

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is entered into by the City of Mt. Healthy and the Fraternal Order of Police, Ohio Labor Council, Inc. ("FOP"), the union representing a bargaining unit of City Employees in the classification of Police Officer as certified by the Ohio State Employment Relations Board. The parties agree Article 19 of the current Collective Bargaining Agreement will be modified as a result of a contract reopener for wages to read as follows:

**ARTICLE 19  
WAGES**

Section 19.1. Each step on the wage scale represents a completed year of service as a Police Officer with the City of Mt. Healthy. Employees will advance to the next succeeding step on their anniversary dates of hire.

A. Effective January 1, 2012, rates of pay for bargaining unit employees shall increase by 0% and shall be as follows.

|        | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    |
|--------|-----------|-----------|-----------|-----------|-----------|
| Hourly | \$19.4119 | \$22.3799 | \$24.4079 | \$26.4078 | \$28.1913 |
| Annual | \$40,376  | \$46,550  | \$50,768  | \$54,928  | \$58,673  |

B. Effective January 1, 2013, rates of pay for bargaining unit employees shall increase by 2.25% and shall be as follows.

|        | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    |
|--------|-----------|-----------|-----------|-----------|-----------|
| Hourly | \$19.8487 | \$22.8834 | \$24.9571 | \$27.0019 | \$28.8256 |
| Annual | \$41,285  | \$47,597  | \$51,910  | \$56,163  | \$59,957  |

C. Effective January 1, 2014, rates of pay for bargaining unit employees shall increase by 2.25% and shall be as follows.

|        | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    |
|--------|-----------|-----------|-----------|-----------|-----------|
| Hourly | \$20.2953 | \$23.3983 | \$25.5186 | \$27.6094 | \$29.4742 |
| Annual | \$42,214  | \$48,668  | \$53,078  | \$57,427  | \$61,306  |

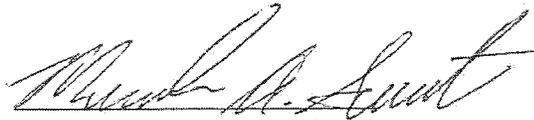
Section 19.2. The Employer at its discretion reserves the right to place a new hire employee at Step 2 of the wage scale.

Section 19.3. Employees shall be paid bi-weekly. Longevity compensation shall be calculated at \$50.00 a year starting after ten (10) years and shall be capped at \$500.00 per year. Longevity shall be paid to employee upon anniversary date after notifying the Auditor in writing as to request.

Section 19.4. Double-Back Pay: Whenever there is less than sixteen (16) hours between an employee's regularly scheduled shifts, they shall be compensated, at their overtime rate, for all hours worked in the succeeding shift. Such compensation, or "Double-Back Pay", will be in the form of regular salary for the actual hours worked plus four and one-quarter (4-1/4) hours of overtime pay. Excluded from this provision are shift changes which result in details to training sessions, special details, court appearances, unscheduled overtime work and/or voluntary shift changes made by the employee.

In Witness Whereof, the parties have hereunto signed by their authorized representatives this 16 day of DECEMBER, 2012.

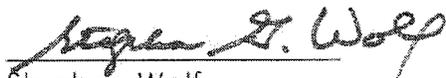
  
Joseph T. Roetting  
Mayor

  
Mark Scranton, FOP/OLC, Inc.  
Staff Representative

  
William Kocher  
Safety Service Director

\_\_\_\_\_  
Joseph Powell  
Bargaining Team Member

Approved to form:

  
Stephen Wolf  
Director of Law

REQUESTED BY: SAFETY SERVICE DIRECTOR, BILL KOCHER

DATE OF FIRST READING: 12-18-2012 WAIVE RULES?  YES  NO

FINAL ACTION DATE: 12-18-2012 VOTE:  YES  NO

SUSPENSION OF THREE READING RULE:

|                                     |                          |
|-------------------------------------|--------------------------|
| YES                                 | NO                       |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <u>7</u>                            | <u>0</u>                 |

DENISE LINGO  
 JAMES WOLF  
 JENNIFER MOODY  
 ROSS BITTNER  
 GERALDINE BRANDY  
 ROBERT PARSONS  
 JEANNE GEORGE  
 TOTALS

ADOPTION OF ORDINANCE:

|                                     |                          |
|-------------------------------------|--------------------------|
| YES                                 | NO                       |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <u>7</u>                            | <u>0</u>                 |

ORDINANCE NO. 12-1653

**AN ORDINANCE AUTHORIZING THE SAFETY SERVICE DIRECTOR TO EXECUTE A MEMORANDUM OF UNDERSTANDING WITH THE FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC. REPRESENTING THE POLICE OFFICERS**

**NOW THEREFORE,** BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MT. HEALTHY, STATE OF OHIO:

**Section 1.** That the Safety Service Director is authorized to sign a Memorandum of Understanding with the Fraternal Order of Police, Ohio Labor Council, Inc. representing a bargaining unit of Police Officers as certified by the Ohio State Employment Commission in the form and under the terms of the agreement attached hereto.

**Section 2.** That this Ordinance shall be in full force and effect from and after the first date provided by law.

Passed this 18 day of December, 2012.

[Signature]  
President of Council

Attest: [Signature]  
Clerk of Council

Approved this 18 day of December, 2012.

[Signature]  
Mayor

Approved as to form:  
[Signature]  
Law Director

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

|                            |   |                                    |
|----------------------------|---|------------------------------------|
| IN THE MATTER OF :         | } |                                    |
|                            | } |                                    |
| FRATERNAL ORDER OF POLICE, | } | CASE NO.(S): 11-MED-10-1468        |
| OHIO LABOR COUNCIL, INC.,  | } | (Patrolmen)                        |
| EMPLOYEE ORGANIZATION,     | } |                                    |
|                            | } |                                    |
| and,                       | } |                                    |
|                            | } | (This will close the open case for |
| CITY OF MT. HEALTHY,       | } | Case No.(s): 12-MED-10-1125        |
| EMPLOYER.                  | } |                                    |
|                            | } |                                    |
|                            | } |                                    |
|                            | } |                                    |

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 an addendum and amendment 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.  
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Columbus, Ohio 43215  
614-224-5700

cc: Mr. Matthew Baker  
[mbaker@clemansnelson.com](mailto:mbaker@clemansnelson.com)