

REQUESTED BY: CITY MANAGER, SCOTT BAUER

DATE OF FIRST READING: 10/17/23 WAIVE RULES? YES NO
FINAL ACTION DATE: 11/7/23 VOTE: YES NO

SUSPENSION OF TWO READING RULE:

YES	NO
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ADOPTION OF ORDINANCE:

	YES	NO
DENISE LINGO	<u> ✓ </u>	<u> </u>
ROBERT PARSONS	<u> ✓ </u>	<u> </u>
JOE ROETTING	<u> ✓ </u>	<u> </u>
KISHA DOSA	<u> ✓ </u>	<u> </u>
CORDEL GEORGE	<u> ✓ </u>	<u> </u>
PAUL YOUNG III	<u> ✓ </u>	<u> </u>
PEGGY RISSEL	<u> ✓ </u>	<u> </u>
TOTALS	<u> 7 </u>	<u> 0 </u>

ORDINANCE NO. 23-2025

AN ORDINANCE AUTHORIZING THE CITY MANAGER TO EXECUTE AN AGREEMENT BETWEEN THE CITY OF MT. HEALTHY AND THE FRATERNAL ORDER OF POLICE OHIO LABOR COUNCIL, INC. REPRESENTING A BARGAINING UNIT OF CITY EMPLOYEES IN THE CLASSIFICATION OF SERGEANT

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MT. HEALTHY, STATE OF OHIO:

Section 1. That the City Manager is hereby authorized to execute an agreement between the City of Mt. Healthy and the Fraternal Order of Police Ohio Labor Council, Inc. representing a bargaining unit of City Employees in the classification of Sergeant, a copy of which is attached hereto and made part hereof.

Section 2. That this Ordinance shall be in full force and effect from and after the first date provided by law.

Passed this 7 day of NOVEMBER, 2023.

Scott Bauer
President of Council

Attest: Patricia Johnson
Clerk of Council

Approved this 7 day of NOVEMBER, 2023.

Scott Bauer
Mayor

AGREEMENT BETWEEN

THE CITY OF MOUNT HEALTHY

AND

**THE FRATERNAL ORDER OF POLICE
OHIO LABOR COUNCIL INC.**

REPRESENTING THE MT HEALTHY POLICE ASSOCIATION

**SERB CASE NO. 2023-MED-10-0960
(SERGEANTS)**

EXPIRES DECEMBER 31, 2026

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ARTICLE 1
AGREEMENT PURPOSE

Section 1.1. This Agreement, entered into by the City of Mt. Healthy, Ohio, hereinafter referred to as the "Employer," or the "City", and the Mt. Healthy Police Association representing the Police Sergeants, hereinafter referred to as the "Sergeants" or the "Employee," has as its purpose the following:

To comply with the requirements of Chapter 4117 of the Ohio Revised Code; and to set forth in its entirety, the full and complete understandings and agreements between the parties governing wages, hours, terms and conditions of employment for those employees included in the bargaining unit as defined herein.

Section 1.2. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any matter or subject not removed by law or regulation from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of those rights and opportunities are set forth in the Agreement. The provisions of this Agreement constitute the entire Agreement between the parties, and all prior agreements, either oral or written, individual or collective, are hereby cancelled.

ARTICLE 2
SEVERABILITY

Section 2.1. The parties intend this Agreement to supersede and replace any 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.

ARTICLE 3
RECOGNITION

Section 3.1. The Employer recognizes the Mt. Healthy Police Association as the sole and exclusive representative for all full-time employees in the bargaining unit as deemed certified by the Ohio State Employment Relations Board, as follows:

Included: Sergeants
Excluded: Chief, Patrol Officers, Clerks, all other employees

Section 3.2. The Employer will not recognize any other organization as the representative for any bargaining unit employee.

ARTICLE 4
MT. HEALTHY POLICE ASSOCIATION SECURITY

Section 4.1. The Employer agrees to deduct Mt. Healthy Police Association membership dues twice each month from the pay of any eligible employee in the bargaining unit upon receiving

written authorization signed individually and voluntarily by the employee. The signed payroll deduction form must be presented to the Employer by the employee or his designee. Upon receipt of the authorization, the Employer will deduct Mt. Healthy Police Association dues from the payroll check for the next pay period in which dues are normally deducted following the pay period in which the authorization was received by the Employer. The Employer will forward a check, for the aggregate of the dues deducted, to the Mt. Healthy Police Association's designated financial officer.

Section 4.2. The Employer shall be relieved from making such individual "check-off deductions upon an employee's: (1) termination of employment; (2) transfer to a job other than one covered by the bargaining unit; (3) layoff from work; (4) an unpaid leave of absence; (5) revocation of the check-off authorization; or (6) resignation by the employee from the Mt. Healthy Police Association.

Section 4.3. The Employer shall not be obligated to make dues deductions from any employee who, during any pay periods involved, shall have failed to receive sufficient wages to make all legally required deductions in addition to the deduction of Mt. Healthy Police Association dues.

Section 4.4. The parties agree that the Employer assumes no obligations, financial or otherwise, arising out of the provisions of this Article regarding the deduction of Mt. Healthy Police Association dues. The Mt. Healthy Police Association hereby agrees that it will indemnify and hold the Employer harmless from any claims, actions or proceedings by any employee arising from deduction made by the Employer pursuant to this Article. Once the funds are remitted to the Mt. Healthy Police Association, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Mt. Healthy Police Association.

ARTICLE 5

MT. HEALTHY POLICE ASSOCIATION REPRESENTATION

Section 5.1. Non-employee representatives of the Mt. Healthy Police Association shall be admitted to the Employer's facility for the purpose of processing grievances or attending meetings as permitted herein. Upon arrival, the Mt. Healthy Police Association representative shall identify himself to the Employer or his designee and state the purpose of the visit.

The Employer or his designee shall facilitate (schedule) any necessary contact between the representative and an on duty bargaining unit member employee, provided that arrangement of the contact is not unduly disruptive of the employee's job responsibilities.

Section 5.2. One (1) employee selected by the Association to act as Mt. Healthy Police Association representative for the purpose of processing and investigating grievances under the Grievance Procedure shall be known as the Associate. The Associate may have an alternate who shall act in his absence.

Section 5.3. No Association' meetings or other Association activities shall take place during working hours without prior approval of the Chief of Police or his designee, provided that an Associate may discuss a grievance with an employee and/or his supervisor, for a reasonable period of time.

Section 5.4. The Mt. Healthy Police Association shall have reasonable access to meeting areas of the Employer at reasonable times and only so far as any Mt. Healthy Police Association meetings do not interfere with the Employer's business.

Section 5.5. Mt. Healthy Police Association Associate shall attend to the administration of this Agreement on a no loss/no gain basis.

Section 5.6. The Mt. Healthy Police Association Associate shall be granted release time of up to two (2) days annually to attend the State Convention/Seminar by being allowed to change his days off for that week to coincide with the appropriate dates or to take vacation or personal leave time. Such release time must be requested in writing at least fourteen (14) days in advance. The Employer will not deny the release time except in the event of an emergency.

ARTICLE 6 **BULLETIN BOARDS**

Section 6.1. The Employer shall permit the Association to erect a bulletin board, provided that:

- A. Such bulletin board shall be used for the posting of notices bearing the written approval of the Association Associate or an official representative of the Mt. Healthy Police Association, and shall be solely for Association business; and
- B. No notice or other writing may contain anything political, controversial or critical of the Employer or any other institution or of any employee or other person; and
- C. Upon request from an appropriate official of the Employer, the Mt. Healthy Police Association will immediately remove any notice or other writing that violates subparagraphs (1) and (2).

ARTICLE 7 **NON-DISCRIMINATION**

Section 7.1. Neither the Employer, its agents, agencies, or officials, nor the Sergeants shall unlawfully discriminate against any employee on the basis of age, sex, gender identity, sexual orientation, military status, veteran status, race, color, religion, national origin, disability or ancestry of any person.

Section 7.2. The Employer and the Sergeants agree not to interfere with the desire of any person to become or refrain from becoming a member of the Mt. Healthy Police Association.

Section 7.3. All references in this Agreement to the male gender shall be construed to be equally applicable to females.

ARTICLE 8 **MANAGEMENT RIGHTS**

Section 8.1. The Employer's exclusive rights include, but shall not be limited to the following, except as expressly limited by the terms set forth in this Agreement:

- A. Determine matters of inherent managerial policy, which include, but are not limited to areas of discretion or policy such as functions and programs, standards of service, overall budget, use of technology and organization structure;
- B. Direct, supervise, evaluate, or hire employees;
- C. Maintain and improve efficiency and effectiveness of operations, and programs;
- D. Determine the overall methods, process, means, or personnel by which operations are to be conducted;
- E. Suspend, discipline, demote, or discharge, for just cause, or lay off, transfer, assign, schedule, promote, or retain employees;
- F. Determine the adequacy of the work force;
- G. Determine the overall mission of the Department as a unit of government;
- H. Effectively manage the work force; and
- I. Take actions to carry out the mission of the Department as a governmental unit.

