICLE XX	
HOLIDAY PAY	36
ARTICLE XXI	
UNION TIME	37

ARTICLE XXII

SICK AND INJURY LEAVE.....	37
-----------------------------------	-----------

ARTICLE XXIII

MILITARY LEAVE.....	39
----------------------------	-----------

ARTICLE XXIV

DRUG TESTING.....	40
--------------------------	-----------

ARTICLE XXV

DISCIPLINE.....	40
------------------------	-----------

ARTICLE XXVI

ELECTION OF REMEDIES.....	41
----------------------------------	-----------

ARTICLE XXVII

WAGES.....	42
-------------------	-----------

ARTICLE XXVIII

LAYOFF, DISPLACEMENT, AND RECALL.....	42
--	-----------

ARTICLE XXIV

PROMOTIONS.....	44
------------------------	-----------

ARTICLE XXX

TERM.....	45
------------------	-----------

APPENDIX A DRUG SCREENING PROGRAM.....	47
---	-----------

TIME BANK.....	56
-----------------------	-----------

MEMORANDUM OF AGREEMENT – Labor Management Health Care Committee.....	58
--	-----------

LETTERS:

1) Retiree Health Care Coverage.....	59
2) Secondary Employment – Off Duty Pay Dates.....	60
3) Wearing of Police Uniforms.....	62
4) Physical Fitness Program – Evaluation.....	63
5) Physical Fitness – Work Out Facilities.....	64
6) Physical Fitness – Testing.....	65
7) Physical Fitness – Medical Waiver.....	67
8) Transitional Work.....	68
9) Staffing Changes	69

SIDE LETTER	70
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APPENDIX B	71
-------------------------	----

ORDINANCE NO. 11-2011 (EXCERPTS)	88
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AGREEMENT
BETWEEN THE CITY OF AKRON
AND
FRATERNAL ORDER OF POLICE LODGE #7

PREAMBLE

THIS AGREEMENT is made and entered into this **1st day of January, 2016**, between **Daniel M. Horrigan**, Mayor of the City of Akron, hereinafter referred to as the Administration, and the Fraternal Order of Police, FOP #7, hereinafter referred to as the FOP.

ARTICLE I

PURPOSE

This Agreement is made for the purpose of promoting cooperation and harmonious relations between the Administration and the FOP.

ARTICLE II

RECOGNITION

- A. The City recognizes the Fraternal Order of Police, Akron Lodge #7 as the exclusive bargaining representative for all sworn police officers excluding the Chief and Deputy Chiefs.
- B. The Administration agrees to deduct union dues or a fair share fee for bargaining unit members.
- C. As a condition of employment, all sworn police officers who are not members of the FOP shall become and remain members in good standing of the FOP or shall pay to the FOP a fair share fee equal to the regular and usual dues of an FOP member.
 - 1. All new officers, as a condition of employment, sixty (60) days after being sworn in, shall become and remain members in good standing of the FOP or shall pay to the FOP a fair share fee equal to the regular and usual dues of an FOP member.
 - 2. The FOP shall prescribe an internal procedure to determine a rebate, if any.
- D. The FOP shall indemnify the City and hold it harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of any action taken by the City for the purpose of complying with the provisions of this Article.

ARTICLE III

CONFLICT

The parties intend this Agreement to supersede and replace any applicable federal, state and local laws on the subjects covered by this Agreement. Where this Agreement makes no specification about a matter, the provisions of applicable law shall prevail. If, by operation of law, or by a court of competent jurisdiction, it is found that any provision shall be of no further force and effect, the remainder of the Agreement shall remain in full force and effect for the Agreement term.

Should any provision or provisions of this Agreement be invalidated as outlined above and upon written request by either party, the parties shall meet within thirty (30) days to discuss the impact and to consider modification of the invalidated provision or provisions.

ARTICLE IV

AMENDMENT

A. This Agreement may not be amended during its term except by mutual agreement. Either party may propose an amendment or amendments by so certifying in writing to the other party. Negotiations on the proposed amendment or amendments shall commence within thirty (30) days of such notification. If no settlement is reached, the provisions of the Agreement shall remain in effect.

B. The below listed ordinances are hereby made a part of this Agreement and are subject to the grievance procedure in Article V and Article IV, Section A above, provided that nothing in this Agreement shall be construed in any way as limiting the powers of Council and/or Mayor as defined in the Charter of the City of Akron.

1. **Dental Program - #11-2011, Section 2H**
2. **Vision Program - #11-2011, Section 2I**
3. **Retiree Health Care - #11-2011, as applicable to retirees**

ARTICLE V

GRIEVANCES AND ARBITRATION

A. Definition

A grievance is a complaint, dispute or controversy in which it is claimed that either party has failed in an obligation under this Agreement and which involves the meaning, interpretation or application of this Agreement.

B. 1. Both parties agree that all grievances should be dealt with promptly and every effort should be made to settle grievances as close to the source as possible.

2. Should the Administration fail to comply with the time limits herein, the FOP may appeal immediately to the next step. Should the FOP fail to comply with the time limits herein, the grievance shall be considered abandoned. Time limits may be extended by mutual consent.

C. The following procedure shall be utilized when a grievance is initiated by an officer, a group of officers, or the FOP:

STEP 1: A grievance must be presented in either oral or written form to the aggrieved party's Shift Commander, based on the Akron Police Division chain of command. The grievance must be submitted within five (5) working days of occurrence, or within five (5) working days after it has become known to the employee. The Shift Commander shall have five (5) days to submit his oral or written response. An FOP representative shall have the right to be present at the hearing of the grievance.

STEP 2: If the grievance is not settled at the first STEP, the FOP or the aggrieved may appeal the grievance to the Subdivision Commander within five (5) working days after receipt of the STEP 1 answer. The grievance must be in writing. The Subdivision Commander shall reply in writing within five (5) working days after receipt of the written grievance. An FOP representative shall have the right to be present at the hearing of the grievance.

STEP 3: If the grievance is not settled at STEP 2, the FOP or the aggrieved may appeal in writing to the Chief of Police. Such appeal must be submitted, in writing, within five (5) working days after receipt of the STEP 2 reply. The Chief of Police, or his designee, shall reply in writing within five (5) working days after receipt of the appeal. An FOP representative shall have the right to be present at the hearing of the grievance.

A. If the grievance is not settled at STEP 3, then the grievance shall be presented to the FOP grievance committee for merit review prior to initiating any further steps in this process. The grievance committee shall meet within thirty (30) calendar days of the receipt of the STEP 3 reply to the grievance.

STEP 4: If the grievance is not settled at STEP 3, the FOP may appeal in writing to the Deputy Mayor for Labor Relations. Such appeal must be submitted within seven (7) working days after the meeting of the grievance committee. The Deputy Mayor or his/her designated representative shall meet within thirty (30) calendar days with the FOP to attempt to resolve the grievance. The Deputy Mayor shall reply to the FOP in writing within ten (10) working days following such meeting.

STEP 5: If the grievance is not resolved at STEP 4, either party may, within twenty-one (21) calendar days after the decision of the Deputy Mayor, certify in writing to the other party its intent to submit the grievance to arbitration.

D. A member and his grievance representative shall be allowed time off from regular duties with pay for attendance at scheduled meetings under the grievance procedure with prior approval of their respective supervisors. Such approval shall not be unreasonably withheld, and the withholding of such approval shall result in an automatic, equivalent extension of time limits within which a grievant must appeal his grievance or have it heard.

E. Arbitration

1. Selection

The parties shall have five (5) working days to select an arbitrator by mutual agreement. If such agreement is not reached, a joint request shall be made to the Federal Mediation and Conciliation Service or the American Arbitration Association to submit a panel of seven (7) arbitrators to both parties. The parties shall meet within five (5) working days of receipt of said list for the purpose of selecting the arbitrator by alternately striking names from the list until one (1) name remains. The last remaining name shall be the arbitrator.

2. Hearing Time

The arbitrator shall schedule a hearing within thirty (30) days at a time and place convenient to the parties.

3. Jurisdiction

The arbitrator shall be expressly limited to the meaning, intent, or application of the provisions of this Agreement. He shall have no power to add to, detract from, or alter in any way the provisions of this Agreement.

4. Binding Both Parties

The decision of the arbitrator shall be in writing and binding on both parties.

5. Cost Sharing

All expenses involved in the arbitration proceedings shall be equally shared between both parties. However, expenses relating to the calling of witnesses or the obtaining of depositions or any other similar expenses associated with such proceedings shall be borne by the party at whose request such witnesses or depositions are required.

ARTICLE VI

NO STRIKE - NO LOCKOUT

The FOP agrees for itself, its representatives, and members that neither it nor they will directly or indirectly call for, instigate, sanction, or encourage a strike or any other type of job action by police officers during the term of this Agreement.

The FOP agrees to actively seek stoppage of any type job action by a member or members of the bargaining unit. Failure on the part of the FOP to make reasonable effort to accomplish the foregoing will result in the Administration seeking restitution from the FOP.

The Administration agrees not to lock out the FOP during the term of this Agreement.

ARTICLE VII

INTERNAL INVESTIGATION PROCEDURE

The Administration affirms that the following procedures shall be the policy of the Police Department and the Administration.

A. Any citizen alleging a wrongdoing on the part of a member of the bargaining unit will be asked to sign a complaint form.

1. Judicial Adjudication shall be defined as follows:

If a written complaint against an officer alleges solely that the complainant is not guilty of the criminal or traffic offense of which he/she is charged, then no investigation of alleged officer misconduct is warranted and the determination of guilt or innocence of the complainant will be determined through prosecution of the charge(s). Such complaint shall be deemed unfounded. However, if the complaint also alleges misconduct on the part of the officer, separate and apart from the determination of the guilt or innocence of the complainant, that aspect of the complaint shall be investigated promptly.

B. When any anonymous or unsigned complaint is made against a bargaining unit member and there is no corroborative evidence, the bargaining unit member shall not be required to submit a written report.

1. If a bargaining unit member is required to submit a written report, based on a signed complaint or corroborative evidence, he/she shall be provided an FOP representative prior to submission of the written report or any questioning.

2. The bargaining unit member and the FOP representative shall be advised of the nature of the complaint, shall be provided with a copy of the complaint, and shall be allowed a

reasonable time to confer before any questioning is conducted and the written report is to be submitted.

a. The bargaining unit member, at his/her discretion, may then release the FOP representative for this step.

C. Any bargaining unit member, who is interviewed during the course of an internal investigation, shall be provided an FOP representative. Both shall be advised of the nature of the internal investigation, shall be provided with a copy of the initial complaint, if one exists, and shall be allowed a reasonable time to confer before any questioning is conducted, and before the submission of a written report if the member is ordered to do so.

1. A bargaining unit member, at his or her discretion, may then release the FOP representative at any time.

D. A bargaining unit member who is investigated for criminal activity shall be provided a FOP representative. The bargaining unit member shall be advised of his/her constitutional rights as provided by law. The bargaining unit member shall be allowed a reasonable time to confer with his/her FOP representative before any questioning is conducted.

1. A bargaining unit member, at his/her discretion, may release the FOP representative at any time.

E. Questioning or interviewing of a bargaining unit member in the course of an internal investigation will be conducted at hours reasonably related to a shift unless operational necessities require otherwise. Interrogation sessions shall be for reasonable periods of time and time shall be provided for rest periods and attendance to physical necessities.

1. Should said questioning and interviewing be conducted during hours other than the officer's regularly scheduled shift, the officer shall receive compensatory time at the appropriate rate, with a four (4) hour minimum.

2. Any bargaining unit member who appears at a Mayor's Hearing as a result of appealing a disciplinary action, and such hearing is held outside the individual officer's normal working hours, shall be awarded compensatory time for the actual time spent during the hearing, with no guaranteed minimum.

3. Any bargaining unit member who appeals a disciplinary action before the Civil Service Commission and the Commission determines that "loss of pay" is not appropriate, shall receive compensatory time for the actual time spent before the Commission at the appropriate rate, with no guaranteed minimum.

a. Any bargaining unit member who appears as a witness, or is subpoenaed to appear at a disciplinary hearing on behalf of the FOP, shall receive compensatory time for the actual time spent at the hearing, with no guaranteed minimum.

Such time shall be deducted from the Union time account granted by the City of Akron under Article XIX of this Agreement.

F. Interrogations conducted in the course of an internal investigation shall be recorded. The bargaining unit member or members under investigation will be afforded the opportunity to listen to and make personal notes regarding such tape. A copy of the tape or transcript, if such is made, will be provided to the member, if he so requests, at no cost to the member. Nothing in this Article shall prohibit the FOP and/or the bargaining unit member(s) being interviewed from recording the interrogation.

1. At any time a bargaining unit member is charged with violating Rules and Regulations, the FOP shall be provided copies of all tapes, transcripts, records, written statements, and videotapes in order to provide representation. The request for such copies shall be made to the Chief of Police or his designee by the individual officer or his designated representative. Such access shall be reasonably provided in advance of any Mayor's Hearing, Civil Service Commission Hearing, or arbitration hearing.

G. After submission of a written report, the bargaining unit member shall be provided an FOP representative, unless released by that bargaining unit member, in any subsequent investigative meetings.

1. If a bargaining unit member had previously released the FOP representative, he/she shall, at any time, be able to renew his/her right to be provided with a FOP representative in subsequent investigative meetings.

2. Should a member request an opportunity to review written documents that he/she has previously submitted or any documents that he/she has in his/her possession at the time of the investigation and pertaining thereto, he/she shall be afforded a reasonable time to examine such documents in private, with the FOP representative.

3. A bargaining unit member serving as a representative in an investigative meeting shall be released from his normal duty hours, upon the approval of his superiors, without loss of pay or benefits. It is understood such time shall not be unreasonably withheld.

H. No officer shall be ordered to submit to a polygraph test for any reason.

I. No officer shall be required to give a statement if there is body camera video and/or in-car video system (IVS), or similar recordings until the officer and the officer's representative are afforded the opportunity to view the video(s) first.

J. No officer shall be ordered to submit to a blood test, breathalyzer test, or any other test to determine the percentage of alcohol in the blood except as may be provided otherwise by specific statute.

K. In situations which involve an investigation of complaints or suspected violations in which an attorney of the City or County Legal Department is a participant, the member shall have the right to have an attorney of his choosing accompany him in such proceedings.

L. Before a member may be charged with insubordination or like offense for refusing to answer questions or participate in an investigation, he shall be advised that such conduct, if continued, may be made the basis for such charge.

1. A bargaining unit member being investigated for criminal activity shall be advised of his Constitutional Rights as provided by Law and shall be afforded those rights if he chooses to exercise them.

2. It is understood that no officer will be charged with insubordination once he/she is advised of his/her Constitutional Rights and the refusal to answer questions is based on the exercise of such rights.

3. If a bargaining unit member is required to submit a written report, he shall be advised of the reason for such report, and the officer shall be required to submit a detailed statement.

a. Once a bargaining unit member has made his initial written reply which results in a question of potential criminal activity, the officer shall not be deprived of his Constitutional Rights to remain silent and/or disciplined in the exercise of those rights.

M. Evidence obtained in the course of an internal investigation through the use of administrative pressure, threats, coercion, or promises shall not be admissible in any subsequent criminal action or Civil Service hearing.

1. Any lawful order shall not be construed as administrative pressure, threats, coercion, or promises.

N. In the event that disciplinary action is taken against a member, the member shall have the right to request the presence of an FOP representative when such action is taken. The FOP will be informed of all disciplinary actions and shall have the right to be present at the administration of any disciplinary action.

O. Complaints against a bargaining unit member, anonymous or otherwise, when determined to be unfounded by the Chief or his designee, shall not be included in the personnel file of the officer and may not be used in any subsequent disciplinary procedure. The original complaint and all copies shall be returned to the bargaining unit member against whom the complaint was alleged. No complaints will be returned to a bargaining unit member, or otherwise destroyed, until such time as the FOP obtains a declaratory judgment from Common Pleas Court declaring such action to be lawful.

1. All oral and written reprimands against a bargaining unit member which are over one (1) year old shall not be used or held against a bargaining unit member in future disciplinary

proceedings or promotional considerations, with the exception of those reprimands which pertain to like offenses, which in this case will have a two (2) year limitation.

P. In all cases involving Complaint Resolutions, the following definitions shall apply:

1. Unsubstantiated - cannot determine whether the incident occurred or not.
2. Exonerated - the incident did occur, but the officer(s) action(s) were justified.
3. Unfounded - the incident did not occur.
4. Substantiated - the incident did occur, as stated by the complaining party.
5. Withdrawn - When the complaining party wishes to withdraw the complaint before an investigation has been completed, provided that the investigating supervisor has not uncovered any violations of law or the rules and regulations.

Q. If an officer is identified by the Chief as having sustained findings of untruthfulness and substantiated, with merit, or founded allegation of misconduct related to dishonesty, deceit, or lack of candor, the officer will be notified in writing within thirty (30) days of the date the officer is identified, and will be informed how such a determination has been made, with a copy to the FOP President.

R. Upon completion of an investigation, all complaints shall be clearly marked on the first page with the appropriate disposition(s).

S. In disciplinary cases involving suspensions for a definite period, the effective date shall be on the eleventh day following the date of service. An appeal to the Civil Service Commission or to arbitration shall act as a stay until such time as a decision is rendered.

T. If any of these procedures are alleged to be violated, such allegations shall be subject to the grievance procedure at STEP 3.

SUSPENSIONS FROM DUTY

In the event an officer is the subject of a criminal investigation, complaint, arrest, or indictment, whether misdemeanor or felony, the following procedure shall apply:

A. An officer who is the subject of a criminal investigation shall remain on regular duty, may be reassigned, or may be placed on administrative leave with pay, at the discretion of the Police Chief, pending resolution of the investigation.

B. An officer who is the subject of a misdemeanor criminal complaint or arrest may remain on regular duty, may be reassigned, or may be placed on administrative leave with pay, at the discretion of the Police Chief, pending resolution of the misdemeanor criminal complaint or arrest.

C. An officer who is the subject of a felony complaint or arrest may remain on regular duty, may be reassigned, or may be placed on administrative leave with pay, at the discretion of the Police Chief, pending resolution of the felony complaint or arrest.

