

BEREA CITY COUNCIL

City of Berea, Ohio

ORDINANCE NO. 2025-33

By: Councilman Chris McManis Sponsor: Mayor Cyril M. Kleem

AN ORDINANCE

**APPROVING AND RATIFYING A THREE-YEAR COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE CITY OF BEREА AND THE FRATERNAL ORDER OF POLICE LODGE 15,
PURSUANT TO CHAPTER 4117 OF THE OHIO REVISED CODE,
AND DECLARING AN EMERGENCY.**

WHEREAS, the Mayor has reported to this Council that the Administration has undertaken collective bargaining negotiations with the Fraternal Order of Police, in an effort to establish an Agreement between the City of Berea and the Bargaining Unit representing secretaries of the Police Department; and

WHEREAS, such negotiations have developed a proposed Agreement between the City of Berea and the said Bargaining Unit, a true copy of which Agreement is attached hereto as Exhibit "A" and made a part hereof, as if fully rewritten herein; and

WHEREAS, the Mayor has presented the proposed Collective Bargaining Agreement to this Council for its review, approval and ratification, with his recommendation that the Agreement be so approved and ratified as a fair, just and equitable negotiation and settlement of all matters at issue between the City of Berea and the said Bargaining Unit; and

WHEREAS, the Agreement is for a three-year period covering January 1, 2025, through December 31, 2027.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Berea, Cuyahoga County, State of Ohio:

SECTION 1. That this Council finds that the Collective Bargaining Agreement negotiated by the Administration of the City of Berea and the Fraternal Order of Police, Lodge 15, a true copy of which proposed Agreement is attached hereto, and made a part hereof, as if fully rewritten herein, is a fair, just and equitable resolution of all matters between the City of Berea and the said Bargaining Unit, which are subject to negotiations and settlement pursuant to Chapter 4117 of the Ohio Revised Code, and that the said Agreement covering the period of January 1, 2025 through December 31, 2027, should be, and hereby is, approved, confirmed and ratified by the Council.

BEREA CITY COUNCIL

City of Berea, Ohio

ORDINANCE NO. 2025-33

SECTION 2. That the Director of Finance be, and hereby is, authorized and directed to pay such funds as may be required pursuant to the terms and conditions of the Collective Bargaining Agreement according to the tenor thereof, and such funds as may be required and necessary to accomplish the same are hereby appropriated and allocated to the various and several funds as may be designated by the Director of Finance for accounting purposes required by law.

SECTION 3. That it is found and determined that all formal actions of this Council concerning and 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 actions were in meetings open to the public, or as otherwise permitted by the Charter of the City of Berea and Section 121.22 of the Revised Code.

SECTION 4. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, property, health, safety and welfare, or providing for the usual daily operation of a municipal department, and for the further reason that the establishment of Collective Bargaining Agreements is required by law and necessary for the immediate and continued operation of the City, particularly in matters of public safety. Therefore, provided this Ordinance receives the affirmative vote of two-thirds of all members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earlier period allowed by law.

PASSED: May 19, 2025

ATTEST: [Signature]
Clerk of Council

[Signature]
President of Council

APPROVED: May 19, 2025

[Signature]
Mayor

APPROVED AS TO FORM:

[Signature]
Director of Law

Exhibit A

AN AGREEMENT

BETWEEN

THE CITY OF BEREA, OHIO

and

FRATERNAL ORDER OF POLICE, LODGE 15

JANUARY 1, 2025 TO DECEMBER 31, 2027

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ARTICLE 1**THE CONTRACT**

1.01 This Agreement is entered into by and between the City of Berea, Ohio, hereinafter referred to, variously, as the "City" and the "Employer" and the Fraternal Order of Police, Lodge 15 (FOP), hereinafter referred to, variously, as the "Union," the "Bargaining Unit," the "Bargaining Agent" or, individually, as "employee(s)" or "secretary".

ARTICLE 2**PURPOSE AND INTENT**

2.01 In an effort to continue harmonious and cooperative relationships with its employees and to ensure the orderly and uninterrupted efficient operations of Government, the Employer desires to enter into a collectively-bargained Agreement which has for its purposes, among others, the following: 1) to recognize the legitimate interests of the employees to participate through collective bargaining in the determination of certain terms and conditions of their employment; 2) to promote fair and reasonable working conditions; 3) to promote effective and efficient service to the residents of the City of Berea, Ohio; 4) to avoid interruption, interference or inefficiency in the operation of the Government of the City; and 5) to provide a basis for the adjustment of matters of mutual interest by means of amicable discussion.

ARTICLE 3**RECOGNITION**

3.01 The Employer hereby recognizes the Union as the sole and exclusive Bargaining Agent with respect to wages, hours and certain terms and conditions of employment for all full-time employees occupying the position of Secretary within the City's Police Department. All other employees of the Employer are excluded from the Bargaining Unit.

ARTICLE 4**MANAGEMENT RIGHTS**

4.01 The Employer retains all rights of management, including the rights to: 1) employ, discharge, transfer, suspend and discipline employees; 2) determine the number of persons required to be employed or laid off; 3) determine the qualification(s) of employees; 4) determine the hours to be worked by its employees; and to 5) make rules and regulations relating to the performance of work assigned to its employees; 6) determine the type of equipment to be used and the sequence of work processes; 7) determine the making of technological alterations by revising either process or equipment or both; 8) determine work standards and the quality and quantity of work to be produced; 9) establish, expand, transfer, and/or consolidate work processes and facilities; 10) consolidate, merge or otherwise transfer any or all of its facilities, property, processes or work with, or to any other municipality or entity, or effect or change in any respect the legal status, management or responsibility of such property, facilities or processes of work; 11) eliminate all or any part of its work or facilities.

4.02 In addition, the Union agrees that all of the functions, rights, powers, responsibilities and authority of the Employer with regard to the operation of its business and its direction

of the workforce, which the Employer has not specifically deleted, granted or modified by the express and specific written provisions of this Agreement are, and shall remain, exclusively those of the Employer.

ARTICLE 5 **NO-STRIKE/LOCKOUT**

5.01 The Union does hereby affirm and agree that it will not, directly or indirectly, call, sanction, encourage, finance, instigate or assist in any way, in any strike, slow-down, walkout, work stoppage or other concerted interference with, or the withholding of services from, the Employer including any sympathy strike nor shall any employee member of the Union act to do so.

5.02 In addition, the Union shall cooperate at all times with the Employer in the continuation of its operations and services and shall actively discourage, and attempt to prevent, any violation of this Article. If any violation of this Article occurs, the Union shall immediately notify all employees that the strike, slow-down, work stoppage or other concerted interference with, or the withholding of services from, the Employer is prohibited and not sanctioned by the Union and immediately order all employees to return to work forthwith.

