

TENTATIVE AGREEMENT

Between

CITY OF COLUMBUS

And

COLUMBUS FIRE FIGHTERS

UNION LOCAL #67

I.A.F.F.

A.F.L. - C.I.O. C.L.C.

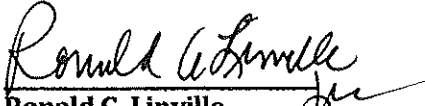
The City of Columbus, Ohio and Local No. 67 of the International Association of Fire Fighters hereby agree, subject to ratification by the Union's membership, and acceptance by Columbus City Council, to enter into a new collective bargaining agreement between the parties. Upon Union ratification, and acceptance by Columbus City Council, the new collective bargaining agreement shall be effective November 1, 2011, and shall continue in effect through October 31, 2014. The new agreement shall be identical to the agreement it replaces, except for the following changes:

1. Article 2, Section 2.1, shall be amended to provide that the bargaining unit consists of all uniformed employees of the Division of Fire excluding the Fire Chief and the Assistant Chiefs, effective the beginning of the first payperiod following acceptance by Columbus City Council (November 13, 2011). (Also remove references to Assistant Chief in other portions of the Agreement.)
2. Article 12, Section 12.1 and the Fire Pay Plan therein described shall be amended to provide for general wage increases of 2.25%, effective with the payperiod that includes January 1, 2012; 2.75%, effective with the payperiod that includes January 1, 2013; and 2.75%, effective with the payperiod that includes January 1, 2014.
3. Article 12, Section 12.4, shall be amended to reduce the City's Pension Pick-up to 4.5%, effective with the payperiod that includes January 1, 2012; reduced to 2.5%, effective with the payperiod that includes January 1, 2013; reduced to 1%, effective with the payperiod that includes January 1, 2014; and reduced to 0%, effective with the payperiod that includes October 1, 2014.
4. Article 18, Section 18.9, shall be amended, effective with the payperiod that includes April 1, 2012, to provide that the employees' monthly premium charge shall be \$50 for single coverage and \$125 for family coverage or ten percent (10%) of the negotiated insurance base, whichever is less. Beginning with the payperiod that includes April 1, 2013, to provide that the employees' monthly premium charge shall be \$55 for single coverage and \$140 for family coverage or ten percent (10%) of the negotiated insurance base, whichever is less; and effective with the payperiod that includes April 1, 2014, to provide that the employees' monthly premium charge shall be \$65 for single coverage and \$162 for family coverage or ten percent (10%) of the negotiated insurance base, whichever is less.

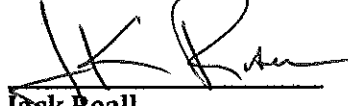
Tentative Agreement
City of Columbus and Columbus Fire Fighters
Page Two

5. Article 19, Section 19.5(A) and (B), shall be amended to provide for increases in the Uniform Maintenance Allowance of \$100 for the January 2012 payment; an additional \$100 for the January 2013 payment; and an additional \$125 for the January 2014 payment.
6. Article 22, Section 22.4(D) shall be amended to read as follows:
 - (D) The Chief may override seniority, if necessary, to maintain a balance of paramedics on the units. However, any other override based on skill and ability considerations must be in accordance with Section 22.1, above. If there is an imbalance of paramedics on the units, the Chief may solicit volunteers to temporarily transfer and correct the imbalance. Any such volunteer will be permitted to select the Kelly Day of his choice during the temporary transfer. If there are insufficient volunteers, the Chief may temporarily transfer sufficient paramedics.
 - (1) Any such involuntary transfer shall be in the inverse order of seniority, i.e., the paramedic(s) to be temporarily transferred from his/her unit shall be the least senior paramedic(s) from the authorized list.
 - (2) All temporary transfers will take place at the beginning of a Kelly Day cycle, and no paramedic shall be involuntarily transferred by the Chief more than once during the term of this collective bargaining agreement without first involuntarily transferring all other paramedics from the authorized list.
 - (3) The union will be advised of number of paramedics per unit to be temporarily transferred.
 - (4) The affected paramedics will be advised by ES-2 of the time and date of the temporary transfer, the tenure of the temporary transfer and the return date to regular assignments.
7. Article 22, Section 22.4(E) shall be deleted.
8. To the extent that dates appearing in various provisions of the new contract need to be updated in order to satisfy the understanding that benefits and other provisions not mentioned above will continue, without change, such updating will be accomplished."
9. Two supplemental letters will be added to the new Agreement, which are attached hereto.

FOR THE CITY OF COLUMBUS:


Ronald G. Linville
City's Chief Negotiator

FOR THE I.A.F.E. LOCAL 67:


Jack Beall
President, Local 67

SIDE LETTER #2

November 2011

William C. Moul, Esq.
Thompson Hine LLP
41 South High Street, Suite 1700
Columbus, Ohio 43215

Dear Bill:

SUBJECT: Paramedic Imbalance

The parties agree that the forced assignments under Section 22.4(D) will last for a maximum of twelve (12) weeks as has been the practice. If there is a need for a longer duration, the City will advise the Union and accept reasonable input from its representatives.

Thank you for your cooperation and assistance. Please sign below indicating your acceptance and approval of these changes.

Sincerely,

Ronald G. Linville, Esq.
City's Chief Negotiator

Agreed on behalf of Local 67:

William C. Moul, Esq.
Local 67's Chief Negotiator

SIDE LETTER #3

November 2011

William C. Moul, Esq.
Thompson Hine LLP
41 South High Street, Suite 1700
Columbus, Ohio 43215

Dear Bill:

SUBJECT: Health and Safety Committee Participation

The parties agree that the Union will have equitable representation on the Division's Health and Safety Committee.

Also, should the Division have a need to convene an injury/death investigation committee, the City agrees to have equitable union participation on this committee.

Thank you for your cooperation and assistance. Please sign below indicating your acceptance and approval of these changes.

Sincerely,

Ronald G. Linville, Esq.
City's Chief Negotiator

Agreed on behalf of Local 67:

William C. Moul, Esq.
Local 67's Chief Negotiator