D. An officer who is subject to a felony indictment shall be placed on administrative leave without pay, pending resolution of the criminal case. In such case, the officer shall continue to receive health care benefits under the same terms as prior to the indictment. The officer may also use his or her compensatory time during the period of administrative leave without pay.

E. An officer who is reassigned, or placed on administrative leave with or without pay, will not be considered disciplined.

F. At the conclusion of the criminal proceeding, the City may schedule and hold a pre-disciplinary (Loudermill) hearing within ten (10) days of the conclusion of the criminal proceeding, and consider departmental charges if warranted. In such case, the officer shall be entitled to all due process rights provided under the CBA. If no Loudermill hearing is held within ten (10) days of the conclusion of the criminal proceeding, the officer shall be returned to regular duty.

G. If the officer had been placed on administrative leave without pay, and the officer has not been made whole (i.e. restored all back pay and benefit time utilized), the officer may file a grievance under the Grievance and Arbitration Procedure in the CBA to determine if the outcome of the criminal proceeding warrants the officer receive any back pay and/or benefit time.

ARTICLE VIII

PRESS RELEASES

When an officer is charged with or under investigation for violations of the Akron Police Department Rules and Regulations, reasonable efforts, consistent with applicable law, shall be made to withhold the name of such officer(s) and the extent of disciplinary action taken until such time as the officer(s) has been served with charges or exonerated.

ARTICLE IX

NON-DISCRIMINATION

The parties agree that neither the Administration nor the FOP will discriminate against any individual because of his/her membership or non-membership in the FOP, or his/her participation in the FOP.

Both parties further agree not to discriminate against a police officer because of race, color, creed, religion, age, sex, sexual orientation, national origin or political affiliation.

ARTICLE X

MANAGEMENT RIGHTS

Except to the extent otherwise limited or modified by this Agreement, the Administration retains the right and responsibility:

- A. To direct the work of police officers.
- B. To determine the mission of the Police Division and the personnel, methods, means and procedures necessary to most efficiently fulfill that mission.
- C. To suspend, discipline or discharge officers for just cause.
- D. To take actions as may be necessary to carry out the mission of the Police Division in emergencies.
- E. To hire, promote and demote police officers within the powers granted by law.
- F. To recruit, select and determine the qualifications and characteristics of new hires.
- G. To schedule or not schedule overtime as required in the manner most advantageous to the requirement of efficient governmental operations.
- H. To train or retrain police officers as appropriate.

ARTICLE XI

OFFICERS AND FOP REPRESENTATIVES

The FOP shall at all times keep the Mayor or his designee, and the Chief of Police advised in writing of the name and department of its officers and members of all committees authorized to act on behalf of the FOP. Any changes in FOP personnel are to be immediately forwarded to the above-mentioned individuals in writing.

ARTICLE XII

SENIORITY

- A. Definitions
 - 1. Seniority - Time served within rank classification.

2. Permanent Vacancy - A vacancy that occurs as a result of retirement, resignation, death, dismissal, promotion or newly created position.

a. Both parties must agree to any new exempt position not already specified in Article XII of this Agreement.

3. Subsequent Vacancy - Defined as any of the following:

a. A vacancy that results from filling a permanent vacancy; or

b. A vacancy that occurs thereafter as a result of the bid process; or

c. A vacancy that occurs when a member is assigned to an exempt position;
or

d. A vacancy that occurs as a result of an Administrative Transfer.

4. Administrative Transfer - Any reassignment of a member between shifts, bureaus or subdivisions not predicated upon a seniority bid.

a. The member shall be given at least a seven (7) calendar day notice before such transfer takes place unless a verifiable departmental emergency exists, or the individual is transferred for disciplinary reasons. **The member affected and the FOP President shall be notified in writing of the reason for the administrative transfer at least one (1) business day before the Chief's Order is issued. Administrative transfers shall be for a period up to ninety (90) calendar days, at which time the member will be returned to his or her original position.**

b. **The Administration may administratively transfer a bargaining unit member during an investigation under Article VII.**

5. Temporary Transfers - If the Union President and Chief of Police agree, the Chief may temporarily assign a bargaining unit member to another assignment within the Department for a period up to **ninety (90)** days. The Union President and the Chief, by mutual consent, may extend the period of the temporary assignment one time for another period, up to **ninety (90)** days. The Administration will announce the temporary assignment in the Daily Bulletin.

Reassignments due to layoffs will occur pursuant to Section 11 of Article XXV, Layoff, Displacement, and Recall.

6. Bid Positions - All positions within the Akron Police Division other than exempt positions.

a. **Removal from bid positions shall be for just cause.**

b. Canine (K9) Patrol Unit:

- a. Effective upon the ratification of this Agreement, there shall be a K9 Patrol Unit.**
 - b. Members of the K9 Patrol Unit will be assigned to each of the five (5) patrol shifts. There shall be a minimum of one (1) sergeant in the K9 Patrol Unit.**
 - c. At the creation of the K9 Patrol Unit, all current K9 officers (including the sergeant) currently working K9 patrol will become part of the Unit, but will not be required to change shifts. All current K9 officers (including the sergeant) shall keep their seniority as K9 officers and/or K9 sergeant for purpose of the K9 Patrol Unit seniority.**
 - d. When new K9 Patrol Unit members are added to the Unit, the open shift shall be bid within the Unit based on seniority within the K9 Patrol Unit.**
 - e. K9 bargaining unit members assigned to the Narcotics or SNUDs Units may train with the K9 Patrol Unit members, but shall not be considered part of the K9 Patrol Unit, and shall remain exempt.**
 - f. The job description and minimum qualifications for the K9 Patrol Unit shall be discussed between the FOP and management prior to implementation.**
- c. Hours – The hours of officers in their current bid positions may not be changed without a written agreement of the FOP President and the Chief of Police.**

7. Exempt Positions - Specific positions within the Akron Police Division which are exempt from the bid process. They are as follows:

- a. Office of the Chief of Police positions:
 - 1. Administrative Aide - one (1) bargaining unit position.
 - 2. Intelligence Unit Personnel - up to a maximum of two (2) bargaining unit positions.
 - 3. Internal Investigation Unit - up to a maximum of two (2) bargaining unit members, **plus one (1) Sergeant.**
 - 4. Public Information Officer - up to a maximum of one (1) bargaining unit member.

b. Uniform Sub-Division positions:

1. Patrol Operations Personnel - up to a maximum of three (3) bargaining unit positions; one (1) Captain; two (2) Sergeants.
2. Accident Reconstruction Team - up to a maximum of three (3) bargaining unit positions.
3. **School Resources Officers (SRO) – There shall be a SRO Unit with up to a maximum of eighteen (18) SROs. The SRO Unit shall also include one (1) SRO Sergeant, which shall be a bid position. In addition, one (1) Patrol Operations Sergeant shall be responsible for supervising SROs. However, the Patrol Operations Sergeant shall not be considered a part of the SRO Unit.**

All members of the SRO Unit shall operate under the following working conditions:

- a. **There shall be one (1) designated float position with a police cruiser.**
- b. **Hours – SROs shall work eight (8) hours, Monday through Friday, which will coincide with the regular school hours. All hours worked over the regular eight (8) hour work day shall be considered overtime. When schools are closed (excluding summer recess), SROs shall work a patrol shift. SROs shall bid to a specific patrol shift on an annual basis, by seniority. The patrol shifts may not begin earlier than 6:30 a.m. or later than 11:00 a.m.**
- c. **Summer assignments – SROs shall select their summer assignment prior to selecting vacation, on the basis of seniority.**
- d. **Vacations – SROs shall select summer vacation within their summer assignment on the basis of seniority. SROs will be guaranteed two (2) consecutive weeks of summer vacation during the first round of vacation selection. After all officers have the opportunity to select vacation for the first round, SROs may participate in the selection of additional vacation with all other members of that shift and/or assignment.**

4. Gun Violence Reduction Tactical Team Two (Noon to 8:00 p.m.) – One (1) Sergeant.

c. Investigative Sub-Division positions:

1. Assistant Commander - one (1) bargaining unit position; one (1) Captain.
2. Property Room Personnel - a maximum of three (3) bargaining unit positions; one (1) Sergeant and two (2) Officers.
3. Polygraph Operators - two (2) bargaining unit positions.
4. Narcotics Unit Personnel
5. Street Narcotics Uniform Detail (SNUD) - up to maximum of **thirteen (13)** bargaining unit positions; one (1) Lieutenant; two (2) Sergeants; **ten (10)** Officers. The maximum of **thirteen (13)** bargaining unit positions will include the handler(s) of any narcotics canines that may be assigned to the unit.
6. Canine Handlers - two (2) bargaining unit positions to handle narcotics canines attached to either the Narcotics Unit or the Street Narcotics Uniform Detail (SNUD). These positions will not be used to increase the **thirteen (13)** exempt positions already allocated in sub-section c(5).
7. Vice Unit - Vice Commander.
8. Crimes Against Persons Unit - One (1) bargaining unit position; one (1) Lieutenant.
9. Computer Forensic Specialists - Maximum of two (2) bargaining unit positions **and one (1) Officer.**

d. Services Sub-Division positions:

1. Assistant Commander - one (1) bargaining unit member; one (1) Captain.
2. Data Processing Personnel - maximum of three (3) bargaining unit positions; one (1) Sergeant and two (2) Officers.
3. Benefits Officer, as outlined in Section "E" of this Article.
4. Police Community Relations - up to a maximum of **two (2)** bargaining unit members; one (1) Sergeant, **and one (1) Officer.**

5. Planning/Research/Development/Grant Administration - one (1) Captain; one (1) Patrolman.

6. Training - One (1) Lieutenant position, and two (2) Officers.

e. Removal from exempt positions shall be for just cause.

f. **The hours of Officers in their current exempt positions may not be changed without a written agreement of the FOP President and the Chief of Police.**

g. **Effective upon ratification, the Chief may create up to three (3) new positions, which will be permanently designated as exempt. These additional positions must be designated and filled no later than December 31, 2018.**

B. Bid Process

1. When the Chief of Police chooses to fill any permanent or subsequent vacancy, except those which occur in the exempt positions outlined above, it shall be filled by division-wide seniority within rank classification, if otherwise qualified by skill, ability and work performance.

a. Notice of all permanent and subsequent vacancies which are to be filled shall be printed in the Daily Bulletin for a three (3) day period, (excluding Saturdays, Sundays and holidays).

b. Before the vacancy is filled, a member will have a five (5) day period, (excluding Saturdays, Sundays and holidays) after the third day of posting in the Daily Bulletin to notify in writing the Chief of Police of his desire to fill such position.

Said bid shall be sealed in an envelope, initialed at the seal, and time stamped prior to being dropped off at the Chief's office collection device. Bid withdrawals shall be submitted in the same manner. At the conclusion of the posting period, the sealed bids and/or withdrawals will be opened in the presence of the Chief or designee and the FOP President or designee.

c. Said vacancy shall then be filled within fifteen (15) days after the close of the bid by awarding the position to the most senior bidder, if otherwise qualified by skill, ability or work performance. This award, as well as the subsequent vacancy, shall be made known to the members by Chief's Notice.

d. Any posted vacancy for which no written bids are received shall be filled by assigning the least senior bargaining unit member, division-wide, within the rank classification eligible for the vacancy. The member assigned to this vacancy shall be prohibited from exercising his/her bid rights for a period of 180 days from the date of the Chief's order awarding the position and shall be exempt from any other transfer for a period of 180 days from the date of the Chief's order awarding the position. **However, if a supervisor is reversed under this**

provision, that supervisor may still exercise his or her bid rights following the promotion of another member to the same rank. If a patrol officer is reversed under this provision, that patrol officer may still exercise his or her bid rights following the appointment of new officers.

Members in exempt positions are not subject to reversal.

If other vacancies occur within this six (6) month period and no written bids are received, these vacancies shall be filled by assigning the next least senior bargaining unit member within the division in ascending order of seniority within the rank classification.

1. Bargaining unit members who are awarded, through the bid process, any of the following positions, shall be prohibited from bidding for another position for one (1) year:

- a. Accident Reconstruction Team
- b. Crime Scene Unit
- c. Training Bureau
- d. Polygraph Operator
- e. Handwriting Examiner (Detective Bureau)

e. Any member transferred under the conditions set forth in subsection (d), who subsequently becomes the successful bidder for another vacancy, shall not be considered for transfer under the conditions of subsection (d) for a period of twelve (12) months following the date of his/her successful bid.

f. Police recruits may be assigned by their Sub-Division Commander without regard to seniority for a two (2) year period following their graduation from the Police Academy as furtherance of their training. They will be exempt from the provisions of subsection (d) during this two (2) year period.

g. It is agreed by both parties that the permanent or subsequent vacancies shall exist in the Trick/Shift or Unit, not the specific position.

2. Bid Considerations

- a. Only those requests received in response to postings will be considered.

1. The FOP shall be provided copies of all bids.

b. A bargaining unit member may temporarily be assigned to fill a posted position, but only during the posting and filling process.

c. It is understood by both parties that if a member is transferred during the posting, bidding or filling process, the vacancy shall be deemed to have occurred in the position the member held at the time he submitted his successful bid request.

d. Whenever a sworn officer is awarded a permanent or subsequent vacancy, for the first **one-hundred eighty (180)** days from the date of the Chief's order awarding the position, he shall be ineligible to exercise his seniority for purposes of bidding another permanent or subsequent vacancy.

e. If the Administration decides to fill an exempt position, they shall notify all officers in the Daily Bulletin of the available position. Bargaining unit members interested in filling the exempt position shall notify, in writing, their Sub-Division Commander.

f. Police recruits may be assigned by their Sub-Division Commander without regard to seniority for a two (2) year period following their graduation from the Police Academy as furtherance of their training.

g. It is agreed by both parties that the permanent or subsequent vacancies shall exist in the Trick/Shift or Unit, not the specific position.

C. Bumping

1. It is understood between the parties that there shall be no bumping of members by members in job assignments.

D. Seniority/Time Off

1. Seniority will not be a basis for receiving time off with pay where all allowable time has previously been requested and approved.

E. Benefits Officer

1. The Benefits Officer shall be a police officer or sergeant, and his responsibilities shall consist of assisting bargaining unit members in matters relating to employee benefits.

2. The Benefits Officer shall be mutually selected by the FOP and the Chief of Police, using the below procedure.

a. The President of the FOP shall submit one (1) member's name for consideration to the Chief of Police. If that member is not acceptable to the Chief, the FOP President shall submit two (2) more names. The Chief and the FOP President shall then mutually agree to one of those two members.

3. When the Benefits Officer leaves office, he/she shall return to the shift and Sub-Division they were assigned prior to becoming the Benefits Officer.

ARTICLE XIII

VACATION SELECTION

Management retains the right to determine the number of personnel needed per shift to effectively operate the Police Department. Therefore, it may be necessary to limit the number or prohibit any employees from taking vacations during a particular period at the same time.

As far as practical and possible, based on the above:

A. The period from the **first** Sunday in June until the first Sunday in September shall be considered the choice vacation period. **Selection for vacation during this period shall take place by February 1st.**

B. Vacations shall be granted as follows:

1. Sworn members with one (1) through nine (9) years of service shall be granted up to two (2) consecutive weeks during this specific time.

2. Sworn members with ten (10) through fourteen (14) years of service shall be granted up to three (3) consecutive weeks during this specific period.

3. Sworn members with more than fourteen (14) years of service shall be granted up to four (4) consecutive weeks during this specified period.

C. If the sworn member does not have enough accumulated vacation time equal to his request, the City of Akron shall not be bound to grant such leave as specified in Section B above.

D. Seniority within classification shall be the determining factor in the scheduling of vacations.

E. Bargaining unit members, not on a Monday through Friday schedule, may change their days off the week preceding their scheduled vacation to run consecutive with their vacation, if sufficient manpower is available, as determined by management, and such changes do not result in the payment of overtime.

F. When a bargaining unit member transfers to a new job assignment, he/she shall have his/her drawn vacation time follow to the new assignment.

ARTICLE XIV

LABOR MANAGEMENT COMMITTEE

To provide for a means of better communication and understanding between the Fraternal Order of Police and Management in the Akron Police Department, a Labor Management Committee will be maintained.

- A. The Committee will consist of no more than three (3) representatives of the Fraternal Order of Police and three (3) representatives as designated by the Chief of Police.
- B. The Committee will meet on a quarterly basis unless waived by mutual consent of the parties for the purpose of discussing subjects of mutual concern.
 - 1. Individual grievances will not be a subject matter for discussion at these meetings.
- C. Meetings will be held at a mutually agreeable time between the parties.
- D. At least one (1) week prior to the meeting, each party will submit, in writing, specific discussion items.
- E. The President of the Fraternal Order of Police will notify the Chief of Police as to the FOP representatives.
- F. Within sixty (60) days after the signing of this Agreement, the parties shall meet.

ARTICLE XV

RISK MANAGEMENT

When the City is notified that an Officer has been made a party defendant in a civil action seeking damages against the Officer based upon allegations that the Officer violated the rights of the plaintiff while acting in the scope of his or her employment with the City, the City shall contact the Union and the Officer and, at the Officer's request, meet with a representative of the Union, the Officer or both, as the Officer shall elect, prior to making any decision whether to represent the Officer in accordance with O.R.C. 2744.07.

ARTICLE XVI

HOURS OF WORK AND OVERTIME

A. Working Hours. The standard hours of work for employees shall be eight hours per day and forty hours in any one week. Overtime shall be calculated after eight (8) hours worked in a twenty-four (24) hour period. The standard hours in the patrol division shall be eight and one half (8.5) hours per day (4 days on followed by 2 days off) and all patrol overtime will be calculated after eight and one half (8.5) hours worked in a twenty-four (24) hour period. Overtime for employees working a standard ten (10) hour day will be calculated after ten (10) hours worked in a twenty-four (24) hour period. All overtime in any twenty-four (24) hour period or forty (40) hours in any one week by employees shall be paid for at the rate of time and one-half. In no event shall premium be paid on premium payment, except that a paid holiday, a day of annual leave, a day of funeral leave, a day of jury duty, or a day of paid leave for reasons other than sickness or injury, and approved union time off shall be considered the same as a workday for the purposes of computing premium pay. Work schedules may not be changed without the written agreement of the FOP President and the Chief of Police.

