

DEPARTMENT OF PARKS AND RECREATION
PARK RANGER DIVISION
ADDENDUM TO MASTER AGREEMENT

ARTICLE I
UNIFORMS

Section 1. Uniforms. The Quartermaster clothing system shall be used for the issue and maintenance of employee uniforms, including leathers and duty gear. No excessively worn, soiled, broken down or non-serviceable uniforms will be issued to any employee. Included in the Quartermaster will be a yearly new issue of two shirts and two pants.

Section 2. Safety Work Boots. The Department shall pay \$160.00 towards the base cost of one or more pair of safety work boots every year of this Agreement, the style and color of which shall comply with the Department's uniform requirements. This program will be available from Jan 1st to December 1st every year of this agreement. Employees should first attempt to utilize the Department's designated vendor. However, if the vendor is unable to fit the employee adequately, the employee may purchase the boots elsewhere and be reimbursed as provided in this section. At Management's discretion, safety work boots may be replaced due to excessive wear and tear. Employees who complete probation after December 1 will be dealt with on a case-by-case basis.

Section 3. Safety. The Department will provide protective gloves and safety glasses to employee in the amount and type necessary to perform the job in question as determined by the Union-Management committee.

ARTICLE 2
BIDDING PROCEDURE
SHIFTS
POLICE POWERS
TRAINING

Section 1. Shift Bidding. The seniority based shift bidding process currently in effect shall not be altered, changed or amended without the mutual agreement of the Union and the City.

Section 2. Shifts. The shifts currently in effect shall not be altered, changed or amended without first notifying and consulting with the Union.

Section 3. Benefit leave time. Benefit leave time shall continue for the duration of this agreement as provided by Revised Code § 291-203 and shall not be altered, changed, or amended without the mutual agreement of the Union and the City.

Section 4. Powers. Pursuant to Chapter 253, Art. IV, of the Revised Code, the Director of the Department of Public Safety (DPS) shall appoint and swear those individuals employed as Park Rangers within the Division to do special duty within the consolidated city, to-wit: the provision of law enforcement within the DPR's parks, and such other duties as described in Sec. 241-306 of the Revised Code. The Park Rangers shall have only those powers, privileges and duties as granted in writing by the Director of the DPS.

Section 5. Training. Training mandatory to meet job requirements will be mandatory and will be provided at no cost to the employees.

**ARTICLE 3
COURT TIME
OFF-DUTY WORK**

Section 1. Court Time. Employees shall receive their choice of pay or compensatory time off for court appearances during off duty hours before any court or at the County Prosecutor's Office or when subpoenaed by any person or agency on matters pertaining to incidents investigated by such Ranger in the course of his employment, whether such incidents are civil or criminal in nature.

Section 2. Travel Time. Rangers that meet the above requirements for court time compensations shall also receive travel time of one hour only when the Ranger's shift does not begin or end within one hour of the court time.

Section 3. Off-duty Employment. The off-duty employment program in effect January 1, 2007 shall remain in effect for the duration of this agreement.

ARTICLE 4 PAY

Section 1. Overtime. Overtime shall mean all time actually worked in excess of the regularly scheduled workday or all time in excess of forty (40) hours per week, or in excess of the regularly scheduled workweek if greater than (40) hours.

Section 2. Overtime/Compensatory Time.

A) Employees who work overtime shall have the option of choosing to be compensated at 1 ½ times the employee's regular rate of pay or 1 ½ compensatory time at the employee's option. Compensatory time shall be taken with Management approval. Compensatory time accrual shall be no more than two hundred forty (240) hours per year. The two hundred forty (240) hours of compensatory time can be taken in conjunction with approved medical purposes. (Unforeseen issues arising from this provision will be resolved through the Labor/Management Committee.) This in no way relinquishes Union's right to grieve unresolved differences.

B) Management will ensure that all compensatory time is in accordance with the guidelines set forth in the Employee Manual under conditions for use of Accrued Time.

C) Upon separation of employment, an employee will be paid for unused compensatory time hours at the average regular rate received by the employee during the last three years of employment or the final regular rate received by the employee, whichever is higher.

D) Compensatory time must be taken in a one (1) hour minimum and quarter (1/4) hour increments thereafter. Management has final approval/disapproval of a compensatory leave time request.

E) Request to use four (4) to one workday's worth of compensatory hours must be submitted in writing to Management no later than twenty-four (24) hours in advance of use, except in cases of emergency.

F) Request to use more than one workday's worth of compensatory hours must be submitted in writing to Management one (1) week in advance of use.

G) For the purposes of calculating premium overtime, compensatory time leave is added to the total hours worked.

Section 3. Rate for Union Employees. Beginning in 2007, the wage rate for a ranger will be \$16.25 an hour in addition to any percentage increase negotiated in the master.

