

Exhibit "A"

APPENDIX A - To be Reviewed Annually by Council

2010

Paid Holidays

1	January	New Year's Day
18	January	Martin Luther King Jr. Day
15	February.....	President's Day
31	May	Memorial Day
5	July	Independence Day (observed)
6	September.....	Labor Day
11	October	Columbus Day
11	November	Veteran's Day
25	November	Thanksgiving Day
24	December.....	Christmas Day (observed)
1	January 2011.....	New Year's Day

Rate of sick time hours accrued per every (80) hours worked.....	(5.0)
Sick Leave Incentive payment	_____ (\$150)
Monthly incentive payment for opt-out of health insurance.....	_____ (\$350)
Federal mileage reimbursement rate	(\$0.50) per mile
.....	or the Federal Mileage rate in
.....	effect at the time the expense was
.....	incurred
Life insurance	(\$15,000)
Health Insurance	per plan currently in effect

SCHEDULES

OHIO PUBLIC EMPLOYEES' RETIREMENT SYSTEM (OPERS)

Contributions to OPERS are as follows:

Employer contribution	14% of gross pay for employees
Employee contribution	10% of gross pay for employees

POLICE AND FIREMEN'S DISABILITY AND PENSION FUND (PFDPF)

Employer contribution	19.5% of gross pay for police officers
.....	or the rate established by Ohio
Police & Fire Pension Fund for 2010	
Employee contribution:.....	10% of gross pay
or the rate established by Ohio Police & Fire Pension Fund for 2010	

MEDICARE TAX

Each employee hired on or after April 1, 1986, will have Medicare taxes in the amount of 1.45% of the employee's gross earnings deducted from his/her pay. An employee who was employed before April 1, 1986, then quits, and is re-employed on or after April 1, 1986, will have Medicare taxes deducted.