B. Overtime Compensation. One and one-half times the hourly compensation rate established for the pay range, provided that the term "Overtime compensation" shall be construed to mean compensatory time off when an employee's department or division has been notified by the Director of Finance that monetary compensation for overtime work must be discontinued due to fiscal or budgetary deficiencies. Absent a letter from the Director of Finance, overtime compensation may be granted in the form of compensatory time off when an employee requests in writing to be granted the same in lieu of monetary compensation for overtime work.

C. Overtime Work. Hours or fractions thereof which are worked by an employee in excess of his normal tour of duty, in emergency situations, when such work is necessary to prevent loss of life, damage to property, or discontinuance of public service.

D. Court time and training time shall not be considered emergency overtime and shall be compensated as compensatory time.

E. Call-In Pay. Any bargaining unit member called into work during their normal off-duty hours shall be guaranteed a minimum of four (4) hours compensatory time or pay at the appropriate rate.

F. Continuous Overtime. Except as provided in Section F1 below, any bargaining unit member who works overtime continuous with his/her regularly scheduled shift shall receive compensatory time or pay **at the overtime rate**. However, no minimum guarantee shall apply.

1. If a bargaining unit member is involved in a SWAT operation or a preplanned search warrant execution, prior to his/her scheduled shift, and is given at least 24 hours notice, such member shall be compensated as continuous overtime.

G. No bargaining unit member shall have his regular shift rescheduled for the purpose of eliminating overtime.

H. Compensatory time earned through court appearances or training ordered by the Chief of Police during off-duty hours shall be calculated as follows:

1. Compensatory time shall be earned at the rate of one and one-half (1 1/2) times the actual time spent in court or training.

2. Calculation of earned time shall be to the nearest one-tenth (1/10) of an hour.

3. Minimum time earned for any one court appearance or attendance at a training session shall be for four (4) hours.

4. Maximum time earned for court appearances on any one day shall be eight (8) hours, except in cases where a police officer must appear in hearings outside the City of Akron. **Court cases outside the City of Akron are paid from the time of call out until the time of return call in.**

5. Additional training time required at the Weapons Range by reason of failure to qualify under normal procedure shall not qualify for compensatory time.

I. In cases where the hearings or duty requires an officer to remain out of town overnight, the officer shall receive his/her normal rate of pay on days he/she is regularly scheduled to work and shall receive eight (8) hours of compensatory time at a rate of one and one-half (1 1/2) times on normal scheduled days off.

J. Each calendar year, an officer may purchase up to a maximum of one-hundred and sixty (160) hours of paid leave, compensatory time, or a combination thereof.

1. Prior to March 31st of each calendar year, the bargaining unit member shall notify the Finance Director of the total amount of time he/she wishes to purchase and when such payment shall be made.

2. Payments shall be made in April or September of each calendar year.

3. All purchases are subject to the Finance Director's approval.

4. Payment shall be at the officer's hourly rate at the time of the pay-out.

K. Bargaining unit members chosen as field training officers shall receive four (4) hours of compensatory time for every five (5) tours of duty as a field training officer. To be eligible for the compensatory time, an individual must work a minimum of four (4) hours for each tour of duty.

L. On the death, retirement or resignation of an employee, all accumulated overtime, compensatory time, and paid leave shall be paid to the employee or his or her estate.

ARTICLE XVII

VACATION, PAID LEAVE AND LONGEVITY

I. Definitions :

- 1. Annual Leave Bank: The total number of unused annual leave hours an employee has earned in accordance with this section and chooses not to use during the calendar year.**
- 2. Frozen Paid Leave: Those unused paid leave hours accumulated up to the employee's inclusion into the sick leave program.**
- 3. Frozen Sick Leave: Those unused sick leave hours accumulated up to the employee's inclusion into the paid leave program.**
- 4. Paid Leave Accumulation: The total number of unused paid leave hours, not frozen, an employee has earned in accordance with this section.**
- 5. Terminal Leave: The amount of annual leave an employee accumulates during the calendar year which determines the amount of annual leave an employee is entitled to in the following calendar year.**

II. Vacation

- A. Vacations with pay are granted to employees as a reward for service, as an incident of employment and as an incentive for continued service. Every employee shall be entitled to vacation with pay each year according to the following schedule of continuous service immediately prior to January 1 of that year:**
 - a. New employees whose starting date is prior to the sixteenth of the month may be credited, subject to the following limitations, with one day of vacation for that month. If the employee has completed at least ninety (90) days in the preceding year, but less than one full year, one day for each completed month of service, but not more than two calendar weeks shall be credited. If an employee has not completed ninety (90) days of employment during the calendar year, he or she shall receive in the following calendar year credit for the vacation earned in the previous year at the rate of one day per month, but not more than three days in total;**

- b. If the employee has completed at least one full year, two calendar weeks shall be credited.
- B. The current rate of pay of a salaried employee shall determine his or her vacation pay rate.
- C. An employee may not defer to a subsequent year any part of his or her vacation time without the approval of the Chief, who shall grant such approval if the request is made due to illness, injury, or other causes beyond the control of the employee, or other reasonable circumstances. In such case, the vacation shall be scheduled during the following year.
- D. An employee separating from city employment shall be credited with such unused vacation time as his or her service in the year prior to the separation and in the current year entitles him or her to receive.
- E. In the event an employee resigns, retires, or dies, such employee or the employee's estate shall be credited with such unused vacation time as his or her service in the year prior to the separation and in the current year entitles the employee to receive. The employee or the employee's estate shall be paid for any unused vacation as of the last day employed.

III. Sworn Personnel of Police Division with five (5) or more years of service.

- A. All sworn personnel of the Police Division with more than five years of service shall be included in this paid leave program.
 - 1. Beginning January 1, 2003, all sworn personnel of the Police Division with five (5) or more years of service shall, for each completed week for which they have received pay from the city or for each week for which they have received weekly benefits from the Bureau of Worker's Compensation, be entitled to a weekly accumulation of paid leave hours, based on years of completed service, as follows:

Years of Completed Service	Rate of Accumulation (Hours Per Week)
5 years, but less than 10 years	4.60
10 years, but less than 15 years	5.22
15 years, but less than 20 years	6.09
20 years and over	6.95

2. An employee shall, in accordance with the other provisions of this program, be required to use a minimum of 80 hours of paid leave per year provided that he has completed at least five (5) years of service on January 1 of that calendar year.
3. Those employees with more than 12 years of service, and in accordance with other provisions of this program, will be required to use a minimum of 120 hours of paid leave per year provided that he or she has completed 12 years of service on January 1, of that calendar year.
4. If an employee fails to use the minimum number of paid leave hours during any calendar year, the actual remaining number of unused hours required for usage in that year, not to exceed the stated minimums, shall be deducted from such employee's paid leave accumulation, without further accumulation or carryover of the unused hours with respect to such employee.

B. For all employees in the Paid Leave Program, all vacation time to which an employee would otherwise be entitled shall be converted to paid leave hours.

1. During each calendar year an employee shall be entitled to a maximum number of paid leave hours for vacation use, based on years of completed service, as follows:

Years of Completed Service	Maximum Paid Leave Hours for Vacation
More than 5 years, but less than 6 years	80
More than 6 years	120
More than 12 years	160
More than 20 years	200

2. Accumulated paid leave hours for vacation usage in excess of the above stated maximums may be granted at the discretion of management.

3. Vacation shall be taken as provided in Article XIII.

C. An employee may use paid leave hours for any purpose provided the absences are properly reported to the employee's supervisor in accordance with the existing report off procedures. Absences for which paid leave hours are paid and which have been arranged and approved by management at least 24 hours of the work day prior to the absence shall not be counted against the employee's work record.

D. Paid leave will be paid in 1/10 hour increments.

E. (1) When the employee is requesting payment from paid leave hours due to illness, injury or a death, the responsible appointing administrative officer of the City may require the employee to verify the use of sick leave.

(2) In any event when such absence is for more than three (3) days, the employee concerned, in order to receive compensation, must file with his or her request for paid leave due to sickness or injury, a certificate from a registered physician stating that such employee was unable through the whole of such absence to perform his or her duties or submit other satisfactory proof of illness or injury.

F. For all employees in the Paid Leave Program, all sick leave hours which have been accumulated shall be frozen and further accumulation of sick leave hours pursuant to the sections shall cease.

1. An employee shall not use the frozen sick leave hours until all accumulated paid leave hours have been exhausted and it becomes necessary to use frozen sick leave hours.

2. An employee, who has completed 25 years of service, may use his or her frozen sick leave in lieu of paid leave hours for an illness or off-the-job injury.

3. If an employee, due to illness or off-the-job injury has received a disability retirement, approved by the Police and Fire Pension Board, he/she may use sick leave in lieu of paid leave for such illness or injury.

4. Frozen sick leave hours remaining at the time of retirement or death shall be paid.

G. All employees separated from employment with the city, regardless of the reason, shall receive termination pay based on the balance of remaining accumulated paid leave hours at the time of termination.

1. In the event that an employee of the city dies, his or her estate shall be entitled to a payout base on such employee's remaining accumulated paid leave hours as of the date of his death.

2. Employees previously covered under the paid leave program who return to city service may have his or her paid leave hours restore, provided the employee reimburses the city in the amount of termination paid at the time such employee left city service.

3. An employee who is discharged or resigns due to pleading guilty to a felony, or being found guilty of a felony, or being convicted of a felony, shall forfeit payment of all paid leave hours remaining in the individual's

paid leave bank at the time of discharge or resignation. All forfeited hours will be placed in the Fraternal Order of Police Sick Leave Time Bank.

IV. Longevity

1. **Longevity I.** During November, each sworn officer with five (5) or more years of service, as of December 1 of that year, will receive longevity pay in an amount equal to the appropriate hourly rate for such sworn officer as of October 1, of that calendar year time 5% of such sworn officer's accumulated paid leave hours as of October 1. A sworn officer's accumulation of paid leave hours shall be reduced by 2.5% of the amount of paid leave hours which are used in the computation of such sworn officer's longevity pay. This method of longevity pay shall be known as Longevity Program I.
2. **Longevity II.** Effective in 1988, an option method of longevity pay was established, known as Longevity Program II, whereby the longevity pay is based upon the years of service accumulated prior to December 1 of the year in which said longevity pay is to be paid. The longevity pay shall be paid in November and shall be based on a percentage of the base maximum annual salary rate of the classification of "Patrol Officer." Effective in the Year 2003, Longevity Pay shall be payable as follows:

Years of Service	Longevity Payment
20	3.1%
21	3.2%
22	3.3%
23	3.4%
24	3.5%
25	3.6%
26	3.7%
27	3.8%
28	3.9%
29	4.0%
30 and over	4.1%

3. **Longevity Program II** is only available to those sworn officer who have completed at least 20 years of service as of December 1 of each calendar year. An officer choosing Program II must do so by October 1 of each calendar year. If the officer chooses Program II, he or she shall remain in this program until he or she leaves the employment of the City.
 - a. An officer not exercising his or her option to enter into Longevity Program II shall remain in Longevity Program I.

4. A sworn officer choosing Longevity Program II will have no yearly payout of 5% from the officer's paid leave bank, as provided for in Longevity Program I, nor any automatic 2.5% reduction in paid leave hours per year. However, based on his or her years of service and rank in the Akron Police Department, effective January 1, 2017, the weekly paid leave hours of accumulation shall be adjusted from 6.95 hours per week to reflect the following:

	Patrol Officer	Sergeant	Lieutenant	Captain
Years of Service	Hrs./week	Hrs./week	Hrs./week	Hrs./week
20	5.71	5.88	6.03	6.16
21	5.67	5.84	6.00	6.13
22	5.63	5.81	5.97	6.11
23	5.59	5.78	5.94	6.08
24	5.55	5.73	5.91	6.05
25	5.51	5.71	5.88	6.03
26	5.47	5.67	5.85	6.00
27	5.43	5.64	5.82	5.98
28	5.39	5.61	5.79	5.95
29	5.35	5.57	5.76	5.93
30 & over	5.31	5.54	5.73	5.90

Effective January 1, 2017, all officers of the Longevity Program II shall receive one-half (1/2) of the difference of their adjusted accumulation returned to their paid leave bank as of October 1, of each year beginning in 2017.

5. An employee not covered by the paid leave program who is subsequently transferred into a classification covered by the paid leave program, will not become eligible for the accumulation of paid leave hours until January 1 of the year following the date of transfer. During the interim period such employee, when previously covered by same, will continue to be covered by Sick Leave, Article XX, Section A and Vacation, Section II above. The conversion to the paid leave program, with respect to such employees shall be handled in the same manner and respect as was the initial conversion of employees to the paid leave program of January 1, 1978.
6. Employees covered under this paid leave program who subsequently transfer into a classification which is not covered under the paid leave program will continue to be covered under the paid leave program until January 1 of the year following the date of transfer. On January 1 of the year following the date of transfer, the transferred employee shall, where applicable, be covered under Sick Leave, Article XXII, Section A and Vacation, Section II above, and further, with respect to Vacation, Section II above, such employee's accumulated paid leave hours shall be reduced by the amount of vacation hours to which such employee will then become entitled. The

remaining balance of accumulated paid leave hours may be used by the employee, with prior approval of management, or such hours may be held for payout to be made at the time of such employee's death or termination of City employment as heretofore provided.

- 7. Payment with respect to all paid leave hours shall be made at the employee's regular rate of pay for the classification to which the employee is permanently assigned at the time of actual usage or payout.**
- 8. The administration may develop reasonable rules and regulations, not in conflict with this section, governing the usage of paid leave hours so as to provide for the efficient operation of City services.**

ARTICLE XVIII

UNIFORM ALLOWANCE

A. The Chief of Police shall establish a committee consisting of four (4) members appointed by the Chief, four (4) members appointed by the FOP and the Chief or his designee. This Uniform Committee will review the rescinded Chief's Order #1-1978 and recommend revisions thereto and will establish guidelines and regulations for the operation and implementation of the uniform replacement program. Recommendations of this committee shall be subject to review by the Mayor as Director of Public Safety.

B. All sworn police officers required to wear a uniform in the performance of their duties shall receive such items of equipment and uniforms as may from time to time be required by the Police Division as necessary to the performance of their duty, and in addition thereto, such officers shall receive, upon the approval of the Chief or a Deputy Chief of Police, necessary replacements for items of equipment and uniforms which have become worn or damaged as a result of use in the performance of duty.

C. All newly hired sworn police officers shall receive all uniforms and equipment required by the Police Division as necessary to the performance of said officer's duty. After ninety (90) days, the officer shall receive a pro-rata amount of the annual uniform allowance from the date of hire.

D. Effective on January 1, of each year, the non-uniform (plain clothes) allowance shall be \$1,550.00 maximum per year for eligible bargaining unit members. It shall be the responsibility of the officer to purchase T-shirts, socks, shoes, thermal underwear and gloves.

E. Effective on January of each year, each uniform officer shall receive a maximum allowance of \$1,225.00 per year for the purpose of purchasing civilian attire for court appearances. It shall be the responsibility of the officer to purchase T-shirts, socks, shoes, thermal underwear and gloves.

F. The Uniform Allowance Plan will be based on a "NON-ACCOUNTABLE PLAN." In January of each calendar year, bargaining unit members shall receive a lump sum payment equal to the uniform allowance provided to the member for that calendar year. **If the member separates from City service prior to March 31st, the City may obtain reimbursement of a pro-rata portion of the member's annual uniform allowance as an offset from any severance pay owed. If the member separates from City service on or after March 31st, there shall be no reimbursement.**

G. Any officer who receives a lump sum payment under the non-uniform allowance as provided for under Section **(D)** of this Article and is subsequently transferred to the Uniform Sub-Division shall not be eligible to receive the uniform officer civilian clothing allowance during the year the transfer is made.

H. Any uniform officer who receives a lump sum payment under Section **(E)** provision of this Article and is subsequently transferred to a non-uniform (plain clothes) assignment for any fractional portion of the calendar year, shall receive a pro-rated amount of the non-uniform allowance for the fractional portion remaining of such calendar year.

1. The pro-rated amount shall be determined on the following basis:

a. The amount of monies the officer receives under Section **(E)** of this Article shall be deducted from the monies specified under Section **(D)**. The difference in monies shall be divided by twelve (12) months to determine the monthly allowance. The monthly allowance multiplied by the months remaining in the year, from the officer's date of transfer, shall determine the additional monies the officer is entitled to.

b. In all cases, the officer shall not receive more than the maximum amount specified under Section **(D)** of this Article. The officer is also entitled to not less than the maximum allowance as specified under Section **(E)** of this Article.

ARTICLE XIX

INSURANCE

A. Health Insurance for active employees – Effective April 1, 2016, the City will provide health insurance coverage to all employees as provided in Appendix B.

B. Life Insurance for employees and retirees as follows:

1. **For active employees in the Fraternal Order of Police, Akron Lodge #7, bargaining unit, in the amount of \$50,000.00 and \$50,000.00 accidental death and dismemberment per covered individual.**

2. For bargaining unit members of the Fraternal Order of Police, Akron Lodge #7, who retired:

- a. Prior to April 1, 1979: \$2,000.00;**
- b. On or after April 1, 1979, and whose death occurs after May 13, 1980, \$4,000.00, otherwise, \$2,000.00;**
- c. On or after April 1, 1981, and prior to January 1, 1982, \$8,000.00 for first 12 months after retirement, thereafter \$6,000.00;**
- d. On or after January 1, 1982, \$12,000.00 for the first 12 months after retirement, thereafter \$6,000.00;**
- e. On or after April 1, 1983, \$13,000.00 for the first 12 months after retirement, thereafter \$6,500.00;**
- f. On or after April 1, 1984, \$15,000.00 for the first 12 months after retirement, thereafter \$7,500.00;**
- g. On or after April 1, 1987, \$17,000.00 for the first 12 months after retirement, thereafter, \$8,500.00;**
- h. On or after April 1, 1988, \$19,000.00 for the first 12 months after retirement, thereafter, \$9,500.00;**
- i. On or after January 1, 1990, \$22,000.00 for the first 12 months after retirement, thereafter \$11,000.00;**
- j. On or after December 31, 1990, \$25,000.00 for the first 12 months after retirement, thereafter, \$12,350.00;**
- k. On or after January 1, 1992, \$27,000.00 for the first 12 months after retirement, thereafter \$13,500.00;**
- l. On or after January 1, 1993, \$29,000.00 for the first 12 months after retirement, thereafter \$14,500.00;**
- m. On or after January 1, 1994, \$32,000.00 for the first 12 months after retirement, thereafter \$16,000.00;**

- n. On or after January 1, 1995, \$34,000.00 for the first 12 months after retirement, thereafter \$17,000.00;
- o. On or after January 1, 1996, \$36,000.00 for the first 12 months after retirement, thereafter \$18,000.00;
- p. On or after January 1, 1997, \$40,000.00 for the first 12 months after retirement, thereafter \$20,000.00;
- q. On or after January 1, 1998, \$43,000.00 for the first 12 months after retirement, thereafter \$21,500.00;
- r. On or after January 1, 1999, \$46,000.00 for the first 12 months after retirement, thereafter \$23,000.00;
- s. On or after January 1, 2000, \$50,000.00 for the first 12 months after retirement, thereafter \$25,000.00.