5.03 It is recognized by the parties that the Employer is responsible for, and engaged in, activities which affect the health, safety and welfare of its citizens and that any violation of this Article gives rise to irreparable damage to the Employer and the public at large. Accordingly, it is understood and agreed that in the event of any violation of this Article, the Employer shall be entitled to seek and to obtain immediate injunctive and other relief, including judgment ordering the Union to indemnify and hold the Employer harmless from any and all costs arising from a violation of this Article.

5.04 It is further agreed that any violation of this Article shall be sufficient grounds for immediate discharge or other disciplinary action.

5.05 The Employer shall not lock-out any employees during the term of this Agreement.

ARTICLE 6 **NON-DISCRIMINATION**

6.01 Neither the Employer nor the Union shall discriminate against any employee on the basis of any protected class defined under federal law, state law or Employer's ordinances.

6.02 The Union expressly agrees that membership in the Union is at the option of the employee and that it will not discriminate with respect to representation between members and non-members.

ARTICLE 7

DUES DEDUCTIONS

7.01 During the term of this Agreement, the Employer shall deduct regular Union dues from the wages of those employees who have signed dues deduction authorization forms authorizing such deduction. Fair share fees shall be deducted from the members of the Bargaining Unit who have not authorized dues deductions. If the compensation of an employee for any period is insufficient, the Employer shall make the deduction from the next pay period which is sufficient,

7.02 The Employer agrees, upon written request, to supply the Union with a list of employees from whom dues and fair share fees are to be made.

7.03 A draft in the amount of total dues and fair share fees withheld from employees shall be tendered to the Treasurer of the Union within thirty (30) days from the date of making said deductions.

7.04 The Union hereby agrees to hold the Employer harmless from any and all liabilities or damages which may arise from the performance of the obligations of this Article and the Union shall indemnify the Employer for any such liabilities or damages that may arise.

ARTICLE 8

SPECIAL UNION MATTERS

8.01 Any employee, who is an elected officer of the Fraternal Order of Police, shall be authorized to attend Association meetings. If such employee is scheduled for duty, she or he may attend such Association meetings, without pay, upon the advance approval of the Chief.

ARTICLE 9

SENIORITY

9.01 Seniority shall be determined by the length of total service with the Division of Police, Department of Public Safety of the City of Berea, Ohio. In the event that two (2) Secretaries shall have the same appointment date, seniority shall be determined by placement on the Eligible Candidate List of the Berea Civil Service Commission from which such appointments were made, the higher placement being the senior officer.

9.02 All layoffs of Secretaries shall be on the basis of reverse seniority, wherein a Secretary of lesser seniority shall be laid-off before an Secretary of greater seniority. Similarly, laid-off Secretaries shall be called back to service in order of seniority, with the laid-off Secretary having the highest seniority called back before an officer of lesser seniority.

9.03 Seniority shall be terminated upon the occurrence of any of the following:

a) voluntary resignation; b) retirement; c) permanent total disability; d) discharge for cause; e) layoff or leave of absence for a period equal to the employee's length of service up to a maximum of twenty-four (24) months; f) unauthorized absence from work for three (3) consecutive days.

9.04 Seniority shall not accrue during any period of an unpaid suspension of greater than ten (10) work days.

ARTICLE 10 PROBATIONARY PERIOD

10.01 All newly-hired employees are required to serve a Probationary Period of twelve (12) months. During the first sixty (60) days of the Probationary Period, the newly-hired employee shall not be entitled to participate in the medical and hospitalization employee benefit plan provided for by this Agreement, but shall otherwise be covered by the terms of this Agreement. During the entire Probationary Period, the Employer shall have the sole discretion to discipline or discharge any such probationary employee.

10.02 If an employee is separated from service with the City during the initial Probationary Period and is later rehired, such employee shall be considered a new employee and shall be subject to the provisions of paragraph 10.01.

ARTICLE 11 HOURS OF WORK

11.01 The basic work week consists of five eight-hour days. Said work week shall include coverage on Mondays through Fridays, between the hours of 8 am – 4 pm, as designated by the Chief (employees may “take lunch on the fly”).

ARTICLE 12 OVERTIME

12.01 The work period shall consist of eighty (80) hours of scheduled time in any two-week period. A normal work period will be established by the Chief of Police, at his sole discretion. Employees scheduled to work an eight (8) hour shift shall be compensated at one and one-half their regular rate of pay for all hours worked in excess of eight (8) hours each day and/or forty (40) hours in a one-week period. Overtime work may be performed only upon the prior approval of the Chief.

12.02 Compensation time may be banked to a maximum of forty (40) hours and will be earned and paid at the same rate as other overtime. The time can be used with the permission of the Chief with five (5) days of prior notice in blocks of two (2) hours. An employee may opt to carry-over up to twenty-four (24) hours of Compensatory Time to the succeeding year. All other Compensatory Time hours that have not been used, carried-over or paid by December 31 of any year shall be paid to the employee by the end of the succeeding January at such employee's preceding December rate of pay.

12.03 Any employee required to travel outside the City of Berea shall be compensated, at the appropriate rate, for all time spent both in actual work and in transit.

ARTICLE 13

RATES OF PAY

13.01 Employees shall be paid the following wage:

	<u>12/31/2024</u>	<u>+1%</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>
Start	\$24.20	\$24.44	\$25.42	\$26.44	\$27.50
1-4 Years of Service	\$25.24	\$25.49	\$26.50	\$27.56	\$28.66
5 Years or More	\$26.78	\$27.05	\$28.13	\$29.26	\$30.43

**Annual increases are effective on the first full pay period of January.*

13.02 All full-time secretaries shall receive an annual Premium Certification Pay for continued certification and/or training, as required.

Such employee shall be paid a Premium Certification Pay of \$500 annually provided, however, that such employee shall maintain such certification and/or training.

13.03 All payments made to employees by reason of Article 13.02 shall be made in one (1) draft separate and distinct from the regular bi-weekly payments, to be paid in the first payroll of February of each year.

13.04 In the event that an employee retires before December of a given year, that given year's Premium Certification Pay will be pro-rated to reflect the percentage of days worked that year by the retiring employee.

ARTICLE 14

LONGEVITY COMPENSATION

14.01 All employees shall receive additional compensation for total length of service with the Employer according to the following schedule:

In the first pay period beginning on or after December 1 in the calendar year following the year in which the employee completes five (5) years of continuous service, such employee shall receive One Hundred Dollars (\$100).

In the first pay period beginning on or after December 1 in each calendar year following the year in which the payment set out in subparagraph a) above has been made, the employee shall receive an amount calculated by multiplying that total number of consecutive years of service, minus three (3), times Eighty-Five Dollars (\$85).

