

CITY OF OBERLIN, OHIO

ORDINANCE No. 21-66 AC MS

AN ORDINANCE APPROVING AMENDMENTS TO A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF OBERLIN, OHIO AND THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION (OPBA) FOR FULL-TIME OBERLIN POLICE DEPARTMENT DISPATCHERS AS AN EMERGENCY MEASURE

BE IT ORDAINED by the Council of the City of Oberlin, County of Lorain, State of Ohio:

SECTION 1. That the City Manager is hereby authorized and directed to execute an agreement between the City of Oberlin and the OPBA amending certain provisions of the existing OPBA Full-Time Dispatcher Agreement as are identified on **Exhibit A** attached hereto; all other provisions remaining unchanged.

SECTION 2. It is hereby found and determined that all formal actions of this Council concerning or relating to the adoption of this ordinance were adopted in an open meeting of this Council and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 3. That this ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the citizens of the City of Oberlin, Ohio or to provide for the usual daily operation of a municipal department, to wit: to authorize amendments to a collective bargaining agreement without delay to ensure the efficient operation of the City and provided that it is elevated to emergency status by the affirmative vote of at least five members of Council and receives the affirmative vote of at least five members of Council upon final passage, it shall go into full force and effect from and immediately after its passage; otherwise, it shall take effect on the earliest date allowed by law.

PASSED: 1st Reading: November 1, 2021

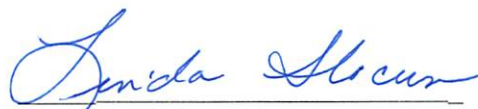
2nd Reading: _____

3rd Reading: _____

ATTEST:



BELINDA B. ANDERSON, MMC
CLERK OF COUNCIL



LINDA SLOCUM
PRESIDENT OF COUNCIL

POSTED: 11/02/2021

EFFECTIVE DATE: 11/01/2021

EXHIBIT A

CITY OF OBERLIN AND OPBA (FULL-TIME DISPATCHERS) 2021 NEGOTIATIONS

SERB CASE: 2021-MED-04-0698

On October 19, 2021 the Union and the City agreed to the following modifications to the current Collective Bargaining Agreement. The Union membership ratified these modifications on October 19, 2021. These revised terms and conditions will be incorporated in a new Collective Bargaining Agreement upon approval by the City's Council.

1. Article 2 (Dues Deduction) – See Attached
2. Article 14 (Double-Back/Call-In/Report Pay/Court Time/Stand-By/Comp Time) – Revise as follows:

Section 14.1 – “If an employee is scheduled to work in excess of 8 or 10 hours within a twenty-four (24) hour period of the beginning of the previously worked shift, then the result shall incur overtime for that employee, i.e. double-backs. However, if an employee requests to work in excess of 8 or 10 hours in a twenty-four (24) hour period, then the employee shall NOT receive overtime for those hours worked. This does not preclude an employee from signing up for hours over and above his/her scheduled shift within a twenty-four (24) hour period.

3. Article 15 (Holidays) – Section 15.1 add Christmas Eve and Juneteenth.
4. Article 16 (Vacations)

Section 16.1 to be revised as follows:

LENGTH OF SERVICE	VACATION
After 6 months	40 hours
After 1 year	40 hours
After 2 years	80 hours
After 5 years	120 hours
After 10 years	144 hours
After 15 years	160 hours
After 20 years	200 hours

5. Article 17 (Sick Leave) – Revised as follows:

Section 17.2 – All full-time employees shall earn sick leave at the rate of 4.6 hours per pay period in active status up to a maximum of 120 hours per year. Sick leave shall accumulate without limit from year to year.

Section 17.9 – Revise as follows: “When sick leave is used due to illness, injury or death in the immediate family, “immediate family” shall be defined as employee’s spouse, parent(s), stepparent(s), sisters, brothers, children, stepchildren, or one for whom the employee stands in loco parentis, grandparent(s), father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, same or different sex domestic partners or any relative residing in the employee’s home.”

6. Article 18 (Personal Time) – Section 18.1 - Revise four (4) personal leave days to “thirty-two (32) hours” _____”.

7. Article 19 (Jury Duty)

Section 19.1 – Revise – “_____ shall be paid all hours served up to maximum of the shift hours assigned for the jury duty day”, _____.

8. Article 20 (Compensation)

Section 20.1 - Increase compensation schedules as follows:

2 ½% effective August 1, 2021

3% effective August 1, 2022

2½% effective August 1, 2023

9. Article 23 (Insurance)

Sections 23.1 – Revise date from July 31, 2018 to “July 31, 2021”.

Section 23.4 – Revise date in 2nd paragraph to :

“ _____ to the City Manager during October or earlier if practical, during each of the preceding years of 2022 and 2023.”

10. Article 30 (Bereavement Leave)

Section 30.1 – Revise as follows: “If death occurs among a member of the full-time employee’s immediate family as immediate family is defined in Article 17 (Sick Leave – Section 17.9), and revise up to three (3) days consistent with the employee’s scheduled shift.

11. Article 31 (Physical Fitness Incentive Program)

Section 31.5 - Revise the 50+ to 50-59 in each of current “Physical fitness exam scoring criteria” and add the following category:

Age 60+

(MEN)	5 points	4 points	3 points	2 points	1 point
1 ½ mile walk/run	12:15 or less	12:16 -12:45	12:46-13:15	13:16-13:45	13:46-14:15

(WOMEN)	5 points	4 points	3 points	2 points	1 point
1 ½ mile walk/run	15:00 or less	15:01-15:30	15:31- 16:00	16:01-16:30	16:31-17:00

	5 points	4 points	3 points	2 points	1 point
Sit-ups (men)	30	25	20	15	10
Sit-ups (women)	25	20	15	10	5
Push-ups (men)	30	25	20	15	10
Push-ups (women)	20	15	10	5	0

Maximum bench press – men

Score	body weight/ratio%
5 points	100%
4 points	90%
3 points	80%
2 points	70%
1 point	60%

Maximum bench press – women

Score	body weight/ratio%
5 points	70%
4 points	60%
3 points	50%
2 points	45%
1 point	40%

12. Article 32 (Duration of Agreement)

Section 32.1 – Revise dates to reflect 3-year duration (August 1, 2021 through July 31, 2024).

13. Insert Letter of Understanding (Parental Leave) stating: “Effective August 1, 2021 employees shall be eligible for “Parental Leave” under the same terms and conditions as contained and described in the City of Oberlin “Parental Leave” policy for non-bargaining employees”.

14. Revise date sensitive provisions as necessary (CBA front page, Duration, Signature page, Letters of Understanding (Pay Adjustments), etc.