ARTICLE XX

HOLIDAY PAY

A. On January 1st of each year, officers shall receive fourteen (14) working days holiday time off for the following holidays: New Year's Day, Martin Luther King, Jr.'s birthday, Presidents' Day, Memorial Day (day observed), Independence Day, Labor Day, Columbus Day (day observed), Veterans' Day, Thanksgiving Day, the Friday after Thanksgiving, Christmas day, Peace Officers Memorial Day, which shall be observed on May 15 of each year and two days described as "Personal Days."

B. If an officer leaves employment prior to December 31st, the holidays will be prorated at the rate of one (1) holiday per month (including partial months) and any additional holiday time taken may be deducted from the officer's paid leave or other severance. Newly hired officers shall receive one (1) holiday for each full month of service. If hired before June 30th, the officer shall also receive two (2) personal days. If hired on or after July 1st, the officer shall receive one (1) personal day.

C. Officers scheduled to work on the holidays listed below will receive premium pay in the amount of fifty percent (50%) over their normal straight time rate: New Year's Day, Christmas Day, Memorial Day (Observed Day), Independence Day, Labor Day, Thanksgiving, Friday after Thanksgiving, Martin Luther King, Jr.'s Birthday, Presidents' Day, Columbus Day, Veteran's Day and National Peace Officer's Memorial Day (May 15th).

D. Only officers normally scheduled or called in to work such holidays shall be eligible to receive premium pay. Such pay shall not be in lieu of holiday time off for those holidays.

ARTICLE XXI

UNION TIME

A. The City will provide thirty-two (32) hours per week which may be used by authorized representatives of the FOP for union business related to the administration of the Labor Agreement. The unused time will accumulate during the term of this Agreement. Released time under this Agreement must have the approval of the Chief of Police or his designee. It is understood that this provision is in addition to any time granted by the Mayor's Executive Order regarding release time for Union Presidents.

B. The President of FOP Akron Lodge #7 shall be assigned a day shift to the Benefits Office during his tenure, and shall be released from regular duty assignment to administer the terms and provisions of this Agreement. His assignment to the day shift shall not cause a reduction of personnel in the Benefits Office.

1. At the conclusion of his term as President, he shall return to the Sub-Division and shift he was assigned at the time of his election to President, unless otherwise mutually agreed.

ARTICLE XXII

SICK AND INJURY LEAVE

A. Officers not in the paid leave program shall accumulate one and one-fourth (1 ¼) sick days per month.

B. Employees may use sick leave for absence due to illness, injury, exposure to contagious disease which could be communicated to other employees, illnesses or death in the employee's immediate family, and for preventative treatment, under the supervision of a physician or other appropriate professionally trained person. Those individuals defined as immediate family do not have to live in the employee's household to determine sick leave eligibility.

C. For purposes of Sick Leave Eligibility in the event of illness or death, the employee's immediate family shall be defined as follows:

Spouse	Aunt
Grandparent	Uncle
Grandparent-in-law	Brother
Mother	Stepbrother
Mother-in-law	Brother-in-law
Father	Sister
Father-in-law	Stepsister
Son-in-law	Sister-in-law
Daughter-in-law	Child

Stepchild
Stepparent
Grandchild
Domestic Partner

Legal guardian or other
person who stands in place
of a parent

D. Employees may be eligible for up to three (3) days sick leave for a death in the immediate family, with one (1) additional day allowable for travel time where warranted.

E. When absence is for more than three (3) days, the employee must provide a note from a treating physician or other medical provider to verify the use of the sick leave. Unexcused absences because of alleged illness in excess of three (3) days shall be charged against annual vacation allowance.

F. A bargaining unit member who is granted authorized leave under the Family and Medical Leave Act of 1993, shall be allowed to maintain a total maximum balance of eighty (80) hours of paid leave, annual leave, or compensatory time prior to making the transition to an unpaid status.

G. The previously accumulated sick leave of an employee who has been separated from the service with the City may be placed to his credit upon his reemployment with the City.

H. In the event an employee dies, his or her estate shall be credited with such unused sick leave cumulative up to 120 workdays and the estate shall be paid for any unused sick leave as of the date of his or her death.

I. Injury Leave: Employees who are injured or incapacitated in the actual discharge of duty, and who, as a result thereof, are compelled to be absent from duty, shall receive full pay for such time, so long as the injury is allowed by BWC. However, injury leave shall not be paid for more than twelve (12) months. Any amount collected for lost wages from BWC shall be signed over to the City. If the claim is in dispute, the employee may use his or her own time (either sick leave, compensatory time, holiday time, vacation time, or paid leave) until the claim has been fully adjudicated. If the claim is subsequently allowed, the employee's own time used shall be restored.

J. An employee who files for a disability retirement pension under the Ohio Police and Fire Pension Fund and does not have sufficient age and service to qualify for a service retirement pension, shall receive pay for his/her unused accumulated sick leave in an amount not to exceed 120 workdays on his/her separation from the active payroll and after the disability retirement is granted by the Ohio Police and Fire Pension Fund and accepted by the employee.

ARTICLE XXIII

MILITARY LEAVE

- A. Employees who are members of the uniformed services, including the United States Armed Services, the Ohio Organized Militia when engaged in active or inactive duty for training, full-time National Guard Duty, the Commissioned Corps of the Public Health Service or as an Intermittent Disaster-Response Appointee upon activation of the National Disaster Medical System or a participant in an authorized training program even if not a member of the uniformed service, or any other category of persons designated by the President of the United States in a time of war or emergency, shall be entitled to a leave of absence from their respective duties for such time as they are in such military service, on field training, attending a military service academy or other training recognized under the Uniformed Services Employment and Reemployment Rights Act as amended (USERRA), or active duty periods not to exceed five cumulative years except as otherwise required by USERRA.
- B. If an employee's gross military pay or compensation during such period of leave of absence is less than his or her gross city pay would have been for such period, he or she shall be paid by the City, the difference between the gross city pay and gross military pay for the time period of: (i) thirty-one (31) days for each calendar year in which he or she is performing service in the uniformed service; or (ii) for longer than thirty-one (31) days, if called or ordered to perform service in the uniformed service because of an executive order issued by the President of the United States, because of an Act of Congress, or because of an Order to perform duty issued by the Governor pursuant to §5919.29 of the Ohio Revised Code. In determining such officer's military or other pay for the purposes of this section, allowances for travel, food, or house shall not be considered, but any other pay of allowance of whatever nature, including longevity pay, shall be considered.
1. The time period for the payment differential is limited to five cumulative years of active duty military service or as otherwise required by USERRA. The City will make an exception to the time limit during the period an officer is protecting this country in a combat zone.
 2. No officer shall receive payments under this section if the sum of his gross military pay and allowances received in military pay in a pay period exceeds the officer's gross pay as a City officer for that period.
 3. Each officer must submit documentation of his military pay in order to receive the pay differential.

- C. Any officer who is required by any component of the Armed Forces of the United States to report for a Military Fitness examination or to perform authorized funeral honors duty under 10 U.S.C. §12503 or 32 U.S.C. §115 during work week shall be paid for such leave time.
- D. Health plan coverage shall be continued for officers ordered to active military service, their eligible spouses and dependents, upon election by the officer to continuing coverage subject to payment of applicable officer contributions pursuant to USERRA. The City will make an exception to the time limit during the period an officer is protecting the country in a combat zone.
- E. During a period of active military service, officers called to duty in the active military service are entitled to non-seniority rights and benefits while receiving supplemental compensation pursuant to this article. Pension contributions will continue for those reservists receiving supplemental pay. Service credit will be applied in accordance with federal law and state pension fund laws and rules. An officer on an unpaid status due to military service will be treated the same as an officer on a leave of absence provided that such officer has not knowingly provided notice of intent not to return to city employment after service in the uniformed services.
- F. A officer who is reemployed following a period of uniformed service is entitled to the seniority and seniority-based rights and benefits that he or she had on the date the service began, plus any seniority or seniority-based rights and benefits that he would have obtained had he remained continuously employed, provided he complies with the reemployment requirements of Uniformed Services Employment and Reemployment Rights Act.

ARTICLE XXIV

DRUG TESTING

- A. The drug screening program as agreed upon between the City of Akron and the Fraternal Order of Police, Akron Lodge #7, shall be made a part of the Agreement and incorporated under "Appendix A."

ARTICLE XXV

DISCIPLINE

- A. No employee shall be disciplined, suspended, removed or reduced in rank except for just cause.

B. Prior to the time any discipline, which might result in a suspension, demotion, and/or termination is rendered, the employee shall be entitled to a pre-disciplinary hearing. Prior to the pre-disciplinary hearing, the employee shall be provided notice of the alleged offense, and shall be entitled to review all evidence gathered by the City against him or her. At the pre-disciplinary hearing, the employee shall be entitled to representation, and afforded a meaningful opportunity to respond.

C. The pre-disciplinary hearing must be scheduled within ninety (90) days of the time the City had notice of the allegations underlying the alleged offense. This ninety (90) day limit shall not apply if the officer has been suspended from duty under Article VII of this Agreement. In addition, the ninety (90) day limit may be extended by the written agreement of the FOP President and the Chief of Police.

ARTICLE XXVI

ELECTION OF REMEDIES

A. The Union shall have the right to appeal notices of suspension, discharge, or reduction in rank to either the Civil Service Commission or arbitration.

B. Within ten (10) calendar days of a decision following a Mayor's Hearing, a bargaining unit member may appeal discipline to the Civil Service Commission. However, with the consent of the Union, a bargaining unit member may waive his right of appeal to the Civil Service Commission, and elect to appeal the discipline to binding arbitration pursuant to Article V of this Agreement. In no event shall an employee be entitled to a hearing before both the Civil Service Commission and an arbitrator regarding the same notice of suspension, discharge or reduction in rank.

1. The Union or the bargaining unit member shall notify, in writing, the Deputy Mayor for Labor Relations and the Personnel Director of their choice. Such notification shall be within ten (10) calendar days of the Mayor's decision. Failure to notify the City within the time limits specified will result in the bargaining unit member and/or the Union waiving their right of appeal.

C. Appeal of a suspension for a definite period or a reduction in rank to either the Civil Service Commission or arbitration shall act as a stay until a decision is rendered.

D. Appeal through arbitration is governed by the rules as specified under the "Arbitration" provisions found in Article V, Section E, of this Agreement.

E. Neither party waives its rights pursuant to Ohio Revised Code, Chapter 2711.

ARTICLE XXVII

WAGES

1)

- A. Effective **January 3, 2016 – 3%** increase for all bargaining unit members.
- B. Effective **January 1, 2017 – 2.5%** increase for all bargaining unit members.
- C. Effective **December 31, 2017 – 2.5%** increase for all bargaining unit members.

2) **DIRECT DEPOSIT**

Effective January 1, 2008, bargaining unit members will be required to have Direct Deposit of their weekly paychecks. This provision is only applicable to weekly paychecks and does not include additional payouts to bargaining unit members.

ARTICLE XXVIII

LAYOFF, DISPLACEMENT, AND RECALL

Section 1. City Seniority. For purposes of this Article, City Seniority shall be defined as the length of continuous service with the City of Akron. City Seniority, for purposes of layoff, displacement and recall shall mean:

- (1) The amount of continuous service a permanent employee has accumulated in the classified service of the City of Akron.
- (2) Any permanent employee who has served as a temporary, seasonal, provisional, or probationary employee and who has achieved permanent status with no interruption in service shall receive seniority credit for the continuous service including the period served as a temporary, seasonal, provisional or probationary appointee employee.
- (3) Permanent part-time employees shall have their continuous service prorated as it relates to full-time employment.
- (4) Any personal leave without pay or disciplinary action in excess of sixteen (16) consecutive calendar days, shall be subtracted when computing the continuous service of an employee except sick leave or military leave for purposes of determining total seniority credit. The seniority computation shall not be affected by leaves in the excess of sixteen (16) consecutive calendar days that are protected by law or if the employee has participated in furloughs.
- (5) The continuous service of a permanent employee who has resigned and been reinstated shall be computed from the time of the last reinstatement and no seniority credit shall accrue for service prior thereto.

- (6) Any employee, who has been laid-off from a position in the classified service of the City of Akron, shall upon reinstatement, have the time while on layoff subtracted from the computation of continuous service for purposes of determining total seniority credit.

Seniority-in-Rank. Seniority-in-rank shall be defined within each rank, for the rank of Sergeants and above, as the length of time a bargaining unit member has worked within that rank, as designated by the bargaining unit member's seniority ranking on the "S-List" maintained by the Akron Police Division. However, Seniority-in-rank, as designated on the S-List, shall be adjusted for purposes of layoff, displacement and recall, as set forth in subsections (1) through (6) above.

Section 2. Whenever it becomes necessary to reduce the number of bargaining unit members in the City of Akron, for reasons of lack of work or lack of funds, the appointing authority shall have the power to lay off bargaining unit members.

Section 3. The appointing authority shall determine the number of reductions within each rank. Beginning with the highest rank affected, the bargaining unit member with the lowest Seniority-in-rank, as determined on the S-List (as adjusted), shall be bumped down to the next lower rank, and shall be given a Seniority-in-rank designation on the S-List that the bargaining unit member held when he/she was promoted from that rank. The same process shall be followed in each lower rank until the bargaining unit members with the least City Seniority are laid off.

Section 4. In the event two or more bargaining unit members have equal seniority, the order of layoff will be determined by the bargaining unit members' final grades received in the selection or promotion process for their current position; the bargaining unit member with the lowest final grade to be laid-off first. Should the preceding procedure fail to determine the layoff order, the date of application for the current rank shall determine the layoff order, the bargaining unit member with the latest application date to be laid-off first.

Section 5. Bargaining unit members subject to layoff shall be given a written notice of the layoff by the appointing authority at least fourteen (14) calendar days prior to the effective date of the layoff.

Section 6. Bargaining unit members subject to layoff shall have the option of receiving all of their terminal pay in their final pay, unless the bargaining unit member notifies the Police Chief in writing that he or she wishes to defer his or her payout for one (1) calendar year. In such case, if the bargaining unit member is recalled within one (1) calendar year, the paid time will be restored to the bargaining unit member. If the bargaining unit member is not recalled within one (1) calendar year, and has not received his/her terminal pay, the terminal pay will be paid to the bargaining unit member at the rate of pay at the time of layoff.

Section 7. Bargaining unit members who have been laid off shall be subject to recall in the reverse order of their lay-off, i.e. the last bargaining unit member to be laid off shall be the first bargaining unit member to be recalled. Rank shall be restored in the same fashion; the last

bargaining unit member who was reduced in rank shall be the first bargaining unit member whose rank is restored.

Section 8. Bargaining unit members shall retain recall rights from layoff for four (4) years from the date of layoff. The right of a bargaining unit member who was reduced in rank due to layoff and/or displacement, shall retain the right to have his/her rank restored, without time limits.

Section 9. Notices of recall shall be mailed, return receipt requested, to the bargaining unit member's last address on file with the Personnel Director. It is the responsibility of the bargaining unit member on lay off to notify the Personnel Director of any change in address, including any temporary change in address in the event the bargaining unit member will be away for more than two (2) weeks. Upon actual receipt of the recall notice, the bargaining unit member shall notify the Personnel Director within five (5) business days of his or her intent to accept the recall. If the bargaining unit member fails to receive the recall notice because the bargaining unit member no longer lives at the last-known address or is away from the address for more than two (2) weeks and has not provided a temporary forwarding address, then the bargaining unit member shall forfeit any recall rights. Laid off bargaining unit members who are members of the military will retain all rights in accordance with USERRA.

Section 10. Once a bargaining unit member is recalled to work, the bargaining unit member must return to work within two (2) weeks of notifying the Personnel Director that he or she is accepting the recall. Bargaining unit members may return to work earlier, with the consent of the Police Chief.

Section 11. If layoffs, displacements, or recalls result in the need to re-bid any positions, the parties will meet to negotiate the effects of the lay-offs, displacements or recalls on the bidding procedure in the Agreement. Any disputes regarding the bidding of positions may be addressed through arbitration.

Section 12. Any grievance filed concerning this Article may be processed directly to arbitration. If a timely public records request is made, the City will provide existing records prior to the arbitration hearing.

ARTICLE XXIX

PROMOTIONS

Section 1. All promotions within the bargaining unit (Sergeants, Lieutenants, and/or Captains) shall be from eligibility lists, created pursuant to Civil Service Rule 2, with the exception that there shall be no preference or bonus points except for seniority.

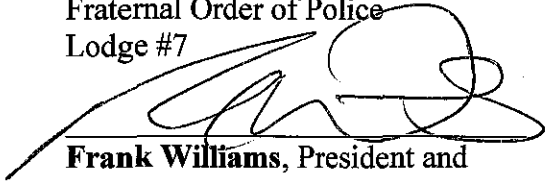
ARTICLE XXX

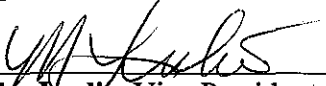
TERM

This Agreement shall be in effect for an initial period commencing **January 1, 2016**, and ending **December 31, 2018**. Both parties agree to commence negotiations at least sixty (60) days, but not more than one hundred twenty (120) days prior to the termination date of this Agreement, unless otherwise agreed.