As such, the longevity amounts payable after the completion of the years of service indicated below, shall be as follows:

<u>Year</u>	<u>Amount</u>
6	\$100
7 (4 x 85)	\$340
8 (5 x 85)	\$425
9 (6 x 85)	\$510
10 (7 x 85)	\$595
11 (8 x 85)	\$680
12 (9 x 85)	\$765
13 (10 x 85)	\$850
14 (11 x 85)	\$935
15 (12 x 85)	\$1,020
16 (13 x 85)	\$1,105
17 (14 x 85)	\$1,190
18 (15 x 85)	\$1,275
19 (16 x 85)	\$1,360
20 (17 x 85)	\$1,445
21 (18 x 85)	\$1,530
22 (19 x 85)	\$1,615
23 (20 x 85)	\$1,700
24 (21 x 85)	\$1,785
25 (22 x 85)	\$1,870
26 (23 x 85)	\$1,955
27 (24 x 85)	\$2,040
28 (25 x 85)	\$2,125
29 (26 x 85)	\$2,210
30 (27 x 85)	\$2,295
31 +	calculated at above formula.

14.02 All payments made to employees by reason of this Article shall be made in a draft separate and distinct from the regular bi-weekly wage payments and Federal Withholding Tax shall be calculated on this sum separately and distinctly from all other wage payments.

14.03 Upon separation of any employee for cause, or voluntary termination with less than fourteen (14) days advance notice, an employee shall forfeit any accrued Longevity Compensation. Upon any other separation or retirement of an employee, annual Longevity Compensation shall be calculated pro rata as to the date of such separation.

ARTICLE 15

EXPENSE ALLOWANCE

15.01 Any employee who is authorized by the Chief to use a private automobile for a business purpose shall be compensated in cash money for such use at the rate of

reimbursement per mile consistent with Internal Revenue Service Regulations then in effect.

15.02 Any employee, who is authorized by the Chief to expend personal funds for lodging, food and other reasonable expenses of travel in the line of duty, shall be compensated for the same upon the presentation of an appropriate voucher indicating the actual expenditure(s) made. Meal costs will not be reimbursed for non-overnight travel. Meal costs will be reimbursed up to Fifty Dollars (\$50) per day for meals associated with overnight travel.

ARTICLE 16 **INSURANCE**

16.01 The Employer shall provide, at no cost to the employee, insurance upon the life of all employees who have completed one (1) month of continuous service with the City, in the amount of Twenty-Five Thousand Dollars (\$25,000). All employees shall have the further option to purchase additional life insurance in an amount of up to a total of One Hundred Fifty Thousand Dollars (\$150,000) subject to insurability requirements of the carrier, upon the payment of the appropriate premium for such additional amount of insurance.

16.02 The Employer shall continue to provide hospitalization insurance in effect for employees who have completed sixty (60) calendar days of employment and their dependents upon the terms and conditions of the "City of Berea Health Insurance Plan (Summary Plan Document), as amended April 1, 2019". Such hospitalization insurance includes provisions for basic medical, major medical, prescription drug, dental care and vision care benefits. Employee contributions for the actual cost of health insurance shall be as follows:

Employee shall contribute 8% of the actual cost of health insurance on a pre-tax basis based upon the previous year's cost.

16.03 The Employer reserves the right to change insurers in any and all matters of insurance covered by this Agreement; provided, however, that the benefits are equal to or greater than existing prior to such change.

16.04 The Employer shall continue to provide the presently-existing liability insurance for employees as long as such coverage is available.

16.05 The parties agree that in an effort to reduce hospitalization/medical costs a Citywide Joint Medical/Hospitalization Insurance Committee will be formed with a representative from each Collective Bargaining Unit as well as the non-union employees and the City, including the FOP, and convened at least one (1) time per year or more if practicable to

The Committee will analyze cost containment measures including, but not limited to, deductibles, co-pays, out-of-pocket maximums, prescription drug coverage and possible changes in providers. All City employees are to share in any cost reductions achieved by the Committee.

17.01 Upon the death of an employee, all sums earned and accrued pursuant to this Agreement shall be paid in order as allowed by law, to: a) the next of kin; b) other beneficiary(ies) designated by such deceased employee; or c) the estate of such deceased employee.

18.01 Sick Leave shall be defined as an absence with pay necessitated by: 1) illness or injury to the employee; 2) exposure by the employee to a contagious disease communicable to other employees; and/or 3) illness or injury in the immediate family of the employee as defined in paragraph 18.07 below.

18.03 An employee, who is to be absent on Sick Leave, shall notify the Employer of such absence and the reason therefore at least one (1) hour before the start of the work shift on each day of absence, unless hospitalized.

18.05 In the event an employee is absent for more than two (2) consecutive regularly-scheduled shifts or more than four (4) regularly-scheduled shifts in any fourteen (14) consecutive day period by reason of illness, the Chief may require appropriate and satisfactory proof as to the reason for such absence before the absence(s) may be charged against accumulated Sick Leave. In addition, the Chief may require of any employees claiming Sick Leave, as set out in this paragraph, a statement from a licensed physician indicating the ability of such employee to return to active duty in the capacity which was left by reason of such illness. The cost of such examination and opinion shall be borne by the Employer.

If the employee fails to submit appropriate and satisfactory proof of illness or, if required, fails to submit a statement as to physical fitness for returning to duty, any absence relating thereto shall be considered an Unauthorized Leave without Pay.

In the event an employee requires the use of sick time on the day immediately before or after a holiday, personal day or vacation day, the Chief may require verification of sickness from a qualified medical doctor acceptable to the City. Failure to comply with this Section would result in the loss of pay for the holiday, vacation day or personal day taken.

18.06 Any abuse of Sick Leave shall be just and sufficient cause for a disciplinary action, including dismissal.

18.07 When the Sick Leave is due to illness or injury in the immediate family, the term "immediate family" shall be defined to include all persons related to the employee in the first degree by consanguinity or affinity or one (1) other person not included in this definition.

18.08 An employee who leaves the service of the Employer voluntarily and who has not less than ten (10) years of employment with the said Employer without reference to previous employment with any other Employer other than the City of Berea, or an employee who has qualified for retirement benefits from the Ohio Public Employee Retirement System without regard to the number of years of service with the Employer, shall be entitled to receive a payment equal to the hourly rate of pay at the time of retirement multiplied by one-third (1/3) the total number of accumulated but unused sick hours earned by such employee, providing that such resulting number of hours to be paid shall not exceed three hundred and sixty (360) hours, but provided further that an employee who has twenty (20) years of cumulative service with the said Employer, without reference to previous employment with any other Employer other than the City of Berea, shall receive the compensation set out in this paragraph without regard to the three hundred and sixty (360) hour limitation.

The payments outlined above shall be paid in two equal annual installments; the first occurring on the date of the employee's retirement and/or voluntary termination; the second payment occurring on the first anniversary date of the employee's retirement.

All payments will be made at the pay rate in effect for such employee at the time of separation. In addition, all employees will get a memo upon separation/retirement guaranteeing this benefit to them upon separation/retirement. If an employee dies prior to retirement or if an employee with accumulated Sick Leave dies prior to the second anniversary date of the employee's retirement, all unpaid accumulated Sick Leave due to the employee under this provision shall be paid to his or her designated beneficiary.