Section 8.2. The Sergeants recognize and accept that all rights and responsibilities of the Employer not specifically modified by this Agreement shall remain the function of the Employer.

ARTICLE 9

PERSONNEL FILES

Section 9.1. Each employee may request to inspect his official personnel file maintained by the Employer. Inspection of the individual's personnel file shall be by scheduled appointment requested in writing or by phone call to the Employer. Appointments shall be during the regular scheduled work hours of the administrative staff of the Employer. An employee shall be entitled to have a representative of his choice accompany him during such review. Any employee may copy documents in his official personnel file.

Section 9.2. If an unfavorable statement or notation is in the official personnel file, the employee shall be given the right to place a statement of rebuttal or explanation in the file. No anonymous material of any type shall be included in the employee's official personnel file.

Section 9.3. The Employer and Employees understand that release of an employee's personnel file is subject to the laws of the State of Ohio. The City of Mt. Healthy is obligated under current State law to release certain types of personnel information upon demand. The employer will notify the employee of any requests for information regarding the employee's personnel file.

- The employer will only release such information as mandated in current State law. The employer will when possible, attempt to give an employee

the opportunity to be heard on any objections to the release of personnel information. Any objections to the release of personnel information must be consistent with exemptions delineated in the law and cannot unreasonably delay their release in accordance with existing law.

Section 9.4. Records of suspensions shall cease to have force and shall be removed from the file thirty (30) months from the date of issuance, provided no intervening discipline has occurred. Records of written reprimands shall cease to have effect and shall be removed from the file eighteen (18) months from the date of issuance, provided no intervening discipline has occurred. A Verbal Reprimand (date and time recorded) shall cease to have effect and shall be removed from the file six (6) months from the date of issuance, provided no intervening discipline has occurred.

ARTICLE 10 **PROBATIONARY PERIOD**

Section 10.1. Every newly hired Sergeant shall be required to successfully complete a probationary period. The probationary period shall begin on the first day for which the employee receives compensation from the Employer and shall continue for a period of one (1) calendar year. A Sergeant's probation may be terminated at any time during his probationary period and shall have no right to appeal the termination under this Agreement. In all non-disciplinary matters, the probationary employee is entitled to Association representation including the Grievance and Arbitration procedure. By mutual agreement between the Employer and the Union, the probationary period of an employee may be extended for a period of up to six (6) months in lieu of termination.

Section 10.2. A promoted employee who fails to satisfactorily complete the promotional probationary period shall be returned to his original position with no loss of seniority.

ARTICLE 11 **SENIORITY**

Section 11.1. "Seniority" shall be computed on the basis of uninterrupted length of continuous service with the City, as a regular full-time sworn officer. Once continuous service is broken, unless the employee is reinstated, the employee loses all previously accumulated seniority.

Section 11.2. Employees laid off shall retain their seniority for a period of twenty-four (24) months from the date of layoff.

Section 11.3. Employees shall have no seniority during their probationary period, but shall be granted seniority upon successful completion of the probationary period, calculated from the date of hire with the city.

ARTICLE 12 **LAYOFF AND RECALL**

Section 12.1. When the Employer determines that a long-term layoff or job abolishment is necessary, he shall notify the affected employees fourteen (14) days in advance of the effective date of layoff or job abolishment. Employees will be notified of the Employer's decision to

implement any short-term layoff, lasting seventy-two (72) hours or less, as soon as possible.

Section 12.2. Layoffs in the Police Department shall be in inverse order of Seniority, with the least senior employee being laid off first.

Section 12.3. Employees who are laid off shall be placed on a recall list for a period of twenty-four (24) months. If there is a recall, employees who are still on the recall list shall be recalled, in the inverse order of their layoff. Any recalled employee requiring additional training to meet the position qualifications in existence at the time of recall must satisfactorily complete the additional training requirements within twelve (12) months of recall. Any training required in this Section shall be at the Employer's expense and time.

Section 12.4. Notice of recall shall be sent to the employee by certified mail. The Employer shall be deemed to have fulfilled its obligations by mailing the recall notice by certified mail, return receipt requested, to the last mailing address provided by the employee.

Section 12.5. The laid off employee shall have five (5) calendar days following the date of receipt of the certified mail recall notice to notify the Employer of his intention to return to work, and shall have fourteen (14) calendar days following the date of receipt of the recall notice in which to report for duty, unless a different date for returning to work is otherwise specified in the notice. An employee failing to notify the Employer of his intention to return within five (5) days, or failing to report for duty within fourteen (14) days of notice shall be removed from the recall list and be deemed to have resigned.

Section 12.6. Laid off full-time employees shall have the right of first refusal to any part-time hours available before they are offered to part-time employees. However, laid off full-time employees shall not be required to accept part-time work.

Section 12.7. During the period of layoff of any full-time employee, part-time hours shall not exceed seventy five percent (75%) of the average monthly part-time hours worked in the twenty-four (24) months preceding the layoff. If the part-time hours exceed that figure, the laid off full-time employee must be recalled for a period of not less than sixty (60) calendar days.

ARTICLE 13

LABOR/MANAGEMENT MEETINGS

Section 13.1. In the interest of sound labor/management relations, once each quarter or as mutually agreed, the Employer and/or designee(s) shall meet with not more than two members of the bargaining unit, upon written request, for the purpose of:

- A. To disseminate general information of interest to the parties;
- B. To give the Mt. Healthy Police Association Representatives the opportunity to share the views of their members and/or suggestions on the subjects of interest to their members;
- C. To discuss ways to improve efficiency and increase productivity within the Department;
- D. To promote harmonious relations between the Employer and the Mt. Healthy Police

- Association in the best interest of the community; and
- E. To discuss safety and health issues of the Department.

ARTICLE 14
GRIEVANCE PROCEDURE

Section 14.1. The term “grievance” shall mean an allegation by a bargaining unit employee that there has been a breach, misinterpretation, or improper application of this Agreement.

Section 14.2. A grievance may be filed by any member of the bargaining unit. Where a group of bargaining unit members desires to file a grievance involving a situation affecting more than one member of the bargaining unit in a similar manner, one member selected by such a group shall process the grievance. Such a grievance shall be defined as a group grievance. The names of each member, if practical on behalf of which the grievance is filed, shall be made available at the first hearing. Group grievances shall be presented in the first instance to the supervisor common to all employees in the group. The grievance procedure outlined in Section 14.6 shall be used throughout.

Section 14.3. All grievances must be processed and answered at the proper step in the grievance progression to be considered at the next step. Any grievance that is not timely appealed to the next step of the procedure will be deemed to have been settled on the basis of the Employer’s answer at the last completed step. Time limits set forth herein may only be extended by a mutual agreement of the parties. The aggrieved may withdraw a grievance at any point by submitting, in writing, a statement to that effect, or by permitting the time requirements at any step to lapse without further appeal. Any grievance not answered by the Employer or his designee within the stipulated time limits shall be considered to have been appealed to the next step in the grievance procedure.

Section 14.4. Written grievances must be filed on the form provided by the Mt. Healthy Police Association and shall contain, but not be limited to, the following information.

- A. Date and time grievance occurred;
- B. Description of incident giving rise to the grievance;
- C. Articles and sections of the Agreement involved;
- D. Relief requested; and
- E. Signature of the employee.

Section 14.5. Disciplinary grievances involving suspension or discharge are to be appealed directly to Step 2 of the grievance procedure as specified in Section 14.6. All other grievances related to disciplinary action are to be filed at Step I.

Section 14.6. The following steps shall be followed in the processing of a grievance.

Step 1 - Within fourteen (14) calendar days of the incident or knowledge of the incident

which gave rise to the grievance, the aggrieved employee shall notify the Chief of Police in writing of the grievance. The notification shall occur in the following manner.

Filing of Grievance: All grievances must be reduced to writing on a form provided by the Fraternal Order of Police, Ohio Labor Council, Inc., and filed in person, when possible, with the Police Chief. When it is not possible to file in person with the Police Chief, the grievant shall file the grievance with the Supervisor on Duty, Police Clerk, or person performing the duties of the Police Clerk for the purpose of the grievance to be "time stamped" as proof of filing. The Supervisor, Police Clerk or person performing the duties of the Police Clerk shall forward the grievance to the Police Chief. If the Supervisor, Police Clerk or person performing the duties of the Police Clerk delays or fails to forward the grievance to the Police Chief, the grievant shall not be held responsible and the time limit (below) shall start at the time the grievance is received/"time stamped". A copy of the "time stamped" grievance shall be provided to the grievant at the time it is filed.

