

AGREEMENT

After collective bargaining during which each party had a full and fair opportunity to raise all relevant issues, the City of Parma ("City") and the Ohio Patrolmen's Benevolent Association (Patrol Officer Unit)("OPBA") agree to the following specific modifications to the terms of their collective bargaining agreement ("Contract") regarding the employment of lateral transfer Patrol Officers ("Lateral Transfers"):

For purposes of this Agreement, a "lateral transfer" is an individual who has had prior, continuous service as a "Peace Officer" as defined by the Ohio Revised Code Section 109.71 immediately prior to the individual's hire as a Patrol Officer by the City with any public employer in the state of Ohio or who obtains certification as an Ohio Peace Officer and has continuous service as a Peace Officer with a municipal employer in another state or a federal employer.

1. Lateral Transfers the City hires after ratification of this Agreement as full-time Patrol Officers may, at the discretion of the Director of Public Safety, be compensated at a level in the wage table set forth in Article 26 of the Contract that is commensurate with the individual's total years of continuous employment as a Peace Officer with any public employer in the state of Ohio, another state, or the federal government immediately prior to the individual's date of hire by the City.
2. At the discretion of the Director of Public Safety, Lateral Transfers may, during their subsequent continuous employment with the City, accrue and receive annual vacation leave according to the schedule set forth in Article 20, Section 20.02 of the Contract beginning with the number of years of service with which said Lateral Transfer is credited at the time of hire.
3. At the discretion of the Director of Public Safety, Lateral Transfers may, during their subsequent continuous employment with the City, receive Longevity payments according to the schedule set forth in Article 22, Section 22.01 of the Contract beginning with the number of years of service with which said individual is credited at the time of hire.
4. This Agreement modifies the application of: Article 26 (wage tables); Article 20, Section 20.02; and Article 22, Section 22.01 of the Contract for purposes of calculating wage rates, vacation leave and longevity payments only and applies only to:
 - a. Those Lateral Transfers the City hires as full-time Patrol Officers as set forth in Paragraph 1 herein at the discretion of the Director of Public Safety; and
 - b. Full-time Patrol Officers hired by the City prior to ratification of this Agreement who qualify as Lateral Transfers shall receive the adjustments to pay, vacation accrual, and longevity payments set forth in this Agreement. Such adjustments will be effective upon the ratification date of this Agreement and not retroactive to the date of hire.
5. This Agreement does not modify any other provision of the Contract with regard to the calculation of employee years of service or seniority for any other purpose set forth in the Contract or elsewhere.

The terms of this Agreement shall take effect upon ratification by City Council and a majority of the OPBA members and shall operate as a provision of the Contract in accordance with its term or by operation of law.



IT IS SO AGREED:

FOR THE CITY:

FOR THE OPBA:

Date

Date

Date

Date

Date

Date

Date

Date