18.09 Normal Sick Leave usage shall not be counted against an employee in personnel matters.

18.10 An employee who is out of work on an extended sick leave or while otherwise utilizing Family and Medical Leave, and whose physician finds that such employee is not able to resume regular assigned duties, but is found to be fit to return to duty in a capacity less than normally performed, the Employee shall be returned to light or restricted duty, provided the Department can provide appropriate light or restricted duty work.

ARTICLE 19

VACATION LEAVE

19.01 Each employee is entitled to annual Vacation Leave with pay according to the following schedule, based upon continuous employment with the City:

Eighty (80) hours in the calendar year in which the employee completes one, two, three and four years of service; and thereafter.

One hundred twenty (120) hours in the calendar year in which the employee completes five, six, seven, eight, nine and ten years of service; and thereafter.

One hundred sixty (160) hours in the calendar year in which the employee completes eleven, twelve, thirteen, fourteen, fifteen and sixteen years of service; and thereafter.

Two hundred (200) hours in the calendar year in which the employee completes seventeen, eighteen, nineteen and twenty years of service; and thereafter.

Two hundred forty (240) hours in the calendar year in which the employee completes twenty-one (21) or more years of service with the employer.

19.02 For the purpose of calculating Vacation Leave, only such time as the employee has in continuous service with the City of Berea shall be utilized and no credit for previous employment with the City of Berea shall be given; provided, however, that any part-time service with the City of Berea shall be credited toward Vacation Leave on a pro rata basis.

The provisions of this paragraph shall not act to modify, alter or change the calculation of Vacation Leave for any present employee, who's Vacation Leave has been calculated heretofore by means of any credit for prior service.

19.03 Vacation time shall be selected, coordinated, and used with the approval of the Chief of Police.

19.04 Vacation Leave shall be taken in increments of not less than two (2) hours, nor more than two weeks.

19.05 Vacation Leave shall not be carried over from one (1) calendar year to the next calendar year except in extraordinary circumstances and only then upon the approval of the Chief and the Mayor and the subsequent ratification of the same by the Board of Control.

19.06 "Continuous employment" for the purpose of calculating Vacation Leave shall not be deemed to be interrupted by absence on Sick Leave or other absence on Leave Authorized by the Employer pursuant to the Agreement, provided the employee returns to full-time active employment with the Employer on or before the expiration of such Leave.

19.07 Upon the separation of any employee for any reason whatsoever, any and all Vacation Leave then unused which has accrued to the benefit of such employee during the calendar year of such separation or carried over from previous years, shall be paid in cash money immediately upon such separation.

Any Vacation Leave to be paid pursuant to the provision of this paragraph shall be considered paid in full as of the date of separation from service and no date of separation shall be moved forward in time by reason of Vacation Leave. All employees separated from the City for any reason whatsoever shall be deemed to leave the employment of the City as of the date of their final physical presence as an employee at an assigned duty in the service of the City.

ARTICLE 20

HOLIDAY LEAVE

20.01 Employees shall receive holiday leave with regular compensation for the following holidays:

1. New Year's Day
2. Memorial Day
3. Independence Day
4. Labor Day
5. Thanksgiving Day
6. Christmas Day

Should the holiday occur on a Sunday, the following Monday shall be celebrated as a holiday. If the scheduled holiday occurs on a Saturday, the preceding Friday shall be the holiday. If the scheduled holiday leave occurs during a scheduled vacation leave the employee shall be entitled to such holiday leave on another day with the express approval of the Chief.

20.02 Employees who work any of the below listed holidays will be credited with eight (8) hours holiday leave which may be taken with the approval of the Chief during the year. All Holiday Leave not taken prior to December 1 of each year, nor scheduled to be taken prior to the end of such year, shall be compensated in cash money no later than the end of the succeeding January but at the rate of pay in effect in the preceding December and such payment in cash money shall be separate and distinct from any other regular compensation to be received.

1. Martin Luther King, Jr. Day
2. Presidents Day
3. Friday preceding Easter Sunday
4. Juneteenth
5. Veterans Day
6. Friday after Thanksgiving Day
7. Christmas Eve

ARTICLE 21

PERSONAL LEAVE

21.01 Each employee shall earn Personal Leave with pay at the rate of two (2) hours for each calendar month of service completed, provided that the employee has actually worked and been physically present at all times during the regular work period scheduled for such employee, or been absent by reason of Leave granted elsewhere in this Agreement, with the exception of Sick Leave.

21.02 Personal Leave with pay must be scheduled with the approval of the Chief.

21.03 Personal Leave may be carried over from one (1) calendar year to the next; provided, however, that no employee shall accumulate a total amount of Personal Leave in excess of seventy-two (72) hours. In the event that an employee has an accumulation in excess of seventy-two (72) hours at the end of a given year, such time shall be forfeited unless such excess accumulation occurs as a result of the employee being incapable of scheduling personal time off during the year due to work-related injury. In such instances the employee will be permitted to carry-over such excess time into the following year which shall be scheduled off during the year following the employees' return to duty or it will be forfeited. Accumulated Personal Leave shall be forfeited upon separation from employment with the Employer and shall not accrue to the benefit of the employee's estate, heirs or assigns.

21.04 In addition, each employee shall have one eight (8) hour person leave day per year to be scheduled in advance with the Chief of Police so that departmental staffing is maintained but otherwise subject to all other requirements in this Article 21.

21.05 When City Hall is closed by the Mayor due to weather, employees shall be permitted to leave if or when permitted by the Chief of Police.

ARTICLE 22

LEAVE OVERLAP

22.01 Vacation Leave and Holiday Leave may not be scheduled to overlap more than two (2) consecutive days in duration; provided, however, that any such overlap shall have

received the prior approval of the Chief.

ARTICLE 23

FUNERAL LEAVE

23.01 All employees shall be granted Funeral Leave according to the following schedule, to wit: Upon the death of a close friend, an employee may use personal days or compensatory time to attend the funeral of a close friend. In the event an employee has no available personal days or compensatory time, a sick day may be used to attend the funeral of a close friend. The employee shall provide satisfactory evidence to the Chief that the deceased was a close friend.

- a. Upon the death of a step-brother, step-sister, grandparent or spouse's grandparent, one (1) day of Funeral Live.
- b. Other than as provided in (d) below, upon the death of an immediate family member, the employee shall be entitled to three (3) days of Funeral Leave.

"Immediate family member" shall be defined to include spouse, child, step-child, mother, father, mother-in-law, father-in-law, brother or sister, or grandchild.
- c. Upon the death of a spouse or child or step-child residing with the employee, five (5) days of Funeral Leave.

23.02 In the event that an employee requires Funeral Leave in addition to the time set out in paragraph 23.01 above, such employee may utilize any and all accumulated Personal Leave, Holiday Leave or Vacation Leave.

ARTICLE 24

MILITARY LEAVE

24.01 All employees who are Members of the Ohio National Guard, the Ohio Military Reserve, the Ohio Naval Militia, or other Reserve components of the Armed Forces of the United States of America, shall be entitled to Military Leave from their respective duties for such times as they are on field training or active duty, for a cumulative period not to exceed thirty-one (31) days in any calendar year. Application for Military Leave must be submitted to the Chief at least thirty (30) days in advance of the proposed Leave.