The Police Chief shall investigate the matter and respond to the grievant within fourteen (14) calendar days of the initial notification. The Police Chief, as opposed to one of the Police Chief's subordinates (i.e. Sergeant), is the decision maker for the Step 1 response.

Step 2 - A grievance unresolved at Step 1 may be submitted by the grievant to the City Manager within fourteen (14) calendar days from receipt of the Step 1 answer. The City Manager, within fourteen (14) calendar days of receipt of the grievance, shall schedule and hold a meeting with the grievant and his Mt. Healthy Police Association or Fraternal Order of Police, Ohio Labor Council, Inc. representative. The City Manager shall issue his written response to the grievance within fourteen (14) calendar days of the meeting.

Grievances unresolved at Step 2 may be submitted to arbitration upon request of the Mt. Healthy Police Association as represented by the Fraternal Order of Police, Ohio Labor Council, Inc. in accordance with Section 14.7 of this Article.

Section 14.7. The Mt. Healthy Police Association as represented by the Fraternal Order of Police, Ohio Labor Council, Inc., based upon the facts presented, has the right to decide whether to arbitrate a grievance. Within thirty (30) calendar days from the date of the final answer on a grievance from Step 2, the Mt. Healthy Police Association shall notify the Employer, in writing of its intent to seek arbitration of an unresolved grievance.

The parties shall attempt to draft an agreed upon submission statement. If the parties are unable to agree upon a submission statement, the arbitrator shall frame the issue or issues to be decided.

The Employer's representative shall notify the Mt. Healthy Police Association as represented by the Fraternal Order of Police, Ohio Labor Council, Inc. of any question of arbitrability, and of its intent to raise the question at the arbitration hearing.

After receipt of a request to arbitrate, a representative of each party (Mt. Healthy Police Association and Employer as represented by the Fraternal Order of Police, Ohio Labor Council, Inc.) shall select an arbitrator in the following manner:

The Federal Mediation and Conciliation Service (FMCS) shall be jointly requested to submit a

panel list of seven (7) arbitrators from FMCS area# 15 (OHIO). The parties shall alternately strike the names of the arbitrators, until only one name remains. Either party may once reject the list and request from the FMCS another list of seven (7) names until a mutually agreed arbitrator is selected. The party rejecting and requesting subsequent list(s) is responsible for any cost incurred to obtain subsequent list.

The arbitrator shall limit his decisions strictly to the interpretation, application, or enforcement of the specific Articles and Sections of this Agreement, and shall be without power or authority to make any decision:

- A. Contrary to, or inconsistent with, or modifying or varying in any way the terms of this Agreement or applicable laws;
- B. Contrary to, or inconsistent with, changing, altering, limiting, or modifying any practice, policy, rules or regulations, established by the Employer so long as such practice, policy, or regulations do not conflict with this Agreement.

The Arbitrator shall be without authority to recommend any right of relief on an alleged grievance occurring at any time other than the contract period in which such right originated or make any award based on rights arising under any previous Agreement, grievance or practices. The arbitrator shall not establish any new or different wage rates not negotiated as part of this Agreement. In the event of a monetary award, the arbitrator shall limit any retroactive settlement to the date the grievance was presented to the Employer in Step 1 of the grievance procedure.

The decision of the arbitrator shall be final and binding on the grievant, the Mt. Healthy Police Association, and the Employer. The arbitrator shall be requested to issue his decision within thirty (30) calendar days after the conclusion of testimony and argument or submission of final briefs.

The cost and fees of the arbitrator shall be borne equally by the parties. The expense of any non-employee witness shall be borne, if any, by the party calling them. The fees of the court reporter shall be paid by the party asking for one: such fees shall be split equally if both parties desire a reporter, or request a copy of any transcripts. Any bargaining unit member whose attendance is required for such hearings shall not lose pay or benefits to the extent such hearing hours are during scheduled working hours on the day of the hearing. Any cancellation fee charged by the arbitrator shall be borne by the party (or parties) canceling the hearing.

Section 14.8. Disciplinary actions of Verbal Reprimand and Written Reprimand may be appealed through the grievance procedure, but are not subject to the arbitration procedure.

ARTICLE 15 **DISCIPLINE**

Section 15.1. The tenure of every employee subject to the terms of this Agreement shall be during good behavior and efficient service. The Employer may take disciplinary action against any employee in the bargaining unit only for just cause. The Employer may take disciplinary action for actions which occur while an employee is on duty, or which occur while an employee is working under the colors of the Employer, or in the instances where the employee's conduct reflects adversely upon the Employer. Forms of disciplinary action, but not necessarily the order

of discipline, are:

- A. Verbal reprimand, date and time recorded;
- B. Written reprimand;
- C. Suspension without pay; and
- D. Discharge.

Records of Discipline shall cease to have effect as indicated in Section 9.4 of this agreement.

Employee Supplemental evaluation logs (“ESLs”) are performance-based actions kept for the purpose of tracking progress and creating accurate evaluations. ESLs do not constitute a form of discipline, but repeated ESLs which occur may serve as a basis for the issuance of discipline (i.e. Verbal and Written reprimand). ESLs shall cease to have effect and shall not be considered for the basis of discipline six (6) months from the date of issuance, provided no intervening ESL has been noted of the same or similar nature.

Section 15.2. Incompetence, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, absence without leave or any other failure of good behavior or any other acts of misfeasance, malfeasance, or nonfeasance in office shall be cause for disciplinary action. Anonymous complaints may result in initiating investigative action(s), but shall not be cause for disciplinary action without any corroborative evidence.

Section 15.3. Except in instances wherein the employee is charged with serious misconduct, discipline will be applied in a progressive and uniform manner. Progressive discipline shall take into account the nature of the violation, the employee's record of discipline and the employee's record of performance and conduct. Disciplinary penalties shall be appropriate to the severity of the offense, and as such the forms of discipline listed in Section 15.1 do not necessarily represent a systematic order to be followed in all instances.

Section 15.4. Anytime the Employer or any of his representatives has reason to discipline any employee, it shall be done in a manner that will not intentionally embarrass the employee before the other employees or the public.

Section 15.5. Whenever the Chief of Police or designee determines that an employee may be disciplined for cause (including all suspensions, reductions or termination), a pre-disciplinary conference will be scheduled to give the employee an opportunity to offer an explanation of the alleged conduct. This provision does not apply to Verbal Reprimands or Written Reprimands.

Section 15.6. No less than forty-eight (48) hours prior to the scheduled starting time of the conference, the Chief will provide to the employee and the City Manager a written outline of the charges which may be the basis for disciplinary action. The employee must choose to: (1) appear at the conference to present an oral or written statement in his/her defense; (2) appear at the conference and have a chosen representative present an oral or written statement in defense of the employee; or (3) elect in writing to waive the opportunity to have a pre-disciplinary conference.

The City Manager, or his designee, shall conduct the pre-disciplinary conference.

Section 15.7. At the conference the employee may present any testimony, witnesses, or documents which explain whether or not the alleged conduct occurred. The employee may be represented by any person he or she chooses. The parties shall provide a list of witnesses to each other not later than twenty-four (24) hours prior to the pre-disciplinary conference.

Section 15.8. The employee or his representative will be permitted to confront and cross examine witnesses. A written report will be prepared by the City Manager concluding as to whether or not the alleged conduct occurred, and deciding what discipline, if any, is appropriate. A copy of this report will be provided to the employee within fifteen (15) days following the conference. Any disciplinary action ordered by the City Manager shall commence not later than forty-five (45) days after issuance of the report.

Section 15.9. Any employee charged with or under indictment for a felony who is not disciplined or discharged by the Employer, may be placed on a leave of absence without pay until resolution of the court proceedings. An employee may use accrued but unused vacation time, compensation time or holiday leave during the leave. An employee found guilty by the trial court of a felony shall be summarily discharged. Where the employee is found not guilty of the charges or any lesser offense including misdemeanor the employee may be subject to discipline pursuant to the terms of this Article, but he shall be paid for all lost straight time hours and shall have any vacation time, compensation time or holiday leave used restored to his credit. The Employer shall continue to pay its share of the employee's insurance premiums during the unpaid leave of absence.

