

CITY OF CHEVIOT
STATE OF OHIO

RESOLUTION NO. 16 - 27

TO AUTHORIZE THE MAYOR TO MAKE SPECIFIED CHANGES TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF CHEVIOT AND THE CHEVIOT PROFESSIONAL FIREFIGHTERS.

WHEREAS, on September 6, 2016, by Resolution No. 16-22, this council authorized the Mayor to renegotiate certain terms of the collective bargaining agreement between the City of Cheviot and the Cheviot Professional Firefighters; and

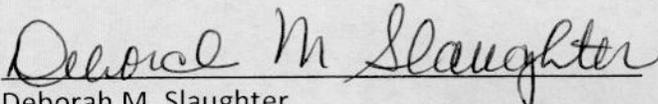
WHEREAS, the Mayor has met with the representatives of the Cheviot Professional Firefighters and has come to an agreement on certain terms which should be amended;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CHEVIOT, STATE OF OHIO, THAT:

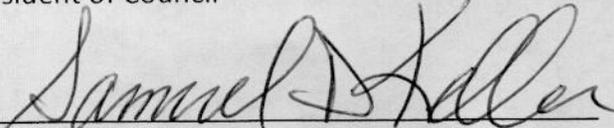
Section 1. Amending the terms of the collective bargaining agreement between the City of Cheviot and the Cheviot Professional Firefighters in accordance with the terms specified in "Exhibit A," attached hereto and made a part hereof, is hereby approved.

Section 2. After final drafting and review by the Law Director, the Mayor is authorized and directed to sign the amended agreement on behalf of the City of Cheviot.

Section 3. This resolution shall take effect immediately.

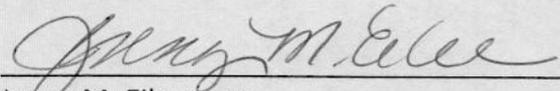

Deborah M. Slaughter
President of Council

October 18, 2016
Date passed


Samuel D. Keller
Mayor

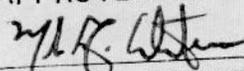
10/18/16
Date approved

Attest:



Jenny M. Eilermann
Clerk of Council

APPROVED AS TO FORM:

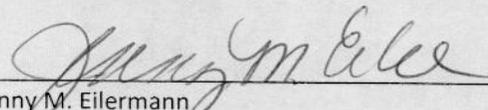


MARK G. WATERS
LAW DIRECTOR

CERTIFICATION OF PUBLICATION

I, Jenny M. Eilermann, Clerk of the Council of the City of Cheviot, Ohio, hereby certify that the foregoing resolution, or a succinct summary, was published in the *Western Hills Press*, a newspaper of general circulation in the City of Cheviot, Ohio, in accordance with Section 731.21 of the Ohio Revised Code, on the following dates :

- 1) 10-26, 2016, and
- 2) 11-2, 2016.



Jenny M. Eilermann
Clerk of Council

EXHIBIT A

Temporary Addendum for Fire Contract

Officers Promotional Testing

Eligibility: To be eligible to sit for this promotion a firefighter must have completed 48 months of service after completing a 12 month full-time probationary period (a total of 60 months).

Testing: The testing will consist of a Resume Review, Written Test (with the addition of Seniority Points) Assessment Center, and an Oral Interview. At the completion of evaluation in all 4 areas, the scores will be calculated and a promotional list will be established.

Seniority Points: A maximum of 10 pts. may be earned for seniority. The points will be added to a firefighter's written test score if he earns a passing score of 70%. He will receive one point (1) for each completed year after his full-time probationary year is completed. His individual full time hire date will be used to calculate years. He must have completed his 11th year of full-time service to receive the maximum 10 points. No partial years of service will be given.

Probation: Upon completion of testing and scoring, the top firefighter on the promotional list will be promoted to Lt., and when a Capt. Position becomes available, the promoted Lt. will have the option of moving into that open Capt. Position or staying in the Lt. Position.

Each promotion will have a 12 month probationary period. However, when Capt. Lawrence Cole retires, whoever is promoted to Capt. will receive Capt. pay while he is completing his Lt. and Capt. probationary period (12 months each, total of 24 months Officers probation). This person will fill the vacated Capt. position on the rotation.

Shift: The Lt. Shift will be the current Kelly Shift, Monday/Friday. The Fire Chief will decide and define the job description and responsibilities for the Lt. Position.

This Addendum will be added to the contract for this promotional test only.

Out of this single test and assessment, the city will promote two officers: one to the Lt. position and one to the Capt. Position. There shall be no more than 3 Captains and 1 Lieutenant at any one time.

At the end of the promotional process, the City and the Union will meet (target date is July, 2017) and together will decide if this is how future promotions will take place. Also, at that time, additional questions will be addressed, such as:

- Can the Lt. test for the Chief's position?
- Can a probationary Capt. be considered for the Chief's position?