24.02 If compensation by any Military Authority given during the period of Leave is less than the regular compensation which would have been given by the City of Berea for such period, the employee shall be paid by the Employer the difference in cash money between the regular pay and the military pay. Should the military compensation exceed the regular compensation from the City of Berea, the employee shall reimburse the City with such differential in cash money.

ARTICLE 25

JURY DUTY LEAVE

25.01 Any employee who is called for Jury Duty, either federal, county or municipal, shall suffer no loss in regular compensation. Any compensation received from such Court for jury service shall be surrendered to the Employer.

ARTICLE 26

COURT APPEARANCE LEAVE

26.01 Any employee who is required to appear in any court due to a job-related incident, where the employee is not a plaintiff or other claimant, shall suffer no loss in regular compensation. Any compensation received from such court as for such appearance shall be surrendered to the Employer.

26.02 Any employee who has been separated from service with the City and, thereafter, is required to attend any judicial proceeding relating to such former employment, other than as a claimant against the Employer, shall be compensated for such judicial attendance at the prevailing rate of compensation.

ARTICLE 27

LEAVE WITHOUT PAY

27.01 An employee may be granted a Leave Without Pay for a period not to exceed one (1) year for sickness, disability, educational development or other reasons found to be in the mutual interests of the Employer and the employee. Such Leave Without Pay must be approved by the Chief and the Mayor and ratified by the Board of Control. All approved Leave Without Pay under this Article shall be inclusive of Family and Medical Leave.

ARTICLE 28

DISCIPLINARY PROCEDURE

28.01 This procedure shall only apply to all non-probationary employees covered by this Agreement.

28.02 The following disciplinary actions can be taken against an employee for just cause:

Non-Appealable Disciplinary Action

1. Counseling;

Appealable Disciplinary Action

1. Written reprimand (through the Mayor's level);
2. Suspension for three or less days;
3. Suspension for four or more days;
4. Demotion;
5. Termination.

28.03 The following administrative procedures shall apply to disciplinary actions:

- a. The Employer, the employee involved and the Union are encouraged to settle

disciplinary matters informally. All parties shall extend a good faith effort to settle the matter at the earliest possible time. The Employer is encouraged to hold an informal meeting with the employee for the purpose of discussing the matter prior to the formal presentation of written charges. At this meeting, the specific nature of the matter will be addressed and the Employer may offer a proposed disciplinary penalty. The employee must be advised before the meeting that he/she is entitled to representation by the Union or counsel during the initial discussion.

b. If a mutually agreeable settlement is not reached at this informal meeting, the Employer will, within seven (7) days, prepare a formal Notice of Discipline and present it to the employee. A copy will also be given to the Union. If no informal meeting is held, the Employer may just prepare a Notice of Discipline and present it to the employee and the Union.

This Notice of Discipline must include:

- The date the Notice of Discipline was issued;
- The specific acts for which discipline is being imposed;
- The penalty proposed;
- The following statement of employee rights:

All employees shall have the following rights:

An employee shall be entitled to representation by a Union representative or counsel at each step of the disciplinary procedure.

Except in cases of counseling, an employee may appeal disciplinary action to the Police Chief within seven (7) days of receiving this Notice.

No recording device or stenographic or other record shall be used during the questioning of an employee unless the employee is advised in advance that a transcript is being made and is thereafter supplied a copy of the record, at least thirty (30) days prior to the date of any related hearing. The cost of the transcript will be borne by the party requesting the copy of the transcript.

An employee shall not be coerced, intimidated or suffer any reprisals either directly or indirectly that may adversely affect his hours, wages or working conditions as the result of the exercise of his rights under this procedure.

Where the Employer seeks as a penalty the imposition of any suspension without pay, demotion or removal from service, the Notice of Discipline shall be served in person or by registered or certified mail, return receipt requested.

An employee may resign following the service of a Notice of Discipline. Any such resignation will be processed in accordance with the tenets of this Agreement and the employee's employment shall be terminated.

c. Upon receipt of the Notice of Discipline, the employee may choose to accept the proposed discipline or to file an appeal with the Police Chief within seven (7) days. The employee's appeal shall start at Step 2 of the Grievance Procedure set forth in Paragraph 29.04 and proceed in accordance with Paragraph 29.04 and Article 30.

28.04 Discipline shall not be implemented until either:

- The matter is settled; or
- The employee fails to file an appeal under this procedure within the time frame provided by this procedure, or
- The penalty is imposed after a pre-disciplinary hearing by the Mayor or his designee, or
- The penalty is upheld by the arbitrator or a different penalty is determined by the arbitrator.

28.05 A failure to submit an appeal within the above time limit of seven (7) days shall be construed as an agreement to the disciplinary action by the affected employee and Union. All subsequent appeal rights shall be deemed waived.

28.06 A disciplinary matter may be settled at any time. The terms of the settlement shall be agreed to in writing. An employee executing a settlement shall be notified of the right to have a Union representative or counsel present or to decline any such representation. In the event any employee declines Union representation, the Union shall have a right to be present. A settlement entered into by an employee or the Union on his behalf, shall be final and binding on all parties. The Union shall be notified of all settlements.

28.07 An employee may be suspended with pay at any time during the process if the Employer, at its sole discretion, determines the employee's continued presence on the job represents a potential danger to persons or property or would interfere with the Employer's operations. A suspension without pay, demotion or discharge may be imposed concurrent with or subsequent to the decision of the pre-disciplinary hearing.

28.08 The Union on behalf of all employees covered by this Agreement and on its own behalf, hereby waives any and all rights previously possessed by such employees to a Safety Director's inquiry or to appeal any form of disciplinary action (e.g., suspension, demotion, discharge) to any Civil Service Commission.

ARTICLE 29

GRIEVANCE PROCEDURE

29.01 All employees have the right to present a grievance in accordance with the procedures provided herein, free from any interference, coercion, restraint, discrimination or reprisal. It is the intent and purpose of the parties to this Agreement that all grievances shall be settled, if possible, at the lowest step of this Grievance Procedure.

29.02 For the purposes of this Grievance Procedure, the terms used are defined as follows:

Grievance: A "grievance" is a dispute or controversy arising from the application or interpretation of the specific and express written provisions of this Agreement.

Aggrieved Party: The "aggrieved party" is an employee or group of employees within the Bargaining Unit, or the Union, who may file a grievance.

Party in Interest: A "party in interest" is any employee named in a grievance who is not the aggrieved party.

Days: A "day" is a calendar day, excluding Saturdays, Sundays and Holidays recognized by the Government of the United States of America.

29.03 The following procedures shall control the administration of this Grievance Procedure:

Except at Step 1, a grievance shall identify the aggrieved party; the Article of this Agreement grieved; the time and place of all alleged events or conditions constituting the grievance; the identity of the party alleged to have caused the grievance, if known to the aggrieved party; and a general explanation of the grievance.

