

AN ORDINANCE AUTHORIZING THE MAYOR OF THE CITY OF ASHLAND, OHIO, TO ENTER INTO A CONTRACT WITH THE OHIO PATROLMAN'S BENEVOLENT ASSOCIATION (SERGEANT AND LIEUTENANTS); AND DECLARING AN EMERGENCY.

WHEREAS, Council and the Administration have conducted negotiations according to R. C. 4117.14 with the Ohio Patrolman's Benevolent Association (Sergeants and Lieutenants), as the bargaining representative for certain employees of the City of Ashland; and

WHEREAS, such negotiations have provided a mutually acceptable agreement between the parties; and

WHEREAS, Council and the Administration have reviewed such proposal and do desire to ratify and adopt such Agreement:

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Ashland, County of Ashland, State of Ohio, 5 members thereto concurring:

Section 1. That the Mayor be and he hereby is authorized and directed to enter into an agreement with the Ohio Patrolman's Benevolent Association (Sergeants and Lieutenants), for certain employees of the City of Ashland, a copy of which agreement is attached hereto and made a part hereof as though fully rewritten herein, marked "Exhibit A".

Section 2. It is found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were passed in an open meeting of this Council and that all deliberations of this Council and any of its committees that resulted in such actions were in meetings open to the public and in compliance with all legal requirements.

Section 3. That any and all ordinances in conflict with the express provisions of this Agreement are superceded by this Agreement.

Section 4. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and welfare of the City of Ashland, Ohio. Such necessity exists by reason of the fact that in order to facilitate payment of compensation to certain employees of the City, the foregoing Ordinance is required at the earliest possible time; wherefore, this Ordinance shall take effect and be in force from and after its passage and approval by the Mayor.

Passed: February 16, 2016

Ruth G. Detrow
President of Council, Ruth Detrow

Attest: Jody Toms
Jody Toms, Clerk of Council

Approved: Glen P. Stewart
Mayor, Glen P. Stewart

Approved as to form and correctness:

Richard P. Wolfe II
Director of Law, Richard P. Wolfe II

Date: February 16, 2016

**TENTATIVE AGREEMENT BETWEEN CITY OF ASHLAND AND
OHIO PATROLMEN'S BENEVOLENT ASSOCIATION**

The parties, the City of Ashland (Employer) and the OPBA (Union) have reached a tentative agreement (TA) regarding the Police Supervisors negotiations and will submit the following TA to their respective memberships (the bargaining unit and City Council) for consideration:

ARTICLE XIV **PERSONAL LEAVE**

14.01 Delete current provision and replace as follows:

All employees shall, in addition to all other leave benefits, earn and be granted two (2) personal leave days each year which are to be taken within the year earned. A day shall equal the amount of hours of the employee's scheduled shift. Probationary employees shall have to work ninety (90) days in order to be eligible to use personal leave days.

ARTICLE XV **FUNERAL LEAVE**

The parties agree that this bargaining unit's funeral leave be the same as the Patrolmen's Collective Bargaining Agreement.

ARTICLE XXIII **RATES OF PAY**

23.01 Effective January 1 of each year of this Agreement, all employees shall receive a two percent (2%) increase to the base hourly wage. (Merit pay amounts remain the same, so total rate goes up by 2% each year of the Agreement).

23.06 Administrative Services Pay increased by \$200 in first year and \$100 in second and third years of the CBA as follows:

	Sergeants	Lieutenants
2016	\$1,825	\$1,925
2017	\$1,925	\$2,025
2018	\$2,025	\$2,125

ARTICLE ___ (NEW) **PART-TIME EMPLOYEES**

Section 1. For the duration of this Agreement, in the event of lay-offs, all part-time employees must be laid off before any bargaining unit employees.

ARTICLE XXXII

DURATION

32.01 Modify to read January 1, 2016 - December 31, 2018.

 This Tentative Agreement is entered into between the parties this 5th day of January,
2016.