EXTENSION AND AMENDMENT OF
COLLECTIVE BARGAINING AGREEMENT

This letter of agreement by and between the City of Parma ("City") and the Ohio Patrolmen's Benevolent Association ("OPBA") is intended to constitute an extension and modification of the collective bargaining agreement between the City and the OPBA covering the City's Police Captains that became effective on or around December 30, 2013 ("CBA") and expired by its terms on December 31, 2014.

The parties agree as follows:

1. That the CBA will be extended for the period of January 1, 2015 through December 31, 2015;
2. That during the aforementioned period of extension the terms of the CBA shall remain the same except the following sections which shall be amended as set forth below.

    a. Section 17.07: During an employee's last six (6) years of service with the City prior to entering the "Drop" program or retirement, the employee may elect to convert holiday time to cash as the holiday occurs, to be paid in the employee's regular paycheck.

    b. Section 18.04: During an employee's last six (6) years of service with the City prior to entering the "Drop" program or retirement, the employee, at his discretion, may schedule himself off for up to one-half (1/2) of his earned vacation hours and then work outside of those scheduled vacation hours at a straight-time rate of pay. The straight-time hours worked cannot exceed the scheduled vacation hours, and the scheduled vacation cannot create overtime. Straight-time hours worked will be paid in the employee's regular paycheck.

    c. Section 19.03: Employees may accumulate compensatory time hours for placement into either their FLSA bank or their contractual bank. The FLSA bank will be capped at four hundred and eighty (480) hours and the contractual bank will be unlimited. If an employee has accumulated over six hundred (600) hours of compensatory time in both the FLSA bank and the contractual bank combined, upon retirement from the Department, the City or employee will have the

option to pay out the money due to the employee thereon in three (3) equal lump sums over the first three (3) calendar tax years of the employee's retirement.

d. Section 25.03: Employees shall receive compensatory time off for the successful qualification with their primary pistol. Such amount shall be awarded annually and be determined by Departmental Policy, which shall not be less than sixteen (16) or more than fifty (50) hours. Employees shall receive compensatory time off of up to sixteen (16) hours for the successful qualification with their secondary pistol as determined by Departmental Policy.

   During an employee's last six (6) years of service with the City prior to entering the "Drop" program or retirement, the employee may elect to convert the primary and secondary pistol qualification time to cash as the qualification occurs, to be paid in the employee's regular paycheck.

e. Section 32.06: Civil Service promotional lists shall remain in effect for a period of two (2) years from the date the Civil Service Commission certifies the list.

3. That during the aforementioned period of extension the terms of the CBA shall remain the same except the following sections which shall be amended as follows for only the period of extension. These temporary amendments are set forth below.

   a. Section 14.11 – Bargaining unit members will only have the option of converting up to eighty (80) accumulated sick leave hours to compensatory time at a ratio of two (2) accumulated sick leave hours to one (1) hour of compensatory time (for a maximum of forty (40) hours of contractual compensatory time during the extension period).

   b. Section 19.03 – Bargaining unit members will not be permitted to cash out any accumulated FLSA or contractual compensatory time, but they will be allowed to make a one-time "end-of-the-year" rollover of such compensatory time into their deferred compensation accounts.

   c. Section 21.01 – Bargaining unit members will only be paid eight hundred dollars ($800.00) for the extension period. The City may deduct any payments over eight hundred dollars ($800.00) made during the extension period from bargaining unit employee paychecks.

   d. Section 25.03 – All compensatory time earned pursuant to this section may not be converted to cash.

4. The parties agree that the foregoing constitutes their entire agreement and that it was entered into on the _____ day of May, 2015.

_____	_____
_____	_____
_____	_____
FOR THE OPBA	FOR THE CITY OF PARM