Section 15.10. Whenever the Employer or any of his representatives questions a bargaining unit employee in reference to alleged or suspected misconduct of which a sustained charge could result in suspension or discharge, either in preliminary investigations or in pre-disciplinary conferences, the following conditions shall apply:

- A. Employees being questioned as witnesses shall be so informed.
- B. When an employee who is suspected of misconduct is questioned regarding such misconduct, he shall be apprised of the nature of the suspected misconduct as it is known at that time and his right to have the opportunity to have a representative of his choice present during the questioning.
- C. Prior to questioning, the employees will be given their Miranda and/or Garrity Rights (including witnesses) and shall be informed that failure to respond truthfully may result in disciplinary action for insubordination or dishonesty.
- D. Either or both parties may record (audio and/or video) any investigative interviews, pre-disciplinary or disciplinary conferences. If requested the parties will make available a copy of the recordings to the other party.
- E. Preliminary investigations and pre-disciplinary conferences shall be held either during an employee's scheduled working hours or at a time in reasonable proximity to his shift.
- F. Questioning sessions shall be for reasonable periods and shall allow for personal

necessities and rest periods, it being understood that there shall be no period of continuous questioning exceeding one (1) hour without provision for a ten (10) minute rest break.

- G. No employee shall be subjected to abusive language during questioning. No promise of reward shall be made as an inducement to answer questions.

Section 15.11. No employee shall be subject to disciplinary actions solely on the basis of results of a polygraph, CVSA or other mechanical truth verification examination.

ARTICLE 16

DRUG/ALCOHOL TESTING

Section 16.1. Drug/alcohol testing may be conducted on employees upon reasonable suspicion. Reasonable suspicion that an employee used or is using a controlled substance or alcohol in an unlawful or abusive manner may be based upon, but not limited to:

- A. Observable phenomena, such as direct observation of drug or alcohol use or possession and/or the physical symptoms of being under the influence of a drug or alcohol;
- B. A pattern of abnormal conduct or erratic behavior;
- C. Arrest or conviction for a drug or alcohol-related offense, or the identification of an employee as the focus of a criminal investigation into illegal drug or alcohol possession, use, or trafficking;
- D. Information provided either by reliable and credible sources or independently corroborated;
- E. Evidence that an employee had tampered with a previous drug test; and
- F. Facts or circumstances developed in the course of an authorized investigation of an accident or unsafe working practice.
- G. Post-accident testing will be conducted whenever an automobile accident occurs, regardless of whether there is an injury. An automobile accident is defined as an unplanned, unexpected or unintended motor vehicle crash that occurs during working hours that involves a City owned motor vehicle used in conducting City business, or is within the scope of employment that results in any of the following:
 - 1. A fatality of anyone involved in the accident;
 - 2. Bodily injury to the employee and/or another person that requires off-site medical attention away from the City's place of employment;
 - 3. Vehicular damage in apparent excess of one thousand dollars (\$1,000.00); or
 - 4. Non-vehicular damage in apparent excess of one thousand dollars (\$1,000.00).

When such accident results in one of the situations listed above, any employee who operated the vehicle that contributed to the accident will be tested for drugs or alcohol use or both. Motor vehicle accidents that involve a City owned vehicle and an animal (deer, dog etc.) will not require testing regardless of monetary damage to the vehicle.

Section 16.2. Drug/alcohol testing shall be conducted solely for administrative purposes and the results obtained shall not be used in criminal proceedings. Under no circumstances may the results of drug/alcohol screening or testing be released to a third party for use in a criminal prosecution against the affected employee. The following procedure shall not preclude the Employer from other administrative action but such actions shall not be based solely upon the initial testing results alone.

Section 16.3. All drug screening tests shall be conducted by medical laboratories meeting the standards of the National Institute of Drug Abuse and the National Institutes of Health. No test shall be considered positive until it has been confirmed by a gas chromatography/mass spectrometry full scan test. The procedures utilized by the Employer and testing laboratory shall include an evidentiary chain of custody control. All samples collected shall be contained in two (2) separate containers for use in the prescribed testing procedures. All procedures shall be outlined in writing and this outline shall be followed in all situations arising under this Article. The Employer's Medical Review Officer shall review all confirmed positive results from the laboratory.

Section 16.4. Alcohol testing shall be done in accordance with the law of the State of Ohio to detect drivers operating a motor vehicle under the influence.

Section 16.5. The results of the testing shall be delivered to the Employer and the employee tested. An employee whose confirmatory test result is positive shall have the right to request a certified copy of the testing results in which the vendor shall affirm that the test results were obtained using the approved protocol methods. The employee shall provide a signed release for disclosure of the testing results to the Employer only. A representative for the bargaining unit shall have a right of access to the results upon request to the Employer, with the employee's consent. Refusal to submit to the testing provided for under this Agreement shall be grounds for discipline.

Section 16.6. If a drug screening test is positive, a confirmatory test shall be conducted utilizing the samples collected in the manner prescribed above.

In the event the second test confirms the results of the first test, the Employer may proceed with the sanctions as set forth in this Article.

Section 16.7. If after the testing required above has produced a positive result the employee shall be permitted to participate in any rehabilitation or detoxification program covered by his insurance, or of his choice. Any discipline allowed by the positive findings provided for above shall be deferred pending successful rehabilitation of the employee within a reasonable period. An employee who participates in a rehabilitation or detoxification program shall be placed on medical leave of absence for the period of the rehabilitation or detoxification program. Prior to being placed on leave without pay, the employee may use any accrued vacation leave. Upon satisfactory completion of such program, as verified in writing by the treatment facility and upon receiving results from a retest demonstrating that the employee is no longer abusing a controlled substance,

the employee shall be returned to his former position. Such employee may be subject to periodic retesting upon his return to his position for a period of eighteen (18) months from the date of his return to work. Any employee in a rehabilitation or detoxification program in accordance with this Article will not lose any seniority or benefits, should it be necessary for the employee to be placed on medical leave of absence without pay, for a period not to exceed ninety (90) days.

Section 16.8. If the employee refuses to undergo rehabilitation or detoxification or if he tests positive during a retesting after his return to work from such a program, the employee shall be subject to disciplinary action, including removal from his position and termination of his employment.

Section 16.9. Costs of all drug screening tests and confirmatory tests shall be borne by the Employer except that any test initiated at the request of the employee shall be at the employee's expense. The employee may request a third sample be taken at the time the initial sample is taken. This sample shall be tested in accordance with Section 16.3.

Section 16.10. The provisions of this Article shall not require the Employer to offer a rehabilitation/detoxification program to any employee more than once.

Section 16.11. An officer assigned to a drug unit who works specifically with scheduled drugs may be subject to random testing.

ARTICLE 17 **PERFORMANCE EVALUATION**

Section 17.1. All performance evaluation policies and procedures as established by the Employer shall be applied to bargaining unit employees in a consistent and equitable manner.

Section 17.2. When an employee has worked under the direction of more than one (1) primary supervisor during any evaluation period, the input of each primary supervisor shall be considered in the preparation of the performance evaluation.

Section 17.3. The results of any performance evaluation shall not be subject to the grievance procedure provided for in this Agreement. An employee may, however, utilize the internal review procedure.

ARTICLE 18 **HOURS OF WORK AND OVERTIME**

Section 18.1. The standard work period shall consist of an average of forty (40) hours of work within the established workweek. The standard workday shall normally consist of eight (8) hours. A five (5) day on and two (2) day off schedule shall be worked by Sergeants with a calendar period in which an employee shall work five (5) consecutive eight (8) hour days and shall be off two (2) consecutive days. The Parties recognize and agree two (2) consecutive off days may not occur during the week of a shift change. Off days for Sergeants working 1000-1800 (10:00 a.m. - 6:00 p.m.,) hours shall be Sunday and Monday, the off days for Sergeants working 2000-0400 (8:00 p.m. - 4:00 a.m.) hours shall be Friday and Saturday. Shifts will rotate between the Sergeants every six months. The work period may be six (6) twelve (12) hour days and one (1) eight (8) hour day

for eighty (80) hours or could be eighty-four (84) hours per pay period consisting of seven (7) twelve (12) hour days with four (4) hours at the overtime rate, or revert back to eight (8) hour days with eighty (80) hours per pay period. If the parties revert back to eight (8) hour days, the above language shall prevail. The hours for sergeants shall be determined by mutual agreement. A fourteen (14) to thirty (30) day notice shall be given for any change of hours, except for emergencies. Nothing contained herein shall be construed as preventing the Employer from restricting the normal workday or work period to either eight (8) or twelve (12) hour days, in the case of an emergency such as staffing issues, natural disaster, civil unrest etc. The sergeants typically work from 1400-0200 hours. When the normal shift hours of a sergeant are changed due to training, officers taking off, etc., they shall be paid at the overtime rate of pay for the entire shift.

