

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the City of Greenfield and the Fraternal Order of Police, Ohio Labor Council, Inc. ("FOP"), the union representing bargaining units of City Employees in the classifications of Dispatcher, Police Officer, and Sergeants as certified by the Ohio State Employment Relations Board. The parties agree that as a result of the 2013 contract re-opener, Article 30, Insurance and Article 31, Wages will remain unchanged and read as outlined below.

ARTICLE 30 **INSURANCE**

Section 30.1. The Employer agrees to indemnify and defend any Bargaining Unit employee from actions arising out of the lawful performance of his official and/or assigned duties.

Section 30.2. Personal Insurance. Personal articles issued or required by the Employer not covered by another insurance plan that are destroyed, damaged, lost or stolen in the line of duty, will be replaced or repaired by the Employer at the Employer's expense. Replacement or repair of the personal article must be approved by the Chief of Police. Personal articles are defined as jewelry items including watches, eye glasses, dentures, contact lenses, officer owned Employer required equipment and any other article approved by the Chief of Police.

Section 30.3. The Employer shall make available to all bargaining unit employees comprehensive major medical/hospitalization health care insurance plans, and vision, life and dental insurance plans.

Section 30.4. Whenever gross savings (i.e. lower premium prices) become available to the City of Greenfield as a result of the employee committee process, the City agrees to share fifty percent (50%) of this savings with its regular full-time employees. City Council agrees to share this savings by dividing it equally between all regular full-time City employees and making a onetime lump sum payment to each regular full-time employee or a onetime lump sum contribution payment at the employee's request into the employee's HSA account no later than December 31st of the year in which the savings was realized by the City. This one time lump sum payment/contribution to the employee or their HSA account will be in addition to the employer HSA contribution of \$1250 for single coverage and \$2500 non single coverage. Effective January 1, 2012 a regular full time employee will pay twelve percent (12%) of their applicable monthly premium toward the cost of providing insurance benefits. Such insurance premium payment shall be made through regular payroll deduction.

The City will partially fund the HSA of bargaining unit employees electing coverage in the following amounts on an annual basis:

Single Coverage: \$1250 of the \$2500 deductible
Non-Single Coverage: \$2500 of the \$5000 deductible

The Employer's portion of the employee's HSA will be funded in bi-weekly contributions. The Employer shall contribute forty-eight dollars and eight cents (\$48.08) bi-weekly for each eligible bargaining unit employee electing Single Coverage. Additionally, the Employer shall contribute ninety-six dollars and sixteen cents (\$96.16) bi-weekly for each eligible bargaining unit employee electing Non-Single Coverage.

Section 30.5. The Employer agrees to maintain in force the present hospitalization and medical programs for employees who are injured in the line of duty for a period of ninety (90) calendar days following the exhaustion of the employee's accumulated sick leave.

Section 30.6. An eligible employee may waive his rights to participate in either the Single or Family coverage. Such employees shall receive a lump sum payment of seven hundred dollars (\$700.00) at the end of each insurance contract year. If an employee waives his insurance benefit, such employee may not revoke his waiver until the next open enrollment period in either plan.

Section 30.7. The Employer or his designee will meet with representatives of the bargaining unit and the Labor Council to negotiate the effect of any changes in insurance benefits if the Employer intends to change insurance carriers.

Section 30.8. Prior to any substantive changes in the existing benefit plan, the Employer shall form a Health Insurance Plan Committee, consisting of employees from all City work units. One ~~(1) Labor Council steward or his or her designee shall be a member of the committee.~~ The purpose of the Committee is to study available options and make a recommendation to the City Manager. If substantive changes in the plan are recommended or become necessary, the employer shall notify the Labor Council in advance of any changes and will meet with representatives of the Labor Council to negotiate the effect of those changes on the bargaining unit.

ARTICLE 31
WAGES

Section 31.1. ~~Section 31.1.~~ Effective on the first day of the first full pay period following January 1, 2011, the regular hourly wages of bargaining unit employees shall increase by one percent (1%) as follows:

	0-12 Months	13-24 Months	25-36 Months	37-48 Months	49+ Months
Dispatchers	\$13.67	\$14.52	\$14.88	\$15.42	\$15.80
Patrolmen	\$14.89	\$16.73	\$17.10	\$17.46	\$17.82
Sergeants	\$19.02	\$19.39			

Section 31.2. Effective on the first day of the first full pay period following January 1, 2012, the regular hourly wages of bargaining unit employees shall increase by one percent (1%) as follows:

	0-12 Months	13-24 Months	25-36 Months	37-48 Months	49+ Months
Dispatchers	\$13.81	\$14.67	\$15.03	\$15.57	\$15.96
Patrolmen	\$15.04	\$16.90	\$17.27	\$17.63	\$18.00
Sergeants	\$19.21	\$19.58			

~~Section 31.3.~~ Effective on the first day of the first full pay period following January 1, 2013, the regular hourly wages of bargaining unit employees shall increase by one percent (1%) as follows:

	0-12 Months	13-24 Months	25-36 Months	37-48 Months	49+ Months
Dispatchers	\$13.95	\$14.82	\$15.18	\$15.73	\$16.12
Patrolmen	\$15.19	\$17.07	\$17.44	\$17.81	\$18.18
Sergeants	\$19.40	\$19.78			

Section 31.4. When an employee is promoted within the bargaining unit, he shall be placed at the first step of the pay level for the position into which he is promoted, and shall progress to the next highest hourly rate level at the beginning of the first full pay periods following the anniversary date of his promotion.

City of Greenfield

Robert Beitzman

John Sisko 1/25/13

John 1/25/13

Carolyn Swedgrass 1/25/13

FOP, Ohio Labor Council, Inc.

St. James

Sergeant Representative

John 1/25/13

Patrol Representative

Joseph K. Johnson 1/25/13

Dispatch Representative

Mark Scranton

Mark Scranton

Staff Representative, FOP, OLCI

1-29-2013

Date

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF :	}	
	}	
FRATERNAL ORDER OF POLICE,	}	CASE NO.(S): 10-MED-09-1092
OHIO LABOR COUNCIL, INC.,	}	10-MED-09-1093
EMPLOYEE ORGANIZATION,	}	10-MED-09-1272
	}	
and,	}	
	}	(This will close the open case for
CITY OF GREENFIELD,	}	Case No.(s): 12-MED-09-0850
EMPLOYER.	}	12-MED-09-0851
	}	12-MED-09-0852)
	}	
	}	

FILING OF COLLECTIVE BARGAINING AGREEMENT
(Addendum)

Pursuant to Board Rule 4117-09-07, the F.O.P., Ohio Labor Council, Inc. hereby files a copy of the addendum to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted



Tara M. Crawford
Paralegal
F.O.P., O.L.C.I.
222 East Town Street
Columbus, Ohio 43215
614-224-5700

cc: Ms. Betty Bishop
citymanager@greenfieldohio.net