Except at Step 1, all decisions made upon any grievance shall be rendered in writing at each step of the Grievance Procedure with copies to the aggrieved party and any representative.

If a grievance concerns more than one (1) employee, it may initially be submitted at Step 3.

All matters concerning the filing of a grievance shall be conducted during non-working hours, unless otherwise authorized by the Employer.

Any employee having a grievance may discuss the matter informally with the appropriate superior officer and agree to informally resolve the grievance without the intervention of the Union; provided, however, that the terms of this informal resolution are acceptable to the employee.

In the event that a grievance is resolved without a formal determination, the terms of such informal resolution shall not be deemed to create a binding precedent for future proceedings on other similar matters.

This Grievance Procedure does not require an employee to pursue the remedies herein provided and does not impair or limit the right of an employee to pursue any other remedies available under law. Conversely, an employee who pursues any remedy other than those explicitly provided for by this Grievance Procedure shall automatically be considered to have waived all remedies provided under this Article.

The time provisions herein are to be strictly applied and any grievance not filed within the specified time limits shall be void.

This procedure shall not be used for the purpose of changing, amending, modifying or altering any of the provisions of this Agreement.

29.04 All grievances are administered according to the following Grievance Procedure:

Step 1:

An employee who may have a grievance shall notify the immediate supervisor of such grievance, in writing, within seven (7) days of the occurrence of the facts giving rise to the same. The Supervisor shall schedule an informal meeting with the employee within seven (7) days of the employee's filing the grievance. The purpose of this meeting will be to discuss the dispute and resolve it informally. The Supervisor shall verbally report the determination resulting from such informal meeting to the employee within seven (7) days thereafter.

Step 2:

In the event that an employee initiating a grievance is not satisfied with the decision rendered by means of Step 1 above, the Union and the employee may give written notice of the grievance to the Chief within seven (7) days from the date of the decision rendered in Step 1 above. Within ten (10) days after such written notice to the Chief, the Chief shall hold a formal hearing upon such grievance and the Chief may invite any persons whom he may deem necessary for the fair and impartial determination of the grievance. Within ten (10) days from the date of such hearing, the Chief shall issue a written decision upon the grievance with a copy to the aggrieved party.

Step 3:

In the event the employee initiating the grievance is not satisfied with the decision rendered by means of Step 2 above, the employee may give written notice of the grievance to the Mayor within seven (7) days from the date of the decision rendered in Step 2 above. Within ten (10) days after such written notice to the Mayor, the Mayor or his designee shall hold a formal hearing upon such grievance. The Mayor or his designee may invite any other person or party necessary to provide information required for the rendering of a fair and equitable decision. Within ten (10) days from the date of such hearing, the Mayor or his designee shall issue a written decision upon such grievance with copies to the aggrieved party and all parties present at such hearing.

Step 4:

Prior to arbitration, the Union may submit the grievance to mediation with the agreement of the City. The request to submit a grievance to mediation must be received by the Employer within five (5) working days of the Union's receipt of the Mayor or his/her designee's written

decision described in Step 3 of this Section. The grievance shall be held in abeyance until such time as mediation is completed. Upon mutual agreement of Mediation, the Union will request a list of mediators from the Federal Mediation and Conciliation Service. The mediation will be deemed completed when an agreement as to the subject matter of the grievance is executed by both parties or which either party notifies the other party in writing of their intention to no longer participate in the mediation process. The parties agree to equally share the cost of the mediation.

ARTICLE 30

ARBITRATION PROCEDURE

30.01 If a grievance is unresolved by the Grievance Procedure, the Union may submit the grievance to arbitration not less than ten (10) days following the completion of the Grievance Procedure. Within ten (10) days thereafter, the parties shall meet to attempt to mutually agree upon an Arbitrator. If an agreement is not reached, the parties shall select an arbitrator pursuant to the rules of the Federal Mediation and Conciliation Service.

30.02 The Arbitrator has no authority to alter the specific terms of this Agreement or to make any award requiring the commission of any act prohibited by law or to make any award that itself is contrary to law or violates any term or condition of this Agreement.

30.03 The Arbitrator shall not decide more than one (1) grievance on the same hearing day(s), except by written agreement of the parties.

30.04 All arbitration hearings shall be conducted pursuant to the rules of Federal Mediation and Conciliation Service.

30.05 The fees and expenses of the Arbitrator and the cost of the hearing room, if any, are assessed against the party losing the grievance or split equally between the parties upon a split award. All other expenses shall be borne by the party incurring them. Neither party shall be responsible for any of the expenses incurred by the other party.

30.06 The decision of the Arbitrator, and any award made, shall be in writing and delivered within thirty (30) calendar days from the final day of hearing, unless extended by agreement. The decision of the Arbitrator shall be final and binding upon the parties.

30.07 The Union agrees to indemnify and hold the Employer harmless against any and all claims, demands, suits or other forms of liability that may arise out of any determination that the Union may have failed to fairly represent a member of the Bargaining Unit during the exercise of any rights provided by the Grievance and/or Arbitration Procedures.

ARTICLE 31

EMPLOYEE RIGHTS

31.01 Disciplinary action taken by the Employer shall only be for just cause.

31.02 An employee has the right to the presence of counsel or other representative chosen by such employee at all stages of the Grievance and Arbitration Procedures provided in Article 29 and 30 above and at all disciplinary hearings before the Chief, the Mayor or his designee or a mutually-selected arbitrator.

31.03 An employee who is the subject of an internal investigation shall have the right to have an attorney present during any portion of such investigation in which such employee is required to be present.

31.04 An employee who is the subject of an internal investigation shall be informed of such fact prior to any questioning.

31.05 Before an employee may be charged with a violation of Divisional Rules and Regulations for a refusal to participate in an internal investigation, the employee shall be advised that any such refusal to participate may be the basis for disciplinary action.

31.06 If a verbal complaint is made against an employee containing no corroborative evidence of any kind, the employee accused shall not be required to submit to any investigation, or make any report, until the Employer reasonably qualifies the complaint with other reliable corroborative evidence. Citizen complaints shall be reduced to writing by the City prior to the officer being required to respond.

31.07 There shall be no press release(s) initiated by the Employer, any employee, or the Union regarding any employee under investigation.

31.08 Any record of discipline involving a counseling or written reprimand shall not be considered in future disciplinary actions twelve (12) months after their effective date, provided there is no intervening discipline during that time period. Suspensions of three (3) days or less shall not be considered in future disciplinary actions twenty-four (24) months after their effective date, provided there is no intervening discipline during the same timeframe. Suspensions of four (4) days or more will not be considered in future disciplinary actions after forty-eight (48) months of their effective date, provided there is no intervening disciplinary action during the same timeframe. Unsubstantiated written complaint shall be noted as such when placed in an employee's personnel file.

ARTICLE 32

TOTAL AGREEMENT

32.01 This Agreement represents the entire Agreement between the Employer and the Union and, unless specifically and expressly set forth in the written provisions of this Agreement, all rules, regulations, benefits and practices previously and presently in effect may be modified or discontinued at the sole discretion of the Employer.