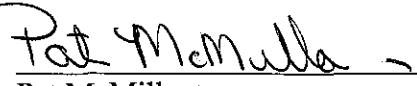
IN WITNESS WHEREOF, the parties hereto affix their signatures this 15th day of November 2016.


Fraternal Order of Police
Lodge #7

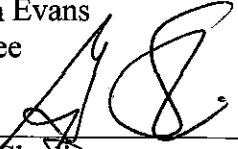

Frank Williams, President and
Negotiating Committee Chairman


Mike Leslie, Vice President and
Negotiating Committee Co-Chairman


Brian Armstead
2nd Vice President


Pat McMillan
Trustee


Kevin Evans
Trustee

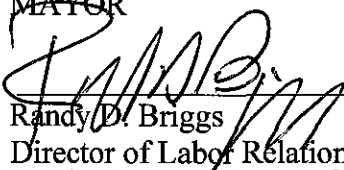

Gary Shadie
Trustee

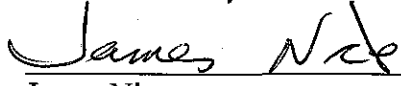

Mark V. Duncan


Darletha Rubin

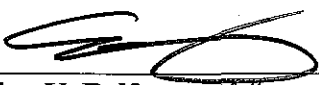
City of Akron, Ohio

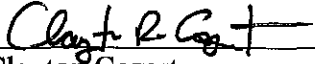

Daniel M. Horrigan
MAYOR

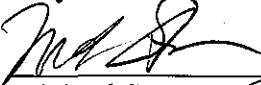

Randy D. Briggs
Director of Labor Relations

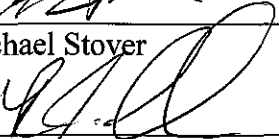

James Nice
Chief of Police

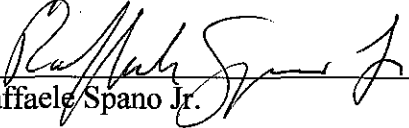
Approved as to legal form
and correctness:


Eve V. Belfance
Director of Law


Clayton Cozart


Michael Stover


Robert Lehman


Raffaele Spano Jr.

APPENDIX A
DRUG SCREENING PROGRAM FOR SWORN EMPLOYEES
OF THE AKRON POLICE DIVISION

I. POLICY STATEMENT

The City of Akron (City) and FOP, Akron Lodge #7, recognize their obligation to provide a safe and efficient workplace and service to the public. Substance abuse poses a direct threat to the public safety and welfare and to the employees of the Police Division. The goal of this Program is, therefore, to provide Police Division employees who are free from the effects of drugs in order to ensure the safety of the public as well as the safety of the employees.

Public trust and confidence in the integrity of the Police Division is also threatened by suspicion of officer drug use. Finally, officer drug use impacts potential departmental civil liability. This drug screening program ideally will serve to detect and deter prohibited drug use by police officers and thereby insure the integrity of the Police Division and preserve public trust and confidence in a fit and drug-free Police Division.

The City and the FOP are committed to the principles of prevention and rehabilitation to assist employees in reaching the goal of this Program. This Drug Screening Program (DSP) and the City's Employee Assistance Program (EAP) are the two primary programs that will be utilized to fulfill the principles of prevention and rehabilitation. Since the success of rehabilitation is to a large extent dependent upon an employee's desire and commitment to achieve rehabilitation, the employee has the primary responsibility of resolving drug problems and their attendant effects on safety and work performance. Employees with a drug problem are, therefore, initially encouraged to seek counseling and treatment at the EAP.

With these objectives in mind, the following policy and procedures on drug abuse have been established:

(A) LEGAL DRUGS

Employees shall not use any legal drug to the extent that said drug may adversely affect the employee's safety or job performance or the safety of others. It is the responsibility of the employee to insure that he/she does not violate this requirement.

(B) ILLEGAL DRUGS

The illegal possession, sale, purchase or use of any controlled substance is prohibited whether on or off duty. Employees shall not report to work or be on duty with an illegal drug traceable in their systems.

II. DEFINITIONS

For purposes of this drug screening policy, the following terms shall have the following meanings:

1. "Employee Assistance Program" (EAP) means the EAP authorized by the City of Akron.
2. "Illegal drug" means any controlled substance as defined in Ohio Revised Code Section 3719.01 (C), the possession or sale of which is prohibited by law.
3. "Illegal drug usage" includes the use of cannabis or any other controlled substance which has not been legally prescribed and/or dispensed, or the abusive use of a legally prescribed drug.
4. "Legal drug" means any substance the possession or sale of which is not prohibited by law, including prescription drugs and over-the-counter drugs.
5. "Medical Provider" means the facility mutually approved by the City and the Fraternal Order of Police, which may change from time to time, which collects, screens and/or stores urine samples.
6. "Medical Review Officer" (MRO) means the physician mutually approved by the City and the Fraternal Order of Police whose primary responsibility is to review and interpret positive test results obtained through this drug screening program.
7. "Employment related accident" means any accident that occurs in the course of, or within the scope of, employment, regardless of whether the employee is physically located on City premises at the time of the accident.
8. "Reasonable suspicion" means objective facts or specific circumstances found to exist, including inferences from those facts and circumstances, which present a reasonable basis to believe an employee is using or abusing illegal drugs.
9. "Substance abuse" means a positive screen result indicating the existence of a drug at or above the levels prescribed by the City and Fraternal Order of Police and set forth in IV (C).
10. "Traceable in the employee's system" means that the result of the Medical Provider's analysis of the employee's urine specimen is positive for the tested substance pursuant to the standards set forth in IV (C) of this policy.

III. PROCEDURES

(A) WHEN SCREENING MAY OCCUR

Employees may be tested for employment related illegal drug usage under any of the following conditions:

1. Whenever an employee's behavior creates a reasonable suspicion of drug use. The following is a non-exclusive list of factors which may give rise to reasonable suspicion of substance abuse. Any factor alone, or in combination with other factors may be sufficient to constitute reasonable suspicion.

- a. Direct observation of drug use.
- b. Possession of drugs or related paraphernalia.
- c. Employee admissions of drug use or possession.
- d. Symptoms of drug use including, but not limited to, disturbances in gait, slurred speech, impaired gross or fine motor control.
- e. Any tampering with the drug screening process.
- f. Any arrest for any drug related criminal offense, or the filing of any drug related criminal charge against the employee.

The following factors must be used in combination with other factors and cannot by themselves serve to constitute reasonable suspicion:

- a. Attendance problems, including absenteeism, tardiness, or unusual use of sick leave.
- b. Excessive or repetitive vehicular, equipmental, or other workplace accidents.

2. Whenever an employee is involved in a motor vehicle accident resulting in personal injury or property damage. Any employee involved in an employment-related accident may be subject to screening. The Chief or his designee will determine whether screening is appropriate with due regard to the nature of the accident and medical treatment involved. Should screening be deemed appropriate, such screening will take place within seventy-two (72) hours.

3. Whenever an employee is transferred, or assigned to fill a sensitive position.—Any employee temporarily assigned to a sensitive position is subject to screening, provided the assignment is expected to last beyond a two week period. The "sensitive positions," which may subject the employee to screening, are listed below.

- a. Forensic laboratory personnel including, but not limited to, the Crime Scene Unit.

- b. Drug interdiction and enforcement personnel including, but not limited to, the Narcotics and Vice Squads, DARE Unit, and other units with high potential for exposure to substance abuse.
- c. Special response teams including, but not limited to, SWAT and TAC Units.
- d. Property Room Personnel.
- e. Office of Professional Standards and Accountability.

The Chief, representatives of the Fraternal Order of Police, Lodge #7, and representatives of the Office of Labor Relations shall determine whether a position falls within one of the sensitive position categories.

4. Whenever an employee returns to duty after an absence of thirty (30) calendar days or more resulting from medical leave or a disciplinary suspension.

5. Whenever an employee returns to duty after participation in a substance abuse rehabilitation program regardless of the duration of absence. Such an employee shall be required to undergo a minimum of twelve (12) urine tests within the one year period starting with the date of return to duty.

6. Whenever an employee is certified from a promotional eligibility list. All promotions will be contingent upon a negative test result.

7. When randomly selected. All employees shall be subject to random drug screening. All employees will be assigned a confidential identification number. The identification numbers of all employees will be entered into a computer. Once each calendar month the computer will select forty-five (45) of the entered identification numbers. A list of the selected identification numbers is then forwarded to the Chief, or Acting Chief. The Chief or Acting Chief matches the list of selected numbers against a master list in the presence of representatives from the Fraternal Order of Police and the Office of Labor Relations. The selected employees will then be screened within five (5) calendar days. Notification of screening will be withheld from the selected employee until the day of the screening so that the screening is not compromised. Any selected employee who is on an approved leave status during the current screening process will automatically be tested in the next random screening.

(B) DECISION TO SCREEN FOR CAUSE

A supervisor who has a reasonable suspicion of employee substance abuse will immediately relieve the employee from his or her duties and will immediately notify the Chief, or a Deputy Chief, of the reasons he suspects substance abuse. Under no circumstances will such employee be permitted to operate a motor vehicle, equipment, or other machinery or be in possession of a firearm. The supervisor shall, before the end of the shift, complete and sign an "observation check list" setting forth the facts upon which such supervisor relied. The Chief or a

Deputy Chief will determine whether sufficient suspicion exists to warrant screening, and the determination will be based only upon reliable information as set forth in III (A)(1).

If the Chief or Deputy Chief determines that an employee must participate in the screening process, it will be considered a direct order.

The Chief, Deputy Chief, or the employee's supervisor, will then telephone the Medical Provider to notify it that an employee is being transported for testing.

A supervisor will transport the employee to be screened directly to the Medical Provider, and the employee will remain under observation to ensure the integrity of the screening process.

The supervisor will provide the employee transportation home after the screening process. The employee will remain on leave with pay until the test results are reported to the Chief. If the test results are negative, the Chief, Deputy Chief, or the employee's supervisor will inform the employee of the date the employee is to resume work.

(C) UNION REPRESENTATION

After an employee has been ordered to submit to drug testing for cause, the employee shall be provided an FOP representative to accompany the employee and the supervisor to the testing site. The employee may release the FOP representative if he/she so desires. The Union may designate names of members solely for the purpose of representation during drug screening.

IV. SCREENING PROCESS

(A) SAMPLE COLLECTION

Specimen collection will occur in a medical or other secure setting and the procedures should not demean, embarrass, or cause physical discomfort to the employee.

Each step in the collecting and processing of the urine specimens shall be documented to establish procedural integrity and the chain of evidence.

The employee designated to give a sample must be positively identified with photo I.D. or fingerprint prior to any sample being taken.

The Medical Provider will furnish urine sample containers prelabeled with the employee's A.P.D. identification number, date, and time of collection. After collection, the sample will be sealed, the Chain of Custody form will be completed, and the employee will be asked to confirm the information contained on the sample container and the Chain of Custody form by signing the Chain of Custody form.

(B) TESTING METHODOLOGY

The Medical Provider selected by the City and the Fraternal Order of Police to conduct the analysis must be experienced and capable of quality control, documentation, chain of custody, technical expertise, and demonstrated proficiency in urinalysis testing. The testing or processing phase shall consist of a two-step procedure.

- i. Initial screening step, and
- ii. Confirmation step.

The urine sample is first tested using a screening procedure. A specimen testing positive will undergo a confirmatory gas chromatography/mass spectrometry (gc/ms) test. An initial positive report will not be considered positive, rather it will be classified as confirmation pending. Where a positive report is received, urine specimens shall be maintained under secured storage for a period of not less than one (1) year. Any sample which has been adulterated or is shown to be a substance other than urine shall be reported as such. All test results shall be evaluated by suitable trained medical or scientific personnel prior to being reported to the Medical Review Officer. All test results shall be treated with the same confidentiality as other employee medical records and will be disclosed only to those administrative personnel involved in the screening, rehabilitation or disciplinary process.

(C) SCREENING STANDARDS

The City and the Fraternal Order of Police in consultation with the Medical Provider have determined the type of screening to be used. The specific substances to be tested for, and the threshold substance levels that shall be considered a positive test result are as follows:

Drug	Initial Screening Level	Confirmation Level
Amphetamines	500 ng/ml	250 ng/ml
Barbiturates	300 ng/ml	300 ng/ml
Benzodiazepines	300 ng/ml	300 ng/ml
Cannabinoids	50 ng/ml	15 ng/ml
Cocaine Metabolite	150 ng/ml	100 ng/ml
Methadone	300 ng/ml	300 ng/ml
Opiates	2000 ng/ml*	2000 ng/ml
*25 ng/ml if immunoassay (specific for free morphine)		
Phencyclidine (PCP)	25 ng/ml	25 ng/ml
Propoxyphene	300 ng/ml	300 ng/ml

Should SAMHSA add to or delete from the current panel of controlled substances or alter the initial screening or confirmation levels, this program will be modified to conform to SAMHSA standards. Employees will be notified, in writing, of such changes. Such changes will be reflected in the subsequent bargaining agreement.

(D) SCREEN RESULTS

1. Negative Results

If the screen results are negative, the results will be reported in writing to the Medical Review Officer and the sample will be discarded.

2. Positive Results

If the results of the first screen are positive, the Medical Provider will immediately conduct a second screening using a different methodology on a different portion of the original sample.

The Medical Provider will report the confirmation screen results, whether positive or negative, to the Medical Review Officer. Any adulterated sample, or samples otherwise tampered with, may be treated for disciplinary purposes as a positive result.

If the confirmation screen results are positive, employees may request an additional screening, beyond the confirmation screening, by any SAMHSA approved alternate laboratory. Employees will be responsible for the cost of any additional screenings. For chain of custody purposes, the sample will be transferred directly from the Medical Provider to the alternate laboratory, and the alternate laboratory will complete the Chain of Custody form.

If the confirmation screen results are positive, the Medical Provider will retain the sample for at least one (1) year to allow for additional screenings, and employee appeals.

(E) ROLE OF MEDICAL REVIEW OFFICER

The Medical Review Officer (MRO) is a physician knowledgeable in the medical use of prescription drugs and the pharmacology and toxicology of illicit drugs. The MRO's primary responsibility is to review and interpret positive test results obtained through the DSP. In fulfilling these responsibilities, the MRO is to be guided by the U.S. Department of Health and Human Services (DHHS) Mandatory Guidelines.

If any question arises as to the accuracy or validity of a positive test result, the MRO should in collaboration with the laboratory director and consultants, review the laboratory records to determine whether the required procedures were followed. The MRO then makes a determination as to whether the result is scientifically sufficient to take further action. If records from collection sites or laboratories raise doubts about the handling of samples, the MRO may deem the urinary evidence insufficient and no further actions relative to individual employees would occur.

The MRO must also assess and determine whether alternate medical explanations could account for any positive test result. In reviewing the laboratory results, the MRO may conduct a medical interview with the employee, review the employee's medical history, or review any other relevant biomedical factors. The MRO shall also review any information provided by an employee attempting to show legitimate use of a drug. The MRO may perform limited physical examinations, seeking, for example, needle tracks, in determining whether clinical signs of drug abuse are present.

The MRO must ultimately determine whether some reason other than illegal drug use explains a drug-positive urine. If the MRO verifies illegal drug use, the information related to the use of illegal drugs will be disclosed to the Chief or Acting Chief. Any medical information provided to the MRO that is not specifically related to use of illegal drugs will be treated as confidential and not disclosed. If it is determined with reasonable certainty that there is a legitimate medical or other reason to account for the positive laboratory findings, no information identifying the specific employee will be disclosed and the test results will be reported as negative.

V. DISCIPLINARY ACTION AND APPEAL

A. Disciplinary action against an employee for substance abuse shall occur only after a departmental investigation in which the employee is informed of the evidence against him and has had an opportunity to respond.

B. Employees who as a result of being drug tested are found to be using illegal drugs may be subject to dismissal. Voluntary submission to a program may be considered prior to imposition of a disciplinary penalty. Employees who are found to be abusing drug(s) which have been legally prescribed shall be allowed to enter a substance abuse rehabilitation program and shall not be terminated on the first instance of illegal drug use. Refusal to submit to a drug test may also be grounds for dismissal. Adulteration of, or switching a urine sample shall be grounds for dismissal.

C. Employees may appeal any formal disciplinary action to the Mayor and the Civil Service Commission subject to the conditions stated in Section 72, of the City Charter and the Akron Police Department Rules and Regulations. In lieu of an appeal to the Civil Service Commission, the Union may appeal the disciplinary action to arbitration.

VI. PARTICIPATION IN A TREATMENT PROGRAM

Employees who may be drug dependent are encouraged to voluntarily seek professional assistance through a treatment program supervised by the Employee Assistance Program. Any self-referral will be kept confidential to the extent provided by the EAP's policies and procedures. Voluntary assistance should be sought BEFORE the drug abuse affects job performance or endangers fellow employees or members of the public.

Although rehabilitation is one of the principal mechanisms relied upon to reach the goal of this Program, rehabilitation is considered only secondary to the primary goal of ensuring

safety. The Chief will, therefore, recommend referral to EAP only when the particular circumstances of an employee's case indicate that treatment will be both therapeutic, and a reasonable alternative to facilitating the goal of this Program. If the Chief, or Acting Chief, refers an employee to the EAP, such supervisory referral will be considered a direct order. Supervisory referrals will be kept confidential to the extent provided in this Program, and in the EAP's policies and procedures, except that the EAP will submit a written report to the Chief when an employee successfully completes the EAP, refuses to participate in the EAP, or withdraws from the EAP before successful completion of the Program.

The City's EAP is separate and distinct from the Police Department and this Drug Screen Program, and therefore, any referral or treatment, is subject to the EAP's own policies and procedures.

Participation in the EAP will not necessarily preclude disciplinary action with respect to any violations of the law or work rules and regulations.

VII. MEDICAL PROVIDER

The Medical Provider for collection of samples referred to above is Summa Health Systems.