Section 4. Shift Premium. A shift premium shall be paid for employees working the 2nd shift in the amount of thirty-five cents (\$.35) per hour.

Section 5. Additional Duties Pay. Field Training Officers, Academy Training Officers, and K-9 Handlers shall receive an additional fifteen cents (\$.15) per hour.

ARTICLE 5 SENIORITY LAYOFF

Section 1. Seniority. Each employee who has worked in a particular job position, and completed his/her probationary period, shall be credited with all his/her seniority in said job position from his/her start date of continuous employment in a Union eligible position with the Parks Department.

Section 2. Layoffs. Any Park Ranger laid off shall be afforded the opportunity to take any leave time and compensatory time or be paid in lump sum. If the Park Ranger chooses to take this time as time off, the City shall continue to pay the Park Ranger and continue his health care until that time is expended.

ARTICLE 6 PERSONNEL FILES INTERNAL INVESTIGATIONS

Section 1. Personnel Files. The employee may not remove any document from his Personnel File but may challenge, in writing, any data believed to be inaccurate. In addition, if there is any comment adverse to the employee's interest in his Personnel File, he may file a written response with the Human Resources Administrator. With the approval of the Ranger Administrator, which approval shall not be unreasonably withheld, this response shall be attached to said adverse comments.

Section 2. Internal Investigations. It is understood that the information regarding internal investigations is not included in an employee's

Personnel File. Once an employee is scheduled for interview in an internal investigation, he will be provided a copy of the complaint in non-criminal cases, where one exists, and will be informed of the nature of the complaint in criminal cases, but in neither case will the name of the complainant necessarily be disclosed.

ARTICLE 7 TUITION ASSISTANCE

Section 1. Education. The City encourages Park Rangers to advance their education to improve their qualifications and performance on the job and for personal growth. A Park Ranger may be reimbursed for management approved and job-related voluntary off-the-job educational pursuits provided that the criteria as set out in the City's Employee Manual are followed.

Section 2. Reimbursement. A Park Ranger may receive reimbursement of up to seventy-five percent (75%) of the course tuition and one hundred percent (100%) of required textbooks. However, the maximum reimbursement shall not exceed four hundred dollars (\$400.00) in a calendar year.

ARTICLE 8 PROVISIONS

Section 1. Ranger Ordinance. The City and the Union agree that if by ordinance or administrative re-organization the structure of the Indianapolis Park Rangers is substantially changed causing a direct affect on the Park Rangers represented, then negotiations may be reopened to address those provisions that have been affected by the change to the extent that the changes are contrary to this agreement.

ARTICLE 9 UNION RIGHTS

Section 1. Voting. When voting for the election of Union officers and Union/City negotiated contracts is performed during an employee's shift, an employee regularly scheduled to work shall be allowed to vote while on City time.

Section. 2. Shift Meetings. Division Union Representatives shall be allowed to hold a monthly meeting on City time with Union employees to discuss Union/Management concerns with regard to City business with prior Management approval and approval of the union President.

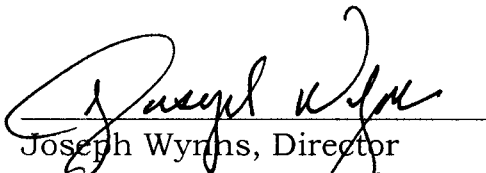
Section 3. Accident Review Board. Due to the public safety nature of the Rangers' duties and responsibilities, the department will establish and utilize an accident review board. The Union-Management team will work together to create a recommended General Order outlining the procedure, which shall be modeled after the IMPD G.O. 7.4.

Section 4. Union-Management and Safety Committee. A Union-Management and Safety Committee will consist of not more than three (3) union employee members as selected by the Union.

Section 5. Unit work. IMPD officers and reserve rangers may perform work normally done by the Rangers without violating the Unit Work provision contained at Article IV, section 3 of the Master Agreement. The parties recognize that the Reserve Rangers are intended to be a supplement to the Ranger unit.

Executed this _____ day of _____ 2007.

DEPARTMENT OF PARKS
AND RECREATION



Joseph Wynns, Director

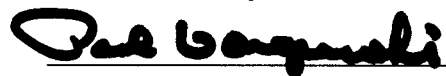


Allison Wells Gritton
Special Assistant Corporation Counsel

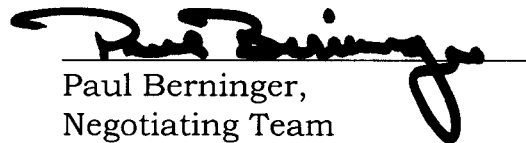
LOCAL 1887 in
the DEPARTMENT OF
PARKS AND RECREATION



Shane Brinkman, President



Paul Gorgievski,
Ranger Chairperson



Paul Berninger,
Negotiating Team