Section 18.2. All hours worked in excess of an employee's work day, and all hours in active pay status (e.g., paid vacation, sick and funeral leave, comp time) in excess of an employee's standard work period shall be considered overtime and shall be compensated at one and one-half (1½) times his regular straight time hourly rate of pay. There shall be no pyramiding of overtime for the same hours worked or for premium hours paid (i.e., court time, call-out, etc.). Overtime will be calculated in one-tenth hour (6 minute) increments. Any employee who is required to attend court or pre-trial conferences on matters pertaining to his official duties shall receive a minimum of three (3) hours pay at the overtime rate for each such appearance unless the appearance abuts his regularly scheduled shift. If he is required to stay in attendance beyond three (3) hours, all such excess time shall be paid at the overtime rate. Any employee who calls in sick on a day they have attended court will be required to produce a Dr.'s note of a household member in order to receive the court time benefit contained in this section. If no Dr.'s note is produced, the employee will be paid for the appearance at the straight time rate of pay and counted as part of their normal work day and counted toward their normal shift. Any employee called out to work at a time outside his regularly scheduled shift, which call out does not abut his shift, shall receive a minimum of three (3) hours pay at the overtime rate, or overtime for the hours actually worked, whichever is greater.

Section 18.3. Employees may elect, in lieu of overtime pay, to accept compensatory time. Compensatory time shall be credited at the rate of one and one-half (1½) hours off for each one (1) hour of overtime worked. Compensatory time may be accumulated by an employee, but only to a maximum of one hundred twenty hours (120) at any given time, then any future overtime hours of work shall be compensated with overtime pay. The following rights and conditions shall exist as they pertain to compensatory time:

- A. The election of overtime pay or compensatory time is solely the right of the employee, and he shall indicate his election when reporting the overtime worked;
- B. In all cases, requests for compensatory time off shall be approved or disapproved according to the operational needs of the department;
- C. Requests for compensatory time off must be submitted not less than sixteen (16) hours in advance of the time requested;
- D. Requests for compensatory time off up to sixteen (16) hours in conjunction with a full workweek vacation request shall be honored;
- E. During the pay cycle including April 1, August 1 and December 1 of each year of the

contract, sergeants may carry over up to one hundred twenty (120) hours per contract year or offer to sell to the City their compensatory time balances (or any part of their balance). If the City chooses to buy the time, it will be purchased at the employee's current rate of pay;

- F. Upon termination of employment, an employee will be paid for his accrued compensatory time at his current rate of pay;
- G. Sergeants holding the position as of January 1, 2012, will continue to receive a credit of 80 hours of compensatory time on January 1st of each year in lieu of overtime pay for calls received during off duty hours. Any Sergeant promoted after January 1, 2012 will be compensated in accordance with section H for calls received during off duty hours.
- H. Effective January 1, 2013 and for the duration of the agreement, all Sergeants will receive fifteen (15) minutes of compensation at the appropriate rate of pay for calls or text messages received during off duty hours.
 - 1. Sergeants will be required to log emails/calls/texts received while off duty in accordance with the policy established by the Chief of Police.
 - 2. Every call/text or call/text series (e.g. series of calls required to fill a shift) will count for a minimum of fifteen (15) minutes or the actual amount of time to handle the situation, whichever is greater, unless such emails, calls or texts involve a de minimis amount of time necessary to complete, or an assignment they were directed to or required to complete prior to leaving their tour of duty or to give notification of court appearance or subpoenas. This section shall not apply to officers who are in a sick or injured status.
 - 3. Employees may, at their discretion, take compensatory time for time earned under this section.
 - 4. Weekly conference calls, unless made mandatory, will not be eligible for compensation under this section.

Section 18.4. There shall normally be a sixteen (16) hour layover between scheduled shifts, except when shift rotation occurs for eight (8) hour workdays and a twelve (12) hour layover for twelve (12) hour work days. Overtime and court time are not considered part of the scheduled shift.

ARTICLE 19 **WAGES**

Section 19.1. Each step on the wage scale represents a completed year of service as a Sergeant with the City of Mt. Healthy. Employees will advance to Step 2 on the anniversary dates of their promotion to Sergeant.

- A. Effective January 1, 2024, rates of pay for bargaining unit employees shall increase by eight percent (8%) and shall be as follows:

	Step 1	Step 2
Hourly	\$42.95	\$47.75
Annual	\$89,339.33	\$99,313.34

B. Effective January 1, 2025, rates of pay for bargaining unit employees shall increase by three percent (3%) and shall be as follows:

	Step 1	Step2
Hourly	\$44.24	\$49.18
Annual	\$92,019.51	\$102,292.74

C. Effective January 1, 2026, rates of pay for bargaining unit employees shall increase by three percent (3%) and shall be as follows:

	Step 1	Step 2
Hourly	\$45.57	\$50.65
Annual	\$94,780.10	\$105,361.52

Section 19.2. Longevity compensation shall be calculated at \$50.00 a year starting after five (5) years and shall be capped at \$500.00 per year. Longevity shall be paid by separate check in the first pay period of December of each year together with the First Responders wage supplement.

Section 19.3. Whereas the employees are frequently the first at the scene of a critical incident, often administer emergency first aid and are exposed to hazardous situations/substances, all employees shall be paid an annual First Responder's wage supplement of \$375.00.

This payment shall be made in a check separate from the normal payroll check in the first pay period of December in each year of the contract together with the longevity compensation.

Section 19.4. Sergeant Bonus Pay.

Any Sergeant who holds a certification or is engaged/assigned to one or more of the following:

Master Criminal Investigator,
 Crime Scene Technician,
 Traffic Crash/Accident Investigator,
 CALEA Program Manager,
 Certified Instructor,

Member of a Quick Reaction Force/Special Tactics Unit,

and has 3 years or more of service as an officer with the Mt. Healthy Police Department, shall receive pay equal to one percent (1%) of his/her base annual wage. A Sergeant who has 6 years of more of service as an officer with the Mt. Healthy Police Department, and meets more than one of above list, shall receive pay equal to one and one-half percent (1.5%) of his/her base wage.

Sergeant Bonus Pay shall begin the first full pay period following the effective date of his/her change in eligibility.

Section 19.5. Double Back Pay. For eight (8) hour work days, whenever there are less than sixteen (16) hours between an employee's regularly scheduled shifts, they shall be compensated, at the overtime rate, for all hours worked in the succeeding shift. For twelve (12) hour work days, whenever there are less than twelve (12) hours between an employee's regularly scheduled shift, they shall be compensated, at the overtime rate, for all hours worked in the succeeding shift. Such compensation, or "Double-Back Pay," will be in the form of regular salary for the actual hours worked plus four and a quarter (4.25) hours of overtime pay. Excluded from this provision are shift changes which result in details to training, special details, court appearances, unscheduled overtime work and/or voluntary shift changes made by the employee.

ARTICLE 20 **INSURANCES**

Section 20.1. The Employer shall make available to bargaining unit employees medical and hospitalization plans on the same basis these plans are provided to non-bargaining unit employees of the City. Prior to any substantive changes in the existing benefit plan, the Employer shall form a Health Insurance Plan Committee, consisting of employees from all City work units. The FOP associate or his designee from this bargaining unit shall be a member of the committee. The purpose of the Committee is to study available options and make a recommendation to the City Manager. If substantive changes in the plan are recommended or become necessary, the Employer shall notify the FOP in advance of any changes and will meet with representatives of the FOP to negotiate the effect of those changes on the bargaining unit.

Section 20.2. The Employer will pay 100% of the cost of health care premiums for all employees' single policy. Employees electing to take an employee/spouse, employee/child(ren), or family plan shall pay 30% of the difference of the cost in premiums between a single plan and the plan that is chosen. In no event will bargaining unit members pay more for insurance than any other City employee. The Employer will deposit money in the employee's Health Savings Account (H.S.A.) account as follows:

½ of the total amount during the month of January each calendar year; and
½ of the total amount during the month of July each calendar year.

Section 20.3. The Employer shall provide a group life insurance policy in the amount of \$50,000 and AD&D at \$40,000 for each bargaining unit employee.

Section 20.4. The City shall provide dental insurance for employees, paid in full by the City of Mt Healthy.

Section 20.5. The Employer agrees to indemnify and defend any bargaining unit employee from actions arising out of the lawful performance of his official and/or assigned duties.

Section 20.6. In the event that an officer is killed in the line of duty, all the costs for the funeral are to be paid in full by the City of Mt. Healthy or through donations arranged for by the City for standard arraignments up to \$10,000.00 with the City being able to raise that amount at their discretion, so all insurances may go directly to the aide of the officer's family.

Section 20.7. Employees who waive City provided insurance shall be eligible for \$3,600.00 annually paid at a rate of \$300.00 per month, paid and taxed in accordance with IRS rules. In order to receive this benefit, employees must submit proof of coverage through another source.