VIII. NOTICE OF EDUCATION OF EMPLOYEES REGARDING TESTING

1. All employees will be informed of the Division's drug testing policy. Employees will be provided with information concerning the impact of the use of drugs on job performance, the manner in which these drug tests are conducted, the reliability of the tests performed, under what circumstances employees will be subject to testing, what the tests can determine, the types of substances to be screened, and the consequences of testing positive for illegal drug use. All new employees will be provided with this information when initially hired. No employee shall be tested until this information has been provided.

2. There will be a 90-day information distribution period prior to the implementation of testing under this policy for employees.

IX. PROBATIONARY EMPLOYEE DRUG TESTING

(A) All newly-hired probationary employees shall be required as a condition of employment to participate in any unannounced mass/mandatory drug tests scheduled during the probationary period.

TIME BANK

I. PURPOSE

A. The purpose of the Time Bank is to assure a member of the program that he will not be removed from the payroll during the first year of illness or incapacity due to an off-duty injury which causes him to use all time off available to him.

II. ELIGIBILITY

A. Any sworn member of the Akron Police Division, hereinafter referred to as employee, who has completed his initial probation period is eligible to join this program. Employees will be afforded the opportunity to join the program within forty-five (45) days after the initial establishment of the Time Bank Committee. Employees who are not eligible, due to not having hours to donate, shall express their intent to join, in writing, within the above stated forty-five (45) day period and will be allowed to become members on the first opportunity they have to donate hours. After the initial enrollment, employees will have the opportunity to join during the first two (2) weeks of January of each subsequent year.

1) The Time Bank Committee may review any applicant's past record of sick time use before allowing the applicant to join the program.

2) A past record of sick time abuse shall be sufficient to refuse any applicant admission into the program.

III. TIME DONATION

A. Each employee who wishes to enroll in the Time Bank shall be required to donate four (4) hours of time to the program at the time he joins it.

1) The following types of time may be donated:

- a. Paid Leave Hours
- b. Compensatory Time
- c. Holidays

B. When the available time in the Time Bank is reduced to one hundred (100) hours through withdrawals, additional donations of time shall be required to bring the amount of time in the Time Bank back to the five hundred (500) hour level. Such donations shall be made in the following order:

1) A drawing shall be held by the Time Bank Committee to determine the letter of the alphabet that will start the second round of donations.

- a. The entire roster must then be gone through before a member can be called on for the third round donation, and so forth.

C. If a member is called on for a donation and fails to respond, he shall be dropped from the program providing he has available hours to donate. If the member fails to respond due to having insufficient hours to donate, he will be continued on the program providing he contributes at the first opportunity he has hours available.

D. Effective January 1, 1995, and each year thereafter, the City of Akron agrees to place into the Time Bank One-Hundred percent (100%) of all informal disciplinary time from the previous year.

IV. TIME BANK ADMINISTRATION

A. The Time Bank shall be maintained and administered by the Benefits Officer who shall report in writing any withdrawals from, or donations to, the Time Bank to the Chief of Police and the Time Bank Committee.

B. A committee shall be established by the Chief of Police consisting of five (5) members appointed for terms of five (5), four (4), three (3), two (2) and one (1) year(s) who shall elect a committee chairman from among themselves. In each succeeding year the Chief of Police shall appoint one (1) committee member to a five (5) year term.

1) The committee shall investigate each member applying to withdraw time from the Time Bank and assure that the member meets all of the established requirements for the withdrawal of time.

2) The committee shall report its findings and recommendations to the Chief of Police and make reports, upon request, to the Deputy Mayor of Labor Relations or Labor Relations Director containing any information requested.

C. The Chief of Police, upon receiving a report from the Time Bank Committee, shall notify the Administrative Agent whether a withdrawal of time is allowed or disallowed.

1) The Chief of Police may, with good and reasonable cause, disallow withdrawal of time from the Time Bank even though the committee has recommended approval; however, if he does he must notify the committee of his reason as for doing so.

V. USE OF TIME BANK

A. When a member off duty has used all time off available to him and is within fifteen (15) days of using all of his accumulated sick time, the Personnel Officer shall notify the Chief of Police, the Time Bank Committee, the Benefits Officer and the member concerned.

B. The member shall furnish such information and physician's statements to the committee as they may require to make a decision.

C. Any member drawing time from the Time Bank may be required by the committee to periodically furnish them with additional information or physician's statements during the time the member is off.

D. The length of time available to any one (1) member through the Time Bank is six (6) calendar months; however, under exceptional circumstances a member on extended sick leave may apply for one (1) extension of time not to exceed six (6) calendar months if his physician will assure the committee that at the end of the extension of time the member will be sufficiently recovered to return to active duty.

E. In no case where regular sick leave has been abused by the member shall he be granted time from the Time Bank.

1) The committee shall have the right to determine if sick leave has been abused in the past by investigating an employee's past record of sick leave usage to determine the character and frequency of any sick leave taken.

2) The committee shall have the right to require proof of illness or injury in the investigation of past sick leave use.

F. Additional qualifications may be imposed from time to time by agreement between the Fraternal Order of Police, the Chief of Police and the Deputy Mayor of Labor Relations or his designees.

VI. SCOPE OF AGREEMENT

It is expressly understood that this AGREEMENT is subject to all applicable provisions of statutes, City Charter, Ordinances, and Civil Service Commission Rules and Regulations, as well as the Rules and Regulations of the Police Division; the parties shall continue to be bound by such provisions, both as they now exist and as the same may be amended and supplemented from time to time.

MEMORANDUM OF AGREEMENT

In 2012 negotiations, the City of Akron and the Fraternal Order of Police Akron Lodge #7, as well as Local 330, AFSCME, and CSPA agreed to participate in a Labor Management Health Care Committee.

This Committee shall be compromised of representatives from each of the City of Akron's bargaining units. Each union may designate two representatives and the unions may also hire their own consultant at their cost to attend the Committee meetings. This Committee has the responsibility to examine and recommend health care cost savings, but has no authority to modify health care benefits in the existing Collective Bargaining Agreement.

January 1, 2016

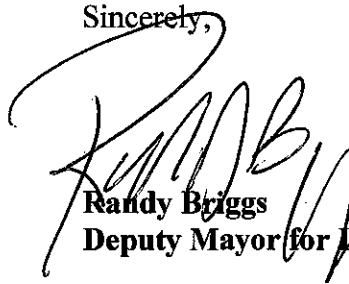
Mr. Frank Williams, President
Fraternal Order of Police, Akron Lodge #7
217 S. High Street, Room 403
Akron, OH 44308

Dear Mr. Williams:

This letter is to reaffirm the City of Akron's commitment made that should the Police and Firemen's Disability and Pension Fund of Ohio's health insurance plan or a successor plan cease to provide benefits to eligible City of Akron retirees, spouses and dependent children, widows and widowers, the City of Akron would become the primary insurer of benefits authorized by the City of Akron ordinances.

In cases where another health plan or plans' liability precedes that of the City of Akron plan, the City of Akron will continue to provide benefits in its order of liability.

Sincerely,

A handwritten signature in black ink, appearing to read "Randy Briggs", is written over the printed name and title.

Randy Briggs
Deputy Mayor for Labor Relations

January 1, 2016

Mr. Frank Williams, President
Fraternal Order of Police, Akron Lodge #7
217 S. High Street, Room 403
Akron, OH 44308

Re: Secondary Employment Rates

Dear Mr. Williams:

Since 1990, it has been the intent of both parties that the rate of pay for a patrolman be within the closest \$.50 increment of the top patrol officer hourly rate. The rate of pay for a Sergeant and above acting as supervisors in the course of secondary employment shall always be \$2.00 per hour higher than the patrol officer rate.

To continue this method of calculation and to avoid confusion in the future over effective dates of needed adjustments, the parties agreed during 1994 negotiations to the following language:

"The rate of compensation for secondary employment shall be adjusted, beginning with the first day of the first pay period in January, to an amount necessary to remain within the closest \$.50 increment of the top patrol officer hourly rate then in effect."

Since the current Agreement is for three (3) years, the wage increases for off-duty jobs will become effective the same day as the wage increases awarded by the Conciliator on January 3, 2011.

The following off-duty hourly rates will become effective as follows:

12/30/16 – Hourly rate for off-duty police jobs:

Non-supervisory capacity - **\$29.00**
Supervisory capacity - **\$31.00**

1/5/17 - Hourly rate for off-duty police jobs:

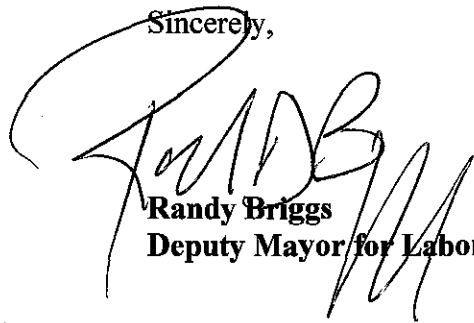
Non-supervisory capacity - **\$30.00.**
Supervisory capacity - **\$32.00.**

1/4/18 – Hourly rate for off-duty police jobs:

Non-supervisory capacity - \$31.00.

Supervisory capacity - \$33.00.

Sincerely,

A handwritten signature in black ink, appearing to read 'Randy Briggs', is written over the printed name and title.

Randy Briggs

Deputy Mayor for Labor Relations

January 1, 2016

Mr. Frank Williams, President
Fraternal Order of Police, Akron Lodge #7
217 S. High Street, Room 403
Akron, OH 44308

Dear Mr. Williams:

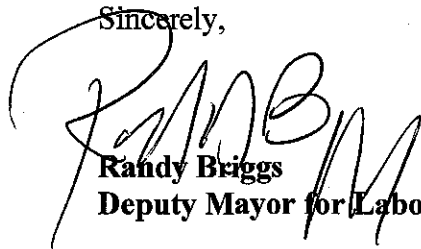
This will confirm our commitment regarding Rule 400.05-A of the Police Rules and Regulations.

400.05 Members will wear the official Police Division uniform prescribed by the Police Division Uniform Specifications while on duty.

a. Wearing of the uniform cap is optional except under the following conditions:

1. When directing traffic;
2. When working crowd control (special events);
3. With the dress uniform.

Sincerely,

A large, stylized handwritten signature in black ink, appearing to read 'Randy Briggs'.

Randy Briggs
Deputy Mayor for Labor Relations

January 1, 2016

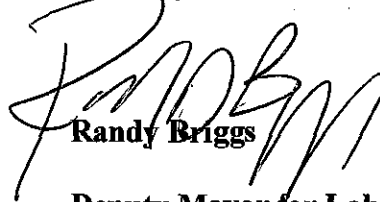
Mr. Frank Williams, President
Fraternal Order of Police, Akron Lodge #7
217 S. High Street, Room 403
Akron, OH 44308

Dear Mr. Williams:

This letter confirms, in writing, the agreement made during 2006 negotiations between the City of Akron and the Fraternal Order of Police, Akron Lodge #7, so as to evaluate the current Fitness Program within the Akron Police Department.

The parties agree that not later than sixty days after the execution of this Collective Bargaining Agreement, the parties will each nominate three members to serve as members of a Joint Physical Fitness Review Committee charged with the responsibility of analyzing and making recommendations to improve the programs and policies relating to the maintenance of good health and physical fitness of Officers. The Committee shall convene and meet not later than thirty days after the parties exchange their list of members.

Sincerely,

A handwritten signature in black ink, appearing to read 'Randy Briggs', is written over the printed name.

Deputy Mayor for Labor Relations

January 1, 2016

Mr. Frank Williams, President
Fraternal Order of Police, Akron Lodge #7
217 S. High Street, Room 403
Akron, OH 44308

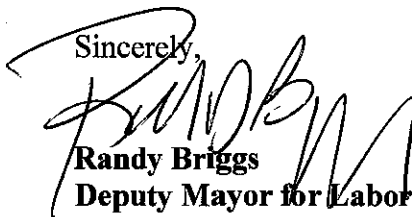
Re: Physical Fitness

Dear Mr. **Williams**:

The City will furnish membership privileges to the CitiCenter Athletic Club or Balch Street fitness facility or another facility designated by the City beginning January 3, 2011 for each bargaining unit member.

In 2003 negotiations, the parties have agreed that this incentive shall not be used to engage in competitive sports, competitive sports training, or for recreational sports activities.

Sincerely,

A handwritten signature in black ink, appearing to read "Randy Briggs", is written over the typed name and title.

Randy Briggs
Deputy Mayor for Labor Relations

January 1, 2016

Mr. Frank Williams, President
Fraternal Order of Police, Akron Lodge #7
217 S. High Street, Room 403
Akron, OH 44308

Re: Fitness Testing

Dear Mr. Williams:

During 2003 labor negotiations between the City of Akron and the Fraternal Order of Police, Akron Lodge #7, the parties negotiated the following change to the Akron Police Department's Physical Fitness Policy (P-2003-069).

A. Effective January 1, 2004, bargaining unit members hired between 9/10/84 to and including 12/26/94, must do one of the following:

1. Maintain a level of fitness whereby the officer falls within the guidelines as specified in the Health Maintenance Requirements Agreement signed by the bargaining unit member or;

2. Complete the Criterion Task Test (CTT) within the time limits specified by ARA Human Factors Incorporated. However, officers will be given the option to climb the wooden barrier that is presently part of the Criterion Task Test, or a six (6) foot chain-link fence.

B. Officers hired on or after 8/29/95 will be required to successfully complete, on an annual basis, one of the following tests:

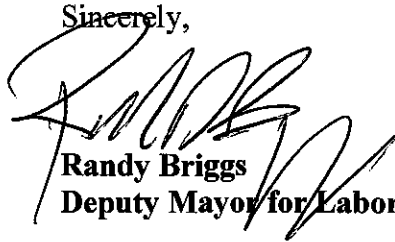
1. Complete the Criterion Task Test (CTT) within the time limits specified by ARA Human Factors Incorporated.

2. Complete the Criterion Task Test (CTT) within the time limits specified by ARA Human Factors Incorporated. However, officers will be given the option to climb the wooden barrier that is presently part of the Criterion Task Test, or a six (6) foot chain-link fence.

Changes in the Physical Fitness Policy, as agreed upon in 2003 negotiations, cannot be changed without the mutual consent of the City of Akron and the Fraternal Order of Police, Akron Lodge #7.

However, if the changes are deemed invalid by operation of law or be declared invalid by any tribunal of competent jurisdiction, or found to be in conflict with state and federal laws, Charter of the City of Akron, or Civil Service Rules, the City of Akron and the Fraternal Order of Police, Akron Lodge #7, will meet within thirty (30) days to negotiate an alternate test. All other provisions of the Physical Fitness Policy will remain in full force and effect.

Sincerely,

A handwritten signature in black ink, appearing to read 'Randy Briggs', is written over the typed name and title.

Randy Briggs
Deputy Mayor for Labor Relations

January 1, 2016

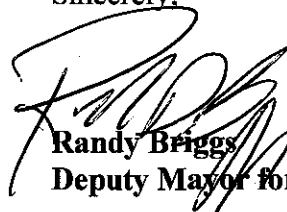
Mr. Frank Williams, President
Fraternal Order of Police, Akron Lodge #7
217 S. High Street, Room 403
Akron, OH 44308

Re: Medical Waiver for Physical Fitness Policy

Dear Mr. Williams:

During 2006 negotiations, the City of Akron agreed with the Fraternal Order of Police, Akron Lodge #7, that within sixty (60) days of ratification of the labor agreement, the parties will meet to develop a medical waiver provision under which testing pursuant to the Physical Fitness Policy (P-2003-069) may be postponed due to medical reasons.

Sincerely,

A handwritten signature in black ink, appearing to read "Randy Briggs", is written over the typed name.

Randy Briggs
Deputy Mayor for Labor Relations

January 1, 2016

Mr. Frank Williams, President
Fraternal Order of Police, Akron Lodge #7
217 S. High Street, Room 403
Akron, OH 44308

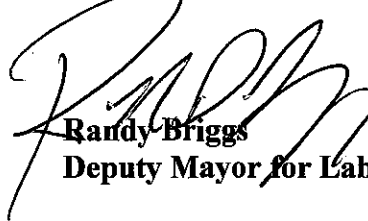
Re: Transitional Work

Dear Mr. Williams:

This letter is written to confirm, in writing, the agreement made between the City of Akron and the Fraternal Order of Police, Akron Lodge #7.

During 2012 negotiations, the parties agreed that within ninety (90) days of the signing of the labor agreement, the parties will meet in an attempt to negotiate a Transitional Work Program.

Sincerely,

A handwritten signature in black ink, appearing to read "Randy Briggs", is written over the typed name and title.

Randy Briggs
Deputy Mayor for Labor Relations

January 1, 2016

Mr. Frank Williams, President
Fraternal Order of Police, Akron Lodge #7
217 S. High Street, Room 403
Akron, OH 44308

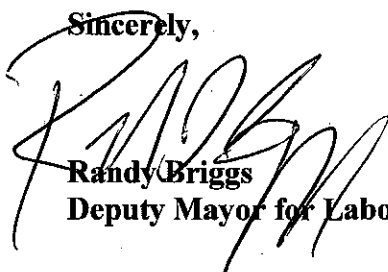
Re: Staffing Changes

Dear Mr. Williams:

During the 2016 labor negotiations between the City of Akron and the Fraternal Order of Police, Akron Lodge #7, the parties agreed to the following staffing changes in the Akron Police Department:

- A. The Warrants Unit shall be eliminated. One of the former warrants positions shall become a new position in the Court Security Unit, with duties to include misdemeanor warrants. The other former warrants position shall become Detective Bureau General Assignment, 3:00 p.m. to 11:00 p.m.**
- B. The Detective Bureau desk positions on 3:00 p.m. to 11:00 p.m. and from 11:00 p.m. to 7:00 a.m. shall be eliminated. These positions shall become 3:00 p.m. to 11:00 p.m. and 11:00 p.m. to 7:00 a.m. Detective Bureau General Assignment positions.**
- C. When the current Property Room detective on the 12:00 p.m. to 8:00 p.m. shift leaves that position, the hours of that position will be changed to 3:00 p.m. to 11:00 p.m. and it will remain an exempt position.**
- D. There shall be created an additional Property Room detective position for 3:00 p.m. to 11:00 p.m., which shall be a bid position.**

Sincerely,



Randy Briggs
Deputy Mayor for Labor Relations

Side Letter

In the event that the City of Akron Communications and Dispatch operations enters into any agreement to merge, consolidate or regionalize with any other non-City of Akron Communications and/or Dispatch operation, the union agrees that the City may at the City's discretion transfer some or all sworn police officers from the Communications and Dispatch operations to positions within other divisions within the Police Department. The City agrees to meet with the Union to discuss the transfer process prior to any transfer taking place.