ARTICLE 33

CONFORMITY TO LAW

33.01 This Agreement shall be subject to, and subordinated to, any applicable present and future federal and state laws and the invalidity of any provision(s) of this Agreement by

reason of any such existing or future law shall not affect the validity of the surviving provisions.

33.02 If the enactment of legislation, or a determination by a court of final and competent jurisdiction (whether in a proceeding between the within parties or in one not between the parties but controlling by reason of the facts) renders any portion of this Agreement invalid or unenforceable, such legislation or decision shall not affect the validity of the surviving provisions of this Agreement, which shall remain in full force and effect as if such invalid provision(s) thereof had not been included here.

ARTICLE 34 **DURATION**

34.01 This Agreement shall become effective as of 12:01 a.m., January 1, 2025 and shall continue in full force and effect, along with any amendments made and annexed hereto through December 31, 2027.

ARTICLE 35 **HEADINGS**

35.01 It is understood and agreed that the use of Headings before Articles and Sections is for convenience only and that no Heading shall be used in the interpretation of said Article or Section nor effect any interpretation of any Article or Section.

ARTICLE 36 **OBLIGATION TO NEGOTIATE**

36.01 The Employer and the Union acknowledge that during negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of Collective Bargaining negotiations and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

36.02 For the life of this Agreement, the Employer and the Union each agree that neither shall be obligated to negotiate collectively with respect to any subject or matter referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time of the negotiation and execution of this Agreement.

ARTICLE 37 **MISCELLANEOUS**

37.01 The Employer shall provide the Union with adequate bulletin board space located in the Division of Police. The Union shall be responsible for the care, maintenance and replacement of the bulletin board. The Employer shall have the right to remove any material not in conformance with paragraph 37.02 below.

37.02 No notices, memoranda, posters or other forms of communication are to be posted on

the bulletin board established in paragraph 37.01 above that contain any defamatory, political or controversial material or any material critical of the Employer or any employee of the Employer. The Employer shall have the right to remove any material not in conformance with this paragraph.

37.03 This Agreement constitutes the entire understanding and agreement of the parties hereto, and no parol statements of any kind shall vary the express written conditions hereof. No ordinances, or other laws, established by the Employer, now or in the future, shall be controlling or applicable to the matters herein negotiated between the parties. This Agreement is the sole governing instrument regulating the conduct of the Employer and the employee in relation to each other and no ordinance or other laws of the Employer are applicable to the Employer-Employee relationship established by this Agreement.

ARTICLE 38**LABOR MANAGEMENT COMMITTEE**

38.01 In the interest of sound labor management relations, a labor-management committee consisting of Department Union representatives (a member of this unit may be a member of the committee at the FOP representative), the Chief of Police and the Mayor or his designee shall be formed. The labor-management committee shall meet on an "as needed" basis to discuss and promote a more harmonious labor-management relationship. Employee representatives who are scheduled to be at work during the time of this meeting shall receive no loss of pay. Any employee attending the meeting who is not scheduled to be at work shall not be entitled to any pay. It is further agreed that any employee on duty may be required to return to work if an emergency arises during the meeting.

ARTICLE 39**FAMILY MEDICAL LEAVE**

39.01 Employees may request and be granted time off without pay pursuant to the Family Medical Leave Act of 1993. Such time off without pay shall not exceed twelve (12) weeks in any twelve (12) month period. Leave under this provision shall be computed when first approved. During such leave the employee shall continue to receive health care insurance.

39.02 The Employer shall require an employee to use accrued vacation, holiday or accumulated sick leave which shall be inclusive of the twelve (12) weeks of Family Medical Leave. The Employer shall not require an employee who has forty (40) hours or less of vacation or sick leave to exhaust such vacation time or sick leave time, which shall constitute separate banks of time under this provision.

39.03 A husband and wife employed by the City of Berea in any position or capacity are eligible for FMLA Leave up to a combined total of twelve (12) weeks of leave during the twelve-month period referenced in Section 45.01 if the leave is taken:

- For the birth of the employee's son or daughter or to care for the child after birth;
- For placement of son or daughter with the employee for adoption or foster care or to care for the child after placement; or
- To care for the employee's parent with a serious health condition.

ARTICLE 40**SUBSTANCE TESTING AND ASSISTANCE**

40.01 All employees are subject to drug and alcohol testing pursuant to the policy attached as Exhibit A.

ARTICLE 41

EXECUTION

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed this _____ day of April, 2025.

FOR THE UNION
FRATERNAL ORDER OF
POLICE, LODGE 15

CITY OF BEREA

Mayor Cyril M. Kleem

Barbara Jones, Director of Public Safety

Dan Clark, Chief of Police

Barbara Jones, Director of Law

Exhibit A - SUBSTANCE ABUSE TESTING AND ASSISTANCE POLICY

I. Situations Under Which an Employee or Prospective Employee May Be Tested

A. Pre-Employment Drug Testing

1. As part of the City's employment procedures, all applicants will be required to undergo a post-offer, pre-employment drug test/screening that is conducted by a contractor designated by the City. Any offer of employment is contingent upon, among other things, satisfactory completion of this test/screening.

B. Reasonable Suspicion Testing

1. Reasonable suspicion that an employee used or is using a controlled substance or alcohol in an unlawful or abusive manner may be based upon, but not limited to:
 - a. Observable phenomena, such as direct observation of drug or alcohol use or possession and/or the physical symptoms of being under the influence or withdrawal of a drug or alcohol;
 - b. A pattern of abnormal conduct or erratic behavior;
 - c. Arrest or conviction for a drug or alcohol-related offense, or the identification of an employee as the focus of a criminal investigation into illegal drug or alcohol possession, use or trafficking;
 - d. Information provided by reliable and/or credible sources;
 - e. Facts or circumstances developed in the course of an authorized investigation of an accident or unsafe working practice.

C. Post-Incident Testing

1. An "incident" is defined as an occurrence
 - a. Involving a city-owned vehicle or a privately-owned vehicle operated while conducting city business, which results in:
 - 1) A fatality; or

2) Bodily injury to a person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident; or

3) One or more motor vehicles incurring disabling damage as a result of the accident, requiring the vehicle to be transported away from the scene by a tow truck or other vehicle or where damage to any property, real or personal, exceeds \$500.

b. Involving any act(s) of an act of violence committed by an Employee against another person. An "act of violence" is an assault, as defined in Ohio Revised Code 2903.13.

D. Follow up Testing after Return to Work from Assessment or Treatment

1. This type of testing occurs at the point an employee who has previously tested positive returns to work.

2. The return-to-work test is required before the employee is allowed to return. Once an employee passes the drug and/or alcohol test and returns to duty, there may be additional tests conducted over a period of at least one year. Any employee with a second positive test result will be terminated.