ARTICLE 21 **HOLIDAYS**

Section 21.1. Employees who have completed six (6) months of continuous service with the Employer shall be entitled to the following holidays at regular pay:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Columbus Day
Presidents' Day	Thanksgiving Day
Good Friday (½ day)	Thanksgiving Friday
Memorial Day	Christmas Eve (½ day)
Juneteenth (June 19 th)	Christmas Day
Independence Day	New Year's Eve (½ day)

Section 21.2. The holidays listed in Section I are regular work days for bargaining unit employees. In lieu of actual observance of the holidays, each bargaining unit employee shall be credited, on January 1 of each agreement year, with one hundred (100) hours of holiday compensatory time. Requests for holiday compensatory time off must be submitted in advance of the time requested, and shall be honored subject to the operational needs of the Police Department. Holiday time may not be carried over to the next year, except for requested Holiday time which has been denied. Employees who quit or retire before the end of the year shall have a pro-rata adjustment of excess holiday time taken to the date of departure, and there shall be no pyramiding of holiday time.

Section 21.3. Sergeant(s) required to work on Thanksgiving Day and/or Christmas Day shall be paid at the overtime rate for all hours worked on those days.

ARTICLE 22 **VACATIONS**

Section 22.1. Full-time bargaining unit employees shall be entitled to paid vacation leave according to their number of years of completed service with the Employer, as follows:

- A. Twelve (12) months of service but less than sixty (60) months completed: 80 hours;
- B. Sixty (60) months of service but less than one hundred twenty (120) months completed:

- 120 hours;
- C. One hundred twenty (120) months of service but less than one hundred eighty (180) months completed: 160 hours;
 - D. One hundred eighty (180) months of service but less than two hundred forty (240) months completed: 180 hours;
 - E. Two hundred forty (240) months of service but less than three hundred (300) months completed: 200 hours; and
-
- F. More than three hundred (300) months of service: 220 hours

Section 22.2. Vacation scheduling shall be on an equitable basis consistent with the operational needs of the Department and subject to the approval of the Chief of Police. Annual vacation selection will occur in January by rotating seniority in rank. Two weeks (80 hours) vacation periods will be established to coincide with scheduled pay period by the Chief of Police. By alternating annually, each Sergeant will be afforded first selection of up to eighty (80) consecutive hours of vacation. Selection does not obligate the employee to take the vacation time, but merely reserves the time period for the employee. Once selected, the next Sergeant will be given the opportunity to pick. This process will be followed until all Sergeants have been given the opportunity for vacation selection. Once completed, Sergeants eligible for additional vacation time will be permitted to select from the remaining available time periods. If a Sergeant chooses not to participate, they may opt to use accumulated vacation time by submitting their request for three (3) or more days thirty (30) days in advance of if requesting less than three (3) days, fourteen (14) days in advance. The Chief of Police may approve vacation request(s) less than fourteen days in advance at his discretion. Vacation requests shall not be unreasonably denied.

Section 22.3. Vacation leave must be taken within the year following its crediting, except that an employee may carry over hours equal to actual hours requested but denied by the employer from vacation year to vacation year.

Section 22.4. Employees who separate from service with the Employer for any reason other than discharge shall be paid for any earned but unused vacation leave, prorated to the date of separation, as described in the City of Mt. Healthy Policy manual.

Section 22.5. If an employee is hospitalized while on vacation, the days of inpatient hospitalization will be charged to sick leave rather than vacation on request of the employee and submission of documentation of the hospitalization.

Section 22.6. The employees may cash out all or any part of their vacation balance. Cash out may occur during the pay cycle including April 1, August 1 and December 1 of each year of the contract. No more than ninety (90) hours may be cashed out annually.

ARTICLE 23 **SICK LEAVE**

Section 23.1. Employees shall accrue sick leave credit at the rate of four and six-tenths (4.6) hours

for each eighty (80) hours of service exclusive of overtime, or while in active pay status (e.g., during paid vacation and sick leave). Sick leave credit shall not accrue during any unpaid leave or layoff, or while on paid occupational injury leave. Sick leave is accumulative without limit.

Section 23.2. An employee may request sick leave for the following reasons:

- A. Illness or injury of the employee or a member of his immediate family, (in the case of a member of the family not living in the same household, the Employer may permit sick leave when he believes it is justified, but such cases will be carefully investigated);
- B. Exposure of the employee to a contagious disease which would have the potential of jeopardizing the health of the employee or the health of others;
- C. Death of a member of the employee's immediate family;
- D. Medical, dental, or optical examinations or treatment of the employee or a member of his immediate family which cannot be scheduled during non-work hours;
- E. Pregnancy related, childbirth maternity or paternity leave and/or related medical conditions. Maternity Leave shall be up to 12 weeks (or more if required by a physician), in which the employee may use sick leave and/or any other form of leave. An employee on Maternity Leave may use up to an additional 6 weeks unpaid leave if necessary. During the 6 weeks of unpaid leave the employee's position will be held open. Paternity Leave shall be up to 2 weeks (or more if required by a physician).

Section 23.3. For the use of sick leave under Section 23.2, paragraphs A, D and E above, "immediate family" is defined as mother, father, spouse, child (including stepchildren), or a legal guardian or other person who stands in the place of a parent (loco parentis). For use under paragraph C, the definition shall include brother, sister, grandparent, grandchild, and in-laws.

Section 23.4. Sick leave will be granted to attend to the needs of an ill or injured member of an employee's immediate family only when the attendance of the member is essential and there are no other family members available, or attendance is during serious medical procedures of grave illness.

Section 23.5. Employees absent on sick leave shall be paid at the same basic hourly rate as when they are working.

Section 23.6. An employee requesting sick leave shall inform his immediate supervisor or officer in charge of the fact and reason, a minimum of two (2) hours prior to his scheduled starting time on each day of such absence, unless other arrangements with the employee's supervisor are made, and if known at the time of notification;

- A. How long they expect to be in a sick/injured status; and/or
- B. If the employee has an appointment or will be seeking an appointment with a medical care provider; and/or

- C. The telephone number where the employee can be reached; and/or
- D. If the employee has any court appearances, off-duty details, meetings, public appearances or training dates which may need to be rescheduled.

When an employee returns to work following an absence, his supervisor may require such employee to furnish a satisfactory written statement to justify the use of sick leave, if the absence due to illness exceeds three (3) consecutive working days. The Employer may require the employee to obtain a certificate from a physician of the Employer's choice and at the cost of the Employer in the case(s) of a contagious disease or physical injury resulting in any sick leave being utilized to miss a work day. Injuries are defined as damage to the body caused by some external force which includes, but is not limited to inhalation or absorption, cuts and abrasions, broken bones, sprains, strains or muscle injury, tendon or ligament injury, joint injury, or trauma to the head, neck or other body part.

Employees who are injured while on duty shall, as soon as practicable, notify a supervisor and prepare a Mt. Healthy Employee Accident Investigation Report. Employees who are injured on duty should seek medical attention as soon as practicable. The on-duty supervisor or Officer In Charge will respond to the scene of the accident or incident.

Section 23.7. An employee with more than one (1) year of full-time service who exhausts his sick leave may use his accrued vacation, or other paid time off for sick leave purposes. If the leave is for the employee to care for his own serious health condition, to care for his spouse, child or parent who has a serious health condition, or because of the birth, adoption or foster placement of a child, the employee shall be entitled to a Family and Medical Leave of up to twelve (12) weeks per year. The employee's available paid leave (sick, vacation or other paid time off) must be exhausted and is included in the twelve (12) week total. It is intended that this Section comply with the Family and Medical Leave Act of 1993 and that the parties shall take such actions as to ensure compliance.

Section 23.8. An employee who retires from active service with a time in service retirement from the Employer under the Police and Fire Pension Fund with ten (10) or more years of service with the Employer, shall be paid twenty-five percent (25%) of the value of the accrued but unused sick leave. Mental/Psychological disability retirements are excluded from this benefit. [The management believes this is a citywide issue that needs to be addressed as a whole. Once it's resolved citywide, management agrees to reopen contract on this point.] Payment shall be made based upon the employee's rate of pay at the time of retirement, and with 9 months prior notice of retirement to the City; shall be made in two (2) equal annual installments; year one - 50% and year two - 50%. Failure to notify the City nine (9) months prior: payment will be over three (3) year period of three equal payments.

ARTICLE 24

OCCUPATIONAL INJURY LEAVE

Section 24.1. An employee who suffers a service-connected injury or illness incurred in the course of and arising out of employment with the Employer shall be eligible for injury leave. Injury leave shall be available for one hundred eighty (180) calendar days from the date of injury. After one hundred eighty (180) calendar days the City Manager may approve additional time or the employee may utilize sick time or other approved leave of absence to supplement Workers' Compensation

benefits.