APPENDIX B

EVB/ELN/TLK/mhg
Budget and Finance

1/25/16

1-25-16
1/25/16
1/25/16

Offered by: MAYOR HERRIGAN

ORDINANCE NO. 17-2016, amending and/or supplementing Ordinance No. 11-2011, approving the agreements between the Fraternal Order of Police Akron Lodge #7, Akron Firefighters Association, Local #330, AFL-CIO, the Civil Service Personnel Association, Inc., Local #1360/Ohio Council 8 of the American Federation of State, County and Municipal Employees bargaining units and the City of Akron regarding changes in health care benefits; providing for these changes to apply to the health care benefits for all eligible employees in the non-bargaining, management, and unclassified job classes, all in furtherance of the Mayor's commitment to attract and retain qualified employees and ensure a stable and productive workforce while implementing policies that will save taxpayer dollars, by providing competitive and fair health benefits for eligible employees; authorizing the Director of Finance to fund these benefits; and declaring an emergency.

WHEREAS, the bargaining units of the Fraternal Order of Police Akron Lodge #7, Akron Firefighters Association, Local #330, AFL-CIO, the Civil Service Personnel Association (CSPA), Local #1360/Ohio Council 8 of the American Federation of State, County and Municipal Employees (AFSCME) (together the "Four Unions") have reached an agreement with Mayor Herrigan regarding changes to the health care plan; and

WHEREAS, the memberships of the Four Unions have met and voted to ratify the agreement; and

WHEREAS, to maintain parity between all eligible employees, Mayor Herrigan has determined to apply these changes to the health care benefits for eligible employees in the non-bargaining, management, and unclassified job classes as well; and

WHEREAS, the proposed changes to the health care plan will save the City money and allow the City to provide across-the-board wage increases for eligible employees and implement policies that comply with the Patient Protection and Affordable Care Act.

NOW, THEREFORE, BE IT ENACTED by the Council of the City of Akron:

Section 1. That the agreements between the City of Akron and the Fraternal Order of Police Akron Lodge #7, Akron Firefighters Association, Local #330, AFL-CIO, the Civil Service Personnel Association, Inc., and Local #1360/Ohio Council 8 of the American Federation of State, County and Municipal Employees bargaining units regarding the proposed changes to the City's health care plan, as set forth in the attached Exhibit A, be and are hereby approved, such changes to be effective on or after April 1, 2016.

Section 2. That the proposed changes to the City's health care plan, as set forth in the attached Exhibit A, shall apply to the health care plan for all eligible City employees in the non-bargaining, management, and unclassified job classes, such changes to be effective on or after April 1, 2016.

Section 3. That all provisions of Ordinance No. 11-2011 not modified herein shall remain in full force and effect.

Section 4. That the Director of Finance be and is hereby authorized to fund the health care plan as provided for in Sections 1-3 herein, and to make payments for these benefits from the appropriate account or accounts.

Section 5. That this ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of public peace, health, safety and welfare so that employee benefits changes and cost saving measures may be effective at the earliest possible time, and provided this ordinance receives the affirmative vote of two-thirds of the members elected or appointed to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, it shall take effect and be in force at the earliest time allowed by law.

Passed January 28, 2016

Robert E. Kersh
Clerk of Council

Marilyn R. Keith
President of Council

Approved JANUARY 29, 2016

Donna
MAYOR

EXHIBIT A



Daniel Horrigan
Mayor

January 25, 2016

George Johnson
President
AFSCME, Local 1360/Ohio Council 8

Dan Sladek
President
CSPA, Inc.

Russ Brode
President
AFF, Local #330

Frank Williams
President
Fraternal Order of Police, Akron Lodge #7

Dear Union Presidents:

During negotiations for changes to the health care plan, the Unions were provided with a proposal which stated the changes would be effective February 1, 2016, unless otherwise stated. Ken Jones from Employee Benefits International informed the unions that unless the changes were approved by December 28, 2015, the plan changes would be subject to a sixty day notice requirement under the Affordable Care Act (ACA) because the changes are a material modification to the health care plan. This means that the changes to the employee health care plan will go into effect April 1, 2016.

In compliance with the applicable notice requirements, the City of Akron will provide a written sixty day notice to the affected employees and conduct a separate open enrollment to put in place the new health care plan effective April 1, 2016.

Sincerely,

Randy Briggs Jan. 1/25/16
Randy Briggs
Deputy Mayor of Labor Relations

c: Mayor Horrigan
Susannah Muskovitz, Esq.
Eve Belfance, Director of Law
Diane Miller Dawson, Director of Finance
Don Rice, Director of Human Resources

EMPLOYEE BENEFITS
INTERNATIONAL

CITY OF AKRON
Proposed Plan Changes Effective 2/1/2016

Medical/Rx Plan Details (also see attached highlight sheet Exhibit A):

- **ACA Compliance:** All plans would be ACA compliant and non-grandfathered
 - **COOP (Coinsurance Out of Pocket):** 2016 COOP maximum's will be Single: \$725/Family: \$2,175. (COOP includes all deductible, coinsurance only and excludes medical and prescription copays.)
 - **MOOP (Maximum Out of Pocket):** 2016 MOOP Maximum's will be Single: \$6,850/Family: \$13,700 requested (MOOP Includes all deductibles, coinsurance, copays as defined by the Affordable Care Act)
 - **Embedded Deductible:** All plans will have an embedded deductible. With an embedded deductible, one individual must meet the single deductible and single COOP. A combination of two or more can meet the family deductible and a combination of three or more can meet the family COOP.
 - **Hearing Coverage** will be extended to all participants as follows:
 - One hearing exam will be covered every 36 months
 - One hearing aid per ear will be covered every 36 months subject to deductible and coinsurance
 - **Dependent Maternity** will be extended to all participants subject to the same benefit for employees and spouses.
 - The following prescription drug management programs will be implemented effective February 1, 2016 and thereafter:
 - **Smart 90 Network¹:** 90-day supply will only be filled at retail within the Smart 90 Network.
 - **Compound Program:** The MMO Compound Program follows the Express Scripts standard list of excluded ingredients which were chosen due to the following reasons:
 - Drugs do not have approval from the U.S. Food and Drug Administration (FDA). The FDA does not approve bulk powders for human use.
 - Drug frequently have FDA-approved commercially available alternatives (e.g., nasal sprays or pain gels).
 - Drugs are significantly more expensive than commercially available alternatives.
 - Drugs lack medical evidence showing they are safe or effective (e.g., the contaminated steroid injections from the New England pharmacy that killed patients in late 2012).
 - Drugs are over-the-counter drugs that should have been excluded previously but were not due to limitations in the industry's standards on claims processing of compound claims.
- Coverage of compound drugs excluded due to safety concerns include the following compounding ingredients: flurbiprofen, gabapentin, ketamine, fluticasone, propionate powder, prazosin, bupivacaine powder and PCCA Custom Upo-max cream
- **Specialty:** All specialty medications will be covered through the MMO Accredo Pharmacy only²

¹ Smart 90 Network is an exclusive Medical Mutual of Ohio program. If the City of Akron were to change carriers, the network would adjust to the new carriers exclusive network.

² Accredo Specialty is offered by Medical Mutual of Ohio. If the City of Akron were to change carriers, the network would adjust to the new carriers network if Accredo is not available.

EMPLOYEE BENEFITS INTERNATIONAL

- **Nexium:** The Copay for Nexium will be raised to \$100 per script (34 day supply)
- **Quantity and Duration limits** (*MMO has clarified this program as follows*):
Quantity & Duration limits are set to:
 - promote patient safety by preventing excessive dosing (matching dosing recommendations or requirements established by the U.S. Food and Drug Administration or drug manufacturer)
 - prevent pharmacy misbilling
 - prevent medication abuse or misuse
 - prevent stockpiling of medications
 - promote adherence to medication regimens
 - identify when different treatment is necessary

To clarify, sample exclusion language will appear as follows: Exclusion: "Erectile dysfunction drugs, except agents that are approved by the FDA for conditions other than erectile dysfunction, such as Cialis for treatment of benign prostatic hypertrophy".

- **Carrier Representative for Service Meeting:** The City will make available a medical carrier representative to assist with escalated claim issues to a union representative (*escalated is defined as the employee has not been able to resolve their claim issues after contacting the carrier directly*).
 - The Union will assign one representative per Union (with one backup) to attend the service meeting.
 - The carrier will assign a standard hour meeting time with the City each month.
 - The Union representative will notify the carrier representative that they have an active issue and will sign up for a time slot to meet with the carrier representative. To respect the carriers time, the carrier will not attend meetings where no one has signed up. If multiple people sign up, the carrier will make every effort to extend the time to meet with each representative.
 - The Union representative will provide a fully executed "Authorized Representative Form" form to the carrier representative prior to discussing another members claims. The current carriers form can be found at: https://provider.medmutual.com/Tools_and_resources/Forms/MemberForms.aspx³

Additional Accommodations

- **Overage Dependents:** Effective February 1, 2016, coverage to over age dependents would follow the new Ohio guidelines. Coverage for a dependent will end at the end of the month of the dependents 26th birthday, at that time the dependent would be offered COBRA continuation. Dependents currently on the plan over the age of 26 will be offered COBRA effective February 1, 2016.
- **Employee Contributions:** Employee monthly contributions will increase to Single: \$30/ Family \$60 effective February 1, 2016 through January 31, 2019.
- **Working spousal provision:** Spouses of City of Akron employees who are eligible for health and/or prescription drug insurance coverage from their own employer must enroll in that coverage effective February 1, 2016 and thereafter or pay \$150 monthly Spousal Surcharge to remain on the City of Akron plan (Sample situations can be found under Addendum A). Exceptions are as follows:
 - Spouses whose employer charges monthly single contributions greater than or equal to \$150 per month can remain on the City's plan without Surcharge. If the employer offers multiple plans with

³ Link as of 12/14/15 (may be subject to change)

EMPLOYEE BENEFITS INTERNATIONAL

lower contributions, then the \$150 Spousal Surcharge would apply. Proper documentation from spouse's employer required (see attached Exhibit B).

- A spouse whose employer net single deductible is greater than or equal to \$1,000 a year can remain on the City's plan without Surcharge. If the employer offers multiple plans with a net deductible lower than \$1,000, then the \$150 Spousal Surcharge would apply. Proper documentation from spouse's employer required (See attached Exhibit B).

(Net Deductible Example: If employer offers a \$2000 High Deductible HSA plan but contributes \$1,500 to help cover the cost of the deductible then the net deductible is \$500. In this scenario the spouse would have to pay a Surcharge to remain on the City's plan, this will be reviewed at the beginning of every plan year of spouse's employer).

- In order to be considered for the exception the following criteria would be provided during open enrollment each year: Spouses would have to provide a signed statement from their employer (see attached Exhibit B) which would include all plan designs, all employee contributions and employer contributions. If spouses employers Section 125 plan document does not allow for this qualifying event, special administration steps will be taken to further discuss and obtain documentation in order for surcharge to be waived.
- Dental and Vision deductibles do not count toward test.
- If you are a self-employed/business owner and you offer an employer sponsored plan to your employees the spousal surcharge criteria will apply.
- Voluntary contributions towards HSA and FSA will not count toward the employee contribution test.
- The working spouse provision is not intended to apply to retired spouses of City employees.
- In situations where the spouse has primary coverage at their place of employment and enrolled in the City of Akron plan as a dependent with the plan providing coverage on a secondary coordination of benefit basis, the working spouse surcharge will not apply. Employee will be required to pay the family rate and the birthday rule will apply for dependent children.
- If a spouse experiences a qualifying event that results in a loss of coverage at their place of employment permissible under IRC S. 125 the spouse may enroll in the City of Akron medical plan and the surcharge will not apply. Examples of qualifying events may include, but are not necessarily limited to *(employee has 31 days to notify the city of a qualifying event)*:
 - Reduction in work hours, termination of employment, a strike or lockout resulting in loss of coverage.
 - Commencement of unpaid leave of absence
 - A change in worksite or place of residence of the spouse
- Should the spouse gain employment or access to their employer health plan during the plan year, they must notify the City within 31 days of the available coverage. If the newly available coverage meets the criteria for spousal surcharge, the employee will be subject to the surcharge if the spouse chooses to not elect their employer coverage.
- If an employee fails to notify the City of Akron of a change in their Spouses eligibility status, this may constitute fraud and it may be subject to consequences including, but not limited to, reimbursing the City for expenses paid while not eligible under the plan.

EMPLOYEE BENEFITS INTERNATIONAL

- **Health Insurance Committee:** The City will convene a Health Insurance Committee on a quarterly basis
- **SPD Wrap:** The City will provide a SPD wrap that will outline eligibility and exclusions *(Sample attached)*.
- **Eligibility Married Employees:** When an employee and their spouse both work for the City as active employees eligible for medical benefits, coverage choices for each will include employee only or family coverage as primary. Employees can both choose family coverage and the plans will coordinate for spouses and children *(please note as a secondary payor the plan will not pay any more than it would have as the primary payor)*. In addition, the birthday rule will apply.

Dental

- **Dental Implants:** The City will include surgical dental implants and attached devices in their dental coverage effective February 1, 2016.

Proposed City of Los Angeles (Los Angeles) 2015 Budget and Finance Department City of Los Angeles Chapter 3-1-15.docx



5

Proposed 12/29/15 – Page 4

EMPLOYEE BENEFITS INTERNATIONAL

Addendum A: Sample Scenario's for City of Akron Spousal Surcharge:

1. A spouses employer does not offer any employer sponsored healthcare plan at this time. (No spousal surcharge)
2. A spouses employer does offer an employer sponsored healthcare plan but the spouse is not eligible to participate in the plan at this time. (No spousal surcharge until eligibility changes)
3. A spouses employer offers an employer sponsored healthcare plan and the spouse is eligible to participate but has waived coverage (Spousal surcharge applies if it meets the appropriate criteria outlined above)
4. If the spouse's employer plan does not recognize the City of Akron's Open Enrollment as a qualifying event due to a provision written in their existing Section 125 plan, documentation of such plan will be required by Spouses Employer, in addition, the City of Akron will contact employer prior to surcharge being waived. (surcharge to be determined)
5. A spouses employer offers an employer sponsored healthcare plan but provides documentation that the employee monthly premium for all plans offered for single coverage is above \$150.00 per month. (No spousal surcharge)
6. Spouse's employer offers an employer sponsored healthcare plan but provides documentation indicating they do not offer a plan with a single net deductible of less than \$1,000 including all HSA, HRA and FSA employer contributions made on behalf of the employee. (No spousal surcharge).
7. Spouse's employer offers an employer sponsored healthcare plan which meets the criteria subject to the surcharge but the spouse cannot enroll due to receiving a cash payment to waive coverage from their employer, spouse would be subject to spousal surcharge.
8. Spouse's employer offers an employer sponsored healthcare plan but provides documentation that the all plans have a Single Deductible of (for example) \$1,500 but the employer contributes \$800 to the Health Savings Account – therefore the employee's net deductible is \$700 or less. (Surcharge would apply)
9. Named spouse does participate in the employer sponsored healthcare plan, (No spousal surcharge)

Exhibit A: Medical and Prescription Drug Benefit Proposal Details

	Proposed 2016-2017 PPO Plan Option		Proposed 2018 PPO Plan Option	
	Network	Non-Network	Network	Non-Network
Medical	February 1st through January 31st		February 1st through January 31st	
Benefit Period	Age 26 - Removal upon End of Month		Age 26 - Removal upon End of Month	
Dependent Age Limit	Unlimited		Unlimited	
Plan Maximum				
Benefit Period Deductible - Single/Family (Embedded)	\$100/\$200	\$200/\$400	\$125/\$250	\$250/\$500
Deductible Credit	Not Included		Not Included	
Common Accident	Not Included		Not Included	
Coinsurance	80%	70%	80%	70%
Coinsurance Out of Pocket Maximum (including Deductible) - Single/Family	\$725/\$2,175	\$1,450/\$4,350	\$775/\$2,325	\$1,550/\$4,650
Physician/Office Services				
Office Visit - PCP	\$10 Copay	70%*	\$15 Copay	70%*
Office Visit - Specialist	\$20 Copay	70%*	\$25 Copay	70%*
Telemedicine Visit	†\$10 Copay	N/A	†\$15 Copay	N/A
Allergy Testing and Treatments	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Immunizations (Non ACA)	80% after deductible	70% after deductible	80% after deductible	70% after deductible
(Travel-related Immunizations N/C)				
Preventive Care				
Health Care Reform Preventive Benefits	100%	70% after deductible	100%	70% after deductible
Health Care Reform Preventive Benefits for Women	100%	70% after deductible	100%	70% after deductible
Routine Adult Physical Exams/Immunizations (1 per benefit period)	100%	70% after deductible	100%	70% after deductible
ACA Routine Well Child Exams/Immunizations				
Routine Gynecological Care Exams (1 per benefit period)	Preventive care services provided in accordance with the Affordable Care Act (ACA)	Not Covered	Preventive care services provided in accordance with the Affordable Care Act (ACA)	Not Covered
Routine Mammograms				
Pap Test (1 per benefit period)				
Endoscopic Services				
Laboratory/X-rays				
Emergency Medical Care				
Emergency Room (Facility and Physician Services)	\$100 Copay**	\$100 Copay**	\$125 Copay**	\$125 Copay**
Non-Emergency Care in ER (Facility and Physician Services)	\$100 Copay/80%	\$100 Copay/70%	\$125 Copay/80%	\$125 Copay/70%
Emergency Use of Ambulance	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Non-Emergency Use of Ambulance	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Urgent Care Provider	\$40 Copay	70%*	\$45 Copay	70%*