II. Testing Procedures

A. In general

1. The City will use a testing site that affords visual and aural privacy, to the individual being tested sufficient to prevent unauthorized persons from seeing or hearing test results. This site will have available all of the necessary equipment, personnel, and materials for breath and drug testing. The City's alcohol and drug testing sites are located at Southwest General Hospital and/or its satellite Urticaria Centers; however other sites meeting the criteria set forth within may perform any test in the event that as a result of an accident, medical attention is sought at another suitable medical facility.

2. Any employee required to submit to an alcohol and/or drug test will be required to provide positive identification.

3. All alcohol and/or drug screening tests shall be conducted by medical laboratories meeting the standards of the National Institute of Drug Abuse and the National Institutes of Health. All urine specimens to be tested for the presence of controlled substances will be analyzed

by a laboratory certified under the DHHS Mandatory Guidelines for Federal Workplace Drug Testing Programs. All drug tests required by the City will therefore be shipped for analysis to a NIDA certified laboratory. No test shall be considered positive until it has been confirmed by a gas Chromatography/Mass Spectrometry full scan test or its equivalent.

4. The costs of testing required by the employer shall be paid by the employer.

B. Results

1. Alcohol testing: A positive result of blood alcohol concentration of .04% or above shall entitle the Employer to proceed with sanctions as set forth in this agreement.

2. Controlled substance test result

- a. Initial Screen: All urine specimens will be initially tested for the use of controlled substances by an immunoassay screen, which will eliminate negative urine specimens from further consideration. Any positive test results in an initial test will be subject to confirmation through an additional, more precise and accurate testing methodology.

The cut-off level set forth below will be used for the initial screening of specimens to determine whether they are negative for the following drugs:

- 1) Marijuana metabolites-50 ng/ml
- 2) Cocaine metabolites -300 ng/ml
- 3) Opiate metabolites-300 ng/ml *
*(25 ng/ml if immunoassay specific for free morphine)
- 4) Phencyclidine-25 ng/ml
- 5) Amphetamines -1,000 ng/ml

- b. Confirmatory tests: Any urine specimen identified as positive on the initial test screen will be confirmed by a second analytical procedure independent from the initial test and which uses a different chemical technique and procedure. Gas chromatography/mass spectrometry will be used to confirm initial positive test results.

The cut-off levels set forth below will be used to establish the existence of a "confirmed positive" test result:

- 1) Marijuana metabolites- 15 ng/ml
(Delta 9.-tetrahydrocannabinol 1-9-carboxylic acid)
 - 2) Cocaine metabolites - 150 ng/ml
(Benzoyllecgonine)
 - 3) Opiates
Codeine-300 ng/ml Morphine -300 ng/ml
 - 4) Phencyclidine -25 ng/ml
 - 5) Amphetamines
Amphetamine -500 ng/ml
Methamphetamine - 500 ng/ml (specimen must also contain amphetamine at a concentration of 200 ng/ml or greater)
- c. All confirmed positive and negative test results will be reported by the laboratory to a Medical Review Officer before they are communicated to the City.

To ensure that every employee who might be subjected to drug and alcohol testing by the City is treated in a fair and impartial manner, the City has retained the services of a Medical Review Officer (MRO). The MRO is a licensed physician with knowledge of substance abuse disorders who will review and interpret positive test results from the laboratory. The MRO will also review the chain of custody to ensure that it is sufficient and complete on its face and may request quantification of the test results from the lab.

III. Employees' Rights Related to An Initial Positive Test Result

- A. In the event of a positive result, the MRO will contact the employee directly, on a confidential basis, to determine whether the employee wishes to discuss the test result. The employee will be given an opportunity to explain the findings to the MRO prior to the issuance of a report of a positive test result to the City. The MRO can request information on recent medical history and on medications taken within the last thirty days by the employee. In the event that the MRO finds support in the explanation offered by the employee, the employee may be asked to provide documentary evidence to support the employee's position.

- B. If the MRO has made reasonable, but unsuccessful efforts at contacting the individual, the MRO may contact the City in order to communicate said results. In all cases, the City shall not be informed of a positive test result until the employee has been informed or reasonable efforts have been made to inform the employee.
- C. In the event of a positive result, the employee has the right to have the sample split and tested by another DHHS-certified laboratory. Said request must be made to the MRO within 72 hours of notice to the employee that the test was positive. The cost of the test under this section is the responsibility of the employee.

IV. Rehabilitation/Discipline

- A. If the testing required has produced a positive result, the City may take disciplinary action and/or may require the employee to participate in any rehabilitation or detoxification program that is covered by the employee's health insurance. The City will not otherwise pay the costs of a rehabilitation program not covered by the employee's health insurance. An employee who participates in a rehabilitation or detoxification program shall be allowed to use sick time, vacation leave, and any other paid leave days for a period of the program. If no such leave credits are available, the employee may apply for unpaid leave.
- B. If a rehabilitation or detoxification program is offered, the employee will not be permitted to return to the workplace until the employee demonstrates through a retest that he or she is no longer abusing any substance. Such employee may be subject to random testing upon return to work for a period of one (1) year from the date of return to work. As a condition of their continued employment, the employee must remain alcohol and drug free. Any employee in a rehabilitation or detoxification program in accordance with this Agreement will not lose any seniority or benefits.
- C. If the employee is referred to a rehabilitation or detoxification program, the City will be informed whether the employee is attending sessions and actively participating but will not receive information about the specifics of the counseling.
- D. The City will hold all employees accountable in terms of substance use but also supports rehabilitation.
 - 1. Those employees who come forward voluntarily to identify that they have a substance use problem will receive the City's support and assistance and will not be subject to disciplinary action. However, if an employee has a substance use problem and does not come forward, and

the employee then tests positive for drug or alcohol use in violation of this Policy, the City reserves the right to take appropriate action, which may include referral to treatment, suspension without pay and/or termination. In all cases, the City reserves the right to take appropriate disciplinary action for other acts of misconduct which may be related to the use of alcohol and/or drugs.

2. The City agrees that in the absence of other acts of misconduct, an employee testing positive for the first time for alcohol and/or other legally prescribed or over-the-counter medications will be referred to a rehabilitation program.
3. There is a presumption that an employee who is found guilty or pleads no contest to a criminal offense related to substance use that occurs on City property or in a City vehicle or while conducting City business, will be terminated.
4. In all other cases, whether an employee who tests positive will be allowed to sign a "last-chance" agreement to seek assistance aimed at changing substance use behavior will be determined individually based on such factors as quality of performance, length of service, willingness to acknowledge a problem and seek help and whether the use of any alcohol and/or drugs occurred while conducting City business.
5. An employee's failure to cooperate in the implementation of this policy may be subject to disciplinary action.

V. Confidentiality

A. To protect the confidentiality of employees, all records of drug and alcohol testing will be stored separately and apart from the employee's general personnel documents. Access to these records shall be limited to designated City officials. Those designated City officials that shall have access to these records are charged with the responsibility of maintaining the confidentiality of these records in accordance with state and federal law. Any breach of confidentiality concerning these records may result in disciplinary action, up to