Section 24.2. When an employee applies for injury leave with pay, he must execute an agreement assigning to the Employer any such pay from Workers' Compensation during the period of the paid leave, and all necessary forms to process the appropriate claims with the Ohio Bureau of Workers' Compensation. After approval of the injury leave by the Employer, the Employer will issue a check to the employee each pay period equivalent to the employee's base wage for a pay period.

Section 24.3. The Chief of Police has the right to review the employee's physical and mental status each thirty (30) days of absence in order to determine the member's ability to return to work. In the event of a difference of opinion as to the employee's mental or physical status between the employee's physician and the Employer's physician, the issue shall be submitted to a third physician specializing in occupational medicine, whose decision regarding the ability of the employee to perform his regular duties, shall be final and binding on both parties. The services of the third physician shall be paid by the Employer. If the employee and the Employer are unable to agree upon such third physician, both the Employer's physician and the employee's physician shall together select such third physician.

Section 24.4. The one hundred eighty (180) calendar day injury leave is available for each distinct, separate injury or illness. Reoccurrence of the same injury/illness and/or follow-up medical treatment related to the original injury/illness shall be charged to the original one hundred eighty (180) calendar days.

Section 24.5. Employees on approved injury leave do not earn sick leave or vacation leave time during the leave.

Section 24.6. An employee who has been certified for return to work from injury leave or sick, but on a restricted activity basis, may be assigned to "light duty" (property room, paperwork, etc.) at the discretion of the Police Chief for up to thirty (30) calendar days.

ARTICLE 25

COMMUNICABLE DISEASES

Section 25.1. Exposure to Blood Borne Pathogens (BBP) and Other Potentially Infectious Material (OPIM) is an inherent health hazard for all bargaining unit positions. The Employer shall provide Hepatitis B vaccinations to all employees at the Employer's expense. Employees shall have the opportunity to accept or not accept the vaccinations, and shall so indicate on forms provided by the Employer.

Employees exposed to tuberculosis (TB) shall be provided with TB tests at the Employer's expense. Employees who test positive for TB shall be provided with necessary medication at the Employer's expense to the extent such medication is not paid for under the health insurance plan.

Section 25.2. In the event that an employee has a reasonable belief that he/she has been exposed to a biological or chemical hazard, pathogen or a communicable disease in the line of duty, the employee shall be tested for any condition resulting from such exposure. Any cost of testing shall be paid by the Employer.

ARTICLE 26
LEAVES OF ABSENCE

Section 26.1. Leaves without Pay - Employees may be granted the following types of unpaid leaves of absence:

A. **Disability Leave**

A physically or mentally incapacitated employee who has completed his probationary period may request a disability leave. A disability leave for a period not to exceed one (1) year may be granted when the disability continues beyond accumulated sick leave rights provided the employee furnishes satisfactory medical proof of such disability along with his written request; and is:

1. Hospitalized or institutionalized;
2. On a period of convalescence following hospitalization or institutionalization authorized by a physician at the hospital or institution; or
3. Declared incapacitated for the performance of the duties of his position by a licensed physician designated by the Employer and the employee selected from a list of three (3) licensed physicians prepared by the Employer. It is the employee's responsibility to request a disability leave since such leave is not granted automatically when the employee's sick leave has expired.

When an employee is ready to return to work, he shall furnish a statement by a physician releasing the employee as able to return to work.

B. **Employer Required Disability Leave**

The Employer may require an employee to be examined by a licensed physician designated by the Employer and the employee per paragraph (A) above, at the Employer's expense. An employee found to be unable to physically or mentally perform the essential functions of his position by such physician shall be placed on Disability Leave as described in paragraph (A) above.

C. **Leave of Absence, Personal/Professional**

The Employer may grant a leave of absence to any employee for a duration of up to one (1) year.

1. The authorization of a leave of absence without pay is a matter of administrative discretion. The Employer will decide in each individual case if a leave of absence is to be granted.
2. The granting of any leave of absence is subject to approval of the Employer. Except for emergencies, employees will advise the Employer sixty (60) days prior to

commencement of the desired leave so that the various agency functions may proceed properly.

3. Upon completion of a leave of absence, the employee is to be returned to the position formerly occupied, or to a similar position if the employee's former position no longer exists. Any new hire replacement in the position while an employee is on leave will be terminated upon the reinstatement of the employee from leave. The terminated employee may be considered for other vacancies.
4. An employee may return to work before the scheduled expiration of leave as requested by the employee and agreed to by the Employer. If an employee fails to return to work at the expiration of an approved leave of absence he shall be removed from his position.

Such leaves of absence shall be approved at the discretion of the Employer and based on the needs of the agency. Such requests shall be administered in a non-discriminatory fashion and shall not be unreasonably denied.

Section 26.2. Leaves with Pay - Employees may be granted the following types of paid leave of absence:

A. Court Leave

The Employer shall grant full pay where an employee is summoned for any jury duty, or subpoenaed as a witness in a proceeding in which he has no personal interest and is outside the scope of his employment, by a court or other adjudicatory body as listed in this Article. All compensation for such duty must be reimbursed to the department unless such duty is performed totally outside of normal working hours. An employee released from jury or witness duty prior to the end of his scheduled work day shall report to work for the remaining hours. Employees will honor any subpoena issued to them, including those from Workers' Compensation, Unemployment compensation and State Employment Relations Board hearings. The Employer is not required to pay employees when appearing in court for criminal or civil, or administrative proceedings, when the case is being heard in connection with the employee's personal matters, such as traffic court, divorce proceedings, custody, appearing as directed with a juvenile, or other personal interest, etc. There, absences would be leave without pay, or vacation at the discretion of the employee. An employee shall request prior approval for court leave, in order for such leave to be granted.

B. Military Leave

Bargaining unit employees are entitled to leave and/or benefits as described in State and Federal law.

ARTICLE 27
FUNERAL LEAVE

Section 27.1. An employee shall be entitled to a maximum of three (3) paid funeral leave days for death in the employee's family. For purposes of this policy, the family is defined as only: mother,

father, sister, brother, child, spouse, grandparent, grandchild, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, stepfather, stepmother, stepbrother, stepsister, stepchild, or other person who stands in place of the employee's parents. Funeral leave days are not deducted from the employee's sick leave.

Section 27.2. An employee may use sick leave in addition to the paid funeral leave for the death of a family member where necessary to care for the needs of the family.

ARTICLE 28

UNIFORMS AND EQUIPMENT

Section 28.1. Each full-time employee, including plainclothes officers, shall be provided a \$900.00 annual uniform and equipment allowance to cover the costs of purchase, repair and or maintenance of approved uniform and equipment articles and items. The Employer shall either pay uniform and equipment purchase orders directly or reimburse the employees for the cost of the approved items, up to the amount of the annual allowance. Sergeants will be allowed to carry up to \$300.00 of unused clothing allowance if a freeze is put on or before November 1st of each year. Any new, changed or additional uniform or equipment items required by the Employer shall be initially purchased by the Employer. The parties agree to prepare and keep current a list of approved items. Items not on the list may be purchased with prior approval of the City Manager.

Section 28.2. All uniforms and equipment issued by the Employer are the property of the Employer and shall, upon termination of the employment, be returned to the Employer in condition issued, allowing for reasonable wear and tear, prior to the issuance of any final compensation to the employee. Any issued item which is lost by an employee shall either be replaced or paid for at current market value by the employee, at the option of the employee. The parties shall prepare and keep current a list of items exempt from this provision. The employer shall provide a bulletproof vest for Sergeants every five (5) years. Reason being they are ineffective after five (5) years. It is understood that the Sergeant's annual uniform and equipment allowance shall not be used to offset the cost of body armor/bulletproof vest. The employer shall provide outer vest carriers for all Sergeant Bargaining Unit members. The outer vest carrier shall be the Point Blank Guardian Outer Vest with M.O.L.L/E, or comparable. The employer shall provide flashlights and holsters for all issued service weapons.

Section 28.3. Upon retirement from active service by way of time in service from the Police and Fire Pension Fund, the Employer shall offer to sell the retiring employee the duty weapon issued to him for the sum of \$1.00. However, the employee's final annual earnings statement (Form W-2) shall include the fair market value of the weapon as untaxed income. Those who retire by way of a mental/psychological disability through the Police and Fire Pension Fund will be excluded from this offer.