Exhibit A: Medical and Prescription Drug Benefit Proposal Details

	Proposed 2016-2017 PPO Plan Option		Proposed 2018 PPO Plan Option	
	Network	Non-Network	Network	Non-Network
Inpatient Services				
Hospital Room & Board and Ancillaries	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Physician Medical Care Visits	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Professional Services (Anesthesia, Consultations)	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Maternity (subscriber, spouse & dependent coverage)	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Newborn Care	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Skilled Nursing	80% after deductible; 100 visits per benefit period	70% after deductible; 100 visits per benefit period	80% after deductible; 100 visits per benefit period	70% after deductible; 100 visits per benefit period
Outpatient Services				
Diagnostic Lab, X-Ray, and Medical Tests	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Diabetic Education and Training	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Surgical Services (Surgery, Anesthesia, Assistant Surgeon)	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Oral Surgical Services (Surgery, Anesthesia, Assistant Surgeon)	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Home Health Care	80% after deductible; 100 visits per benefit period	70% after deductible; 100 visits per benefit period	80% after deductible; 100 visits per benefit period	70% after deductible; 100 visits per benefit period
Outpatient Therapy				
Cardiac Rehabilitation	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Chemotherapy	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Radiation Therapy	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Dialysis Treatments	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Chiropractic Therapy (25 visits maximum; thereafter subject to medical review)	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Physical Therapy/Occupational Therapy (25 visit combined maximum; thereafter subject to medical review)	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Speech Therapy (12 visit maximum; thereafter subject to medical review)	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Mental Health, Alcohol and Drug Abuse Services				
Inpatient Services	Benefits paid based on corresponding medical benefits	Benefits paid based on corresponding medical benefits	Benefits paid based on corresponding medical benefits	Benefits paid based on corresponding medical benefits
Outpatient Services	Benefits paid based on corresponding medical benefits	Benefits paid based on corresponding medical benefits	Benefits paid based on corresponding medical benefits	Benefits paid based on corresponding medical benefits

Exhibit A: Medical and Prescription Drug Benefit Proposal Details

	Proposed 2016-2017 PPO Plan Option		Proposed 2018 PPO Plan Option	
	Network	Non-Network	Network	Non-Network
Other Services				
Acupuncture	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Durable Medical Equipment and Supplies <i>(includes wheelchair respiratory, wigs, over the counter foot orthotics, and joint stockings)</i>	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Hospice	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Private Duty Nursing	Not Covered	Not Covered	Not Covered	Not Covered
TMI	Benefits paid based on corresponding medical benefits	Benefits paid based on corresponding medical benefits	Benefits paid based on corresponding medical benefits	Benefits paid based on corresponding medical benefits
Weight Loss Surgical Services***	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Organ Transplant	80% after deductible	70% after deductible	80% after deductible	70% after deductible
Drugs and Biologicals	80% after deductible	70% after deductible	80% after deductible	70% after deductible
In Vitro Fertilization and Artificial Insemination	80% after deductible; Coinsurance does not apply towards the OOP max; Limited to \$6,800 lifetime max.	70% after deductible; Coinsurance does not apply towards the OOP max; Limited to \$6,800 lifetime max.	80% after deductible; Coinsurance does not apply towards the OOP max; Limited to \$6,800 lifetime max.	70% after deductible; Coinsurance does not apply towards the OOP max; Limited to \$6,800 lifetime max.
††Radial Keratotomy (Employee Only)	80% after deductible; \$1,500 max per eye; \$3,000 lifetime max, including anesthesia and assistant surgeon.	70% after deductible; \$1,500 max per eye; \$3,000 lifetime max, including anesthesia and assistant surgeon.	80% after deductible; \$1,500 max per eye; \$3,000 lifetime max, including anesthesia and assistant surgeon.	70% after deductible; \$1,500 max per eye; \$3,000 lifetime max, including anesthesia and assistant surgeon.
Hearing Benefit	100%		100%	
Exam (1 per rolling 36 months)	80% after deductible		80% after deductible	
Hearing Aid, Evaluation, Conformity (1 each/rolling 36 months)				
Prescription Drug***	None		None	
Deductible				
Retail (34-day supply)				
Prilosec and Claritin OTC with a prescription	Generic Copay	N/A	Generic Copay	N/A
Generic	\$5	N/A	\$5	N/A
Preferred Brand	\$30	N/A	\$15	N/A
Non-Preferred Brand	\$30	N/A	\$35	N/A
Nexium	\$100	N/A	\$100	N/A
Mail Order/Retail (90-day supply)				
Generic	\$10	N/A	\$10	N/A
Preferred Brand	\$20	N/A	\$30	N/A
Non-Preferred Brand	\$60	N/A	\$70	N/A
Nexium	\$200	N/A	\$200	N/A

Exhibit A: Medical and Prescription Drug Benefit Proposal Details

	Proposed 2016-2017 PPO Plan Option		Proposed 2018 PPO Plan Option	
	Network	Non-Network	Network	Non-Network
Medical and Prescription Drug Overall Out of Pocket Maximum ¹ Single/Family	\$6,850/\$13,700	Unlimited	TBD	Unlimited

¹ Set in compliance with cost-sharing limits of the Affordable Care Act. Limits for 2017 and 2018 have not yet been determined.

* After Deductible

** Copay waived if admitted

***Current criteria to qualify for surgery will remain unchanged.

† Carrier will require a full 90 days to implement so the effective date for this program would be 5/1/2016.

††Covers radical keratotomy, keratoplasty, Lask and other surgical procedures to correct refractive defects

Note: Network services with copayments are not subject to deductible and/or coinsurance. Except for Emergency Room Services, non-network services are subject to deductible and non-deductible coinsurance.

Plans will have an embedded deductible: One individual must meet the single deductible. Two or more can meet a family deductible.

2016 All Plans would be ACA Compliant

*****2016 Rx Program to Include:**

MMQ Smart 90 Program†

Compound Program†: Coverage of compound drugs excluded due to safety concerns include the following compounding ingredients: flurbiprofen, gabapentin, ketamine, fluticasone, propionate powder, prazosin, bupivacaine powder and PCCA Custom Upo-max cream

Quantity and duration†: Limits will be covered as outlined in MMQ QL "Basic Plus Formulary" program.

Accredo†: Specialty medications will be covered at Accredo Pharmacies only with a 30 day supply.

10



Exhibit B: City of Akron Certification of Spousal Coverage

Must be completed by all married employees with family coverage
City of Akron Employee Information (Please Print Clearly)

City of Akron Employee Name: _____

Spouse Name ("Spouse"): _____

To Be Completed by Spouse's Employer Representative:

I, _____ ("Representative") do hereby acknowledge that the above
(Print Company Representative Name)
spouse is currently an employee of _____ ("Company").
(Print Company Name)

Our Company currently (select all that apply):

- ☐ A. does not offer any employer sponsored healthcare plan at this time.
- ☐ B. offers an employer sponsored healthcare plan but the above named Spouse does not qualify to participate in plan¹ for the following reason:
- ☐ C. offers an employer sponsored healthcare plan and the above named Spouse currently does qualify to participate:
- Attach all SBC² (Summary of Benefits & Coverage) as required by ACA
 - Attach all employee payroll contributions
 - Attached employee payroll contributions are: ☐ 12 pays, ☐ 24 pays, ☐ 26 pays, ☐ 52 pays
- ☐ D. offers an Employer contribution to the Spouse as follows:
- Employer annual contribution to Health Savings Account (HSA) is: \$ _____
 - Employer annual contribution to Health Reimbursement Account (HRA) is: \$ _____
 - Employer annual contribution to Flexible Spending Account (FSA) is: \$ _____

Healthcare Insurance Carrier's Name³: _____

Date of Open Enrollment¹: _____

Employer: I do hereby attest that the above information is complete and accurate to the best of my knowledge.

Employee & Spouse: I understand that I must notify the City of Akron within 31 days of a qualifying event permissible under IRC S.125 (i.e. marriage, divorce, become eligible for coverage elsewhere, unpaid leave of absence, change in work status). I understand that if I fail to notify the City of Akron of my change in eligibility status, this may constitute fraud and I may be subject to consequences including, but not limited to, reimbursing the City for expenses paid while not eligible under the plan.

	Spouse's Company Representative	City of Akron Employee	Employee's Spouse
Signature:	_____	_____	_____
Name Printed:	_____	_____	_____
Date:	_____	_____	_____

¹ If qualification is due to Section 125 provisions, please attached Section 125 documentation

² If employer offers more than one healthcare plan, please attach all SBC and contributions by plan

³ If applicable

//

City of Akron Unions (FOP, IAFF, CSPA and AFSCME)

Sample Plan Document

TABLE OF CONTENTS

SCHEDULE OF BENEFITS	7
Medical Benefits	7
Prescription Drug Benefits	9
Dental Expense Benefits	10
 PRECERTIFICATION OF BENEFITS	 12
 PREFERRED PROVIDER OR NONPREFERRED PROVIDER	 13
Preferred providers	13
Nonpreferred providers	13
Referrals	13
Exceptions	13
 MEDICAL EXPENSE BENEFIT	 14
Copy	14
Deductibles	14
Coinsurance	15
Out-of-Pocket Maximum	15
Hospital/ Ambulatory Surgical Facility	15
Facility Providers	16
Ambulance Services	16
Clinical Trial Programs	16
Emergency Room Services	17
Non-Emergency Use of the Emergency Room	17
Physician Services	17
Second Surgical Opinion	18
Multiple Surgical Procedures	18
Diagnostic Services and Supplies	18
Transplant	18
Pregnancy	19
Birthing Center	19
Sterilization	19
Family Planning	19
Routine Prostate Specific Antigen (PSA) Test	19
Therapy Services	19
Skilled Nursing Facility	20
Home Health Care	20
Hospice Care	21
Durable Medical Equipment	21
Prostheses	22
Orthotics	22
Dental Services	22
Temporomandibular Joint Dysfunction	23

12

Special Equipment and Supplies.....	23
Cosmetic Surgery.....	23
Mastectomy.....	23
Alcoholism & Drug Abuse Benefits.....	24
Mental Health Benefits.....	24
Prescription Drugs.....	24
Podiatry Services.....	24
Private Duty Nursing.....	24
Obesity.....	25
Chiropractic Care.....	25
Patient Education.....	25
Surcharges.....	25
Outpatient Cardiac Rehabilitation Programs.....	25
Wellness Benefits.....	25
 MEDICAL EXCLUSIONS.....	 28
 PRESCRIPTION DRUG PROGRAM.....	 31
Prescription Drug Benefits.....	31
Covered Prescription Drugs.....	31
How the Plan Works.....	31
Mail Order Drug Program.....	31
Exclusions and Limitations.....	32
 DENTAL BENEFITS.....	 33
 PLAN EXCLUSIONS.....	 35
 ELIGIBILITY, ENROLLMENT AND EFFECTIVE DATE.....	 37
Employee Eligibility.....	37
Employee Enrollment.....	37
Employee(s) Effective Date.....	37
Dependent(s) Eligibility.....	37
Coverage Extension.....	38
Michelle's Law.....	38
Dependent Enrollment.....	39
Dependent(s) Effective Date.....	39
Special Enrollment Rights.....	39
Open Enrollment.....	40
 TERMINATION OF COVERAGE.....	 41
Termination of Employee Coverage.....	41
Termination of Dependent(s) Coverage.....	41
Leave of Absence.....	41
Layoff.....	41
Family And Medical Leave Act.....	41
Employee Reinstatement.....	42
Certificates of Creditable Coverage.....	42

COBRA COVERAGE	43
Qualifying Events.....	43
Notification Procedures	44
Termination of COBRA	47
Military Mobilization	47
 CLAIM FILING AND APPEAL PROCEDURE	 49
Claim Procedures	49
Filing a Complaint.....	51
Appeals Procedures	52
Legal Action.....	58
 COORDINATION OF BENEFITS.....	 59
Definitions Applicable to this Provision.....	59
Effect on Benefits.....	60
Order of Benefit Determination	60
Limitations on Payments	60
Right to Receive and Release Necessary Information.....	61
Facility of Benefit Payment	61
 SUBROGATION/REIMBURSEMENT	 62
 THIS PLAN AND MEDICARE	 64
 GENERAL PROVISIONS	 65
Administration of the Plan	65
Assignment	65
Benefits not Transferable.....	65
Clerical Error	65
Conformity with Statute(s).....	65
Direct Access to Obstetricians and Gynecologists	65
Effective Date of the Plan	66
Free Choice of Hospital and Physician.....	66
Genetic Information Nondiscrimination Act (GINA).....	66
Incapacity	66
Incontestability	66
Large Case Management	66
Limits on Liability	67
Lost Distributes	67
Medicaid Eligibility and Assignment of Rights	67
Misrepresentation and Rescission of Coverage	67
Physical Examinations Required by the Plan.....	67
Plan is not a Contract.....	67
Plan Modification and Amendment	68
Plan Termination.....	68
Pronouns	68
Recovery for Overpayment.....	68
Status Change	68

Time Effective	68
Workers' Compensation not Affected	68

HIPAA PRIVACY 69

Disclosure By Plan To Plan Sponsor	69
Use and Disclosure By Plan Sponsor	69
Obligations of Plan Sponsor	71
Exceptions	71
Definitions	71

DEFINITIONS 73

Budget and Finance

RECEIVED
CLERK OF COUNCIL
CITY OF AKRON

SM

Offered by MAYOR PLUSQUELLIC

APR 11 2011 PM 1:48

ORDINANCE NO. 11-2011 providing for adjustments in employee compensation for the uniformed members of the Division of Police; amending and/or supplementing Title 3, Chapter 35, section 35.02 "Working Hours"; and approving changes in medical benefits and fitness allowances for members of the Fraternal Order of Police, Akron Lodge #7; and declaring an emergency.

WHEREAS, on January 3, 2011, Conciliator Margaret Nancy Johnson issued her findings, opinions and order in Case No. 09-MED-10-1137 between the City of Akron and the Fraternal Order of Police, Akron Lodge #7; and

WHEREAS, issuance of the award constitutes a binding mandate upon the City of Akron to promptly adopt conforming legislation.

NOW, THEREFORE, BE IT ENACTED by the Council of the City of Akron:

A. Hospitalization Insurance, as heretofore authorized, for active permanent full-time City employees and their dependents (including children of divorced employees), retired employees and spouses of deceased active permanent full-time employees who have died since April 1, 1972, and their dependents (including children of divorced employees), and for spouse of deceased retired employees who have retired since April 1, 1972, and their dependents (including children of divorced retirees), and for surviving spouses of active or retired police officers who died or retired prior to April 2, 1972, and their dependents (including children of said police officers who were divorced), provided the surviving spouse and/or dependents were enrolled in the insurance plan on a self-pay basis April 30, 1981.

B. Surgical and medical benefits, as heretofore authorized, for active permanent and full-time City employees, retired employees, and their dependents (including children of divorced employees or retirees), and for spouses of deceased active employees who have died since April 1, 1972, and their dependents (including children of divorced employees), and for spouses of deceased retired employees who have retired after April 1, 1972, and their dependents (including children of divorced retirees), and effective May 1, 1981, for surviving spouses of active or retired police officers who died or retired prior to April 2, 1972, and their dependents (including children of said police officers who were divorced), provided the surviving spouse and/or dependents were enrolled in the insurance plan on a self-pay basis April 30, 1981.

1. Coverage for outpatient treatment for mental and nervous disorders shall be covered at eighty percent (80%) of the reasonable and customary charge per visit for a maximum of 12 visits per policy year.

2. For those active employees and dependents (including children of divorced employees) within the Fraternal Order of Police, Akron Lodge #7, bargaining unit, the surgical fee schedule shall be an \$11.00 conversion factor.

3. For those active employees and dependents (including children of divorced employees) within the Fraternal Order of Police, Akron Lodge #7, bargaining unit, an in-hospital doctors' visits schedule of \$30.00 for the first day of confinement and \$25.00 for the next 119 days of confinement, not to exceed \$3,005.00 per confinement.

C. Out-patient, laboratory and X-Ray insurance, as heretofore authorized, as follows:

1. In the amount of \$750.00 for employees within the Fraternal Order of Police, Akron Lodge #7, bargaining unit and their dependents (including children of divorced employees). For those employees and dependents (including children of divorced employees) within the Fraternal Order of Police Akron Lodge #7, bargaining unit, Pap smears shall be an eligible expense.

2. In the amount of \$750.00 for retired employees and their dependents (including children of divorced retirees), and for spouses of deceased active employees who have died since April 1, 1972, and their dependents (including children of divorced employees), and for spouses of deceased retired employees who have retired after April 1, 1972, and their dependents (including children of divorced retirees), and for surviving spouses of active or retired police officers who died or retired prior to April 2, 1972, and their dependents (including children of said police officers who are divorced), provided the surviving spouse and/or dependents were enrolled in the insurance plan on a self-pay basis April 30, 1981.

G.H. Dental insurance as follows: For City employees and their dependents (including children of divorced employees), retired employees and their dependents (including children of divorced retirees), and spouses of deceased active employees and retirees and their dependents (including children of divorced employees or retirees), included in the Fraternal Order of Police, Akron Lodge #7, bargaining unit, said plan shall have a no-deductible feature with Class I, II, III, and IV services based on a usual and customary plan with an aggregate \$1,500.00 annual maximum, a \$2,500.00 lifetime orthodontic maximum.

H.I. Bargaining unit members, their spouses and dependents, retirees and their spouses and dependents, shall be covered under the City of Akron's vision care plan.

Section 5. That this ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of public peace, health, safety and welfare for the reason that these adjustments in employee compensation and benefits should become effective at the earliest possible moment pursuant to the mandate in the Conciliator's Award in Case No 09-MED-10-1137, and provided this ordinance receives the affirmative vote of two-thirds of the members elected or appointed to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, it shall take effect and be in force at the earliest time allowed by law.

Passed January 24, 2011

Conie Bernick
Clerk of Council

Paul A. Amnell
Clerk of Council

Approved _____, 2011

MAYOR

*I hereby certify that the foregoing Ordinance
was returned by the Mayor unsigned and
without written objections.*

Paul E. Kutt 2/4/11
Clerk of Council

Personnel
P. Hylnsky - POP
Code Book