Section 28.4. Approved personal property, such as, Eyeglasses or contacts, watches, or other personal property, damaged in the line of duty will be repaired or replaced by the Employer, so long as it can be shown that there was no negligence by the employee which contributed to this property loss or damage. (Watches and other personal property replacement shall be limited to three hundred dollars [\$300.00] per incident). The Employee must, if requested, provide proof of the cost of the item damages or destroyed.

Section 28.5. If the Employer makes a change or addition of equipment or uniforms, Sergeants shall be issued new/updated departmental uniforms or equipment prior to Part-Time employees.

ARTICLE 29
EXTRA-DUTY DETAILS/OUTSIDE EMPLOYMENT

Section 29.1. Employees must recognize that the Mt. Healthy Police Department is their primary Employer. No employee may accept employment with any other employer which is in conflict with his role as an employee of the Mt. Healthy Police Department as determined by the Chief of Police or his designee. The Chief of Police retains the right to approve law enforcement related extra-duty outside employment, including the right to regulate law enforcement related extra-duty employment by promulgating and enforcing rules as approved by the Chief of Police.

Compensation for extra-duty details, at the officer's discretion, will either be paid directly to the officer, by the outside employer, or billed by the City and paid as payroll check with all appropriate deductions. Compensation for the detail shall be no less than fifty dollars (\$50.00) per hour and shall be guaranteed for no less than three (3) hours. The Chief of Police or his designee will be informed in a timely manner as to the method of compensation to the officer.

Section 29.2. Any employee accepting non-law enforcement related off-duty employment must notify the Employer or his designee of the nature of the work, and the hours he will be working, prior to beginning the work. The Employer or his designee will either approve the work or notify the employee of the reasons for denial. Such determination shall be made within a reasonable period of time. Approval for non-law enforcement related off-duty employment will be at the discretion of the Chief of Police but such approval shall not be unreasonably withheld.

Section 29.3. In addition to the rights set forth in Section 1 and 2 above, the Employer reserves the right to demand an employee reduce his non-law enforcement related off-duty employment work when his performance is diminished, or his attendance adversely affected.

Section 29.4. All extra-duty details within the City of Mt. Healthy shall be posted in a conspicuous location for a reasonable period of time. Members of the bargaining units shall have the first opportunity to fill all extra-duty details. If a detail cannot be filled within a reasonable time, it can be offered to other officers within, then outside the City of Mt. Healthy.

ARTICLE 30
NO STRIKE/NO LOCKOUT

Section 30.1. The Employer and the Mt. Healthy Police Association recognize that a work stoppage of any kind would create a clear and present danger to the health and safety of the public, and that this Agreement provides machinery for the orderly resolution of grievances. Therefore the parties agree that:

- A. During the term of this Agreement, the Mt. Healthy Police Association shall not, for any reason, authorize, cause, engage in, sanction, or assist in any strike, or any other concerted activity which would interrupt the operation or services of the Employer during the life of this Agreement.

- B. During the life of this Agreement, the Employer shall not cause, permit or engage in any lockout of the bargaining unit employees.

Section 30.2. In addition to any other remedies available to the Employer, any employee or employees, either individually or collectively, who violated Section 30.1 (A) of this Article is/are subject to disciplinary action.

Section 30.3. In the event of any violation of Section 30.1(A) of this Article, the Mt. Healthy Police Association shall promptly do whatever it can to prevent or stop such unauthorized acts.

Section 30.4. Nothing in the Article shall be construed to limit or abridge the Employer's right to seek other available remedies provided by law to deal with any unauthorized or unlawful strikes.

ARTICLE 31 **MISCELLANEOUS**

Section 31.1. Police Sergeants covered in this Agreement shall be allowed to carry approved off duty weapon(s) and/or a backup weapon(s). Qualifications with these weapons shall be determined by the employer and meet OPOTA qualifications.

Section 31.2. The employer shall provide to each Bargaining Unit Employee, if the Employee so desires, a printed copy of the Police Policy Manual and City Policy Manual.

ARTICLE 32 **OFFICERS' RIGHTS AFTER CRITICAL INCIDENT**

Section 32.1. This Article only pertains to Officers' Rights after a critical incident with respect to an administrative interview/investigation. For the purposes of this Agreement, a "critical incident" is defined as a situation beyond the realm of an employee's usual experience on duty that overwhelms an employee's sense of vulnerability and/or lack of control over the situation which includes the following:

- A. Officer involved shooting while on-duty;
- B. Vehicle crash involving serious injury or death to an officer or citizen while on-duty;
- C. Officer being the victim of a felonious assault while on-duty;
- D. Witnessing the death of a fellow officer, colleague or partner while on-duty;
- E. Death or serious injury to someone in custody of officer while on-duty;
- F. Witnessing severe trauma or death of a child while on-duty (particularly if officer has a child near same age); and
- G. Incident involving multiple deaths or injuries in short amount of time while on-duty (natural disaster or terrorist attack).

Section 32.2. Officers involved in a critical incident shall be granted forty-eight (48) hours prior to being required to give a statement and/or answer questions in an administrative interview/investigation. Any officer involved in a critical incident and/or the Employer shall contact a crisis intervention specialist as soon as practicable for any sergeant involved in a critical incident. This is to ensure the Officer's physical and psychological well-being and to promote clear recall of the events. At the direction of the Police Chief or the City Manager, a greater amount of time may be granted.

Section 32.3. Officers involved in a critical incident shall not be denied individual access to their legal and Union representation upon request.

Section 32.4. Officers involved in a critical incident shall be allowed to view and review any notes, reports, video(s), audio(s) or other media created during or after the event upon request, to the extent permitted by law, when required to give a statement and/or answer questions in an administrative interview/investigation. This includes, but is not limited to, any body cam, dash cam video/audio should any exist. Any request under this Section shall not delay an administrative interview/investigation, acknowledging the 48 hours in Section 2.

Section 32.5. No employee may be compelled by the Employer to submit to a polygraph, CVSA, or any other truth verification instrument examination, nor shall any refusal to submit to such examination be mentioned in any investigation report, and such refusal shall not be construed in a negative light. If an employee voluntarily submits to a polygraph, CVSA, or any other truth verification instrument examination, no discipline shall result based solely on the result of the polygraph, CVSA, or other truth verification instrument or the interpretation of such.

Section 32.6. While a member may be required to appear before, give evidence or statement(s) to a Civilian Review Board or other type of Civilian oversight body, the employee shall have the right to be represented by legal counsel and/or a Union representative. Employees have the right to invoke their right against self-incrimination. A Civilian body shall have no authority to impose discipline on an employee. A Civilian body may make a recommendation on the merit of a complaint but shall be only advisory in nature and shall not be binding. Reports or determinations of a Civilian oversight body shall not be placed in an employee's personnel file unless discipline is issued by the City.

ARTICLE 33 **DURATION**

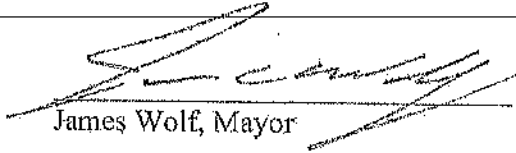
Section 33.1. Except as otherwise provided herein, this Agreement shall be effective from January 1, 2024, through and including December 31, 2026.

Section 33.2. If either party desires to modify, amend or terminate this Agreement, it shall give written notice of such intent no earlier than ninety (90) calendar days prior to the expiration date of this Agreement.

Signature Page

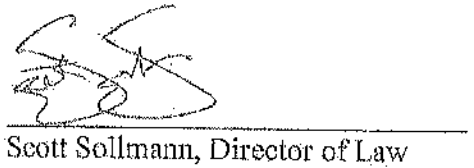
In Witness Whereof, the parties have hereunto signed by their authorized representatives this 30th
day of DECEMBER, 2023.

FOR THE EMPLOYER:

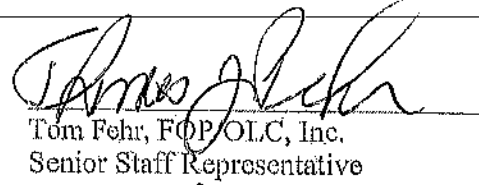

James Wolf, Mayor


Scott Bauer, City Manager

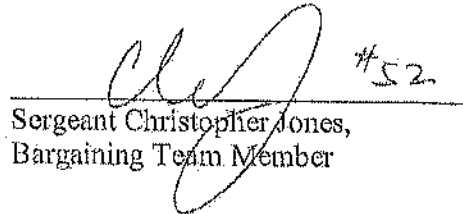
Approved to Form:


Scott Sollmann, Director of Law

FOR THE UNION:


Tom Fehr, FOP/OLC, Inc.
Senior Staff Representative


Sergeant Alan Fath,
Bargaining Team Member


Sergeant Christopher Jones,
Bargaining Team Member