



**Memorandum of Understanding
Between the Fraternal Order of Police, Ohio Labor Council, Inc and the City
of New Philadelphia, Ohio**

RE; Case No(s) 10-MED-10-1444, 10-MED-10-1445 and 10-MED-10-1446

The parties agree to accept the fact finding recommendations issued by Fact Finder Thomas Skulina dated March 8, 2011 and that these recommendations become part of the Collective Bargaining Agreement.

All bargaining unit members shall receive a 2.75% wage increase in 2011, retroactive to January 1, 2011 and a 3% increase January 1, 2012.

The terms of this MOU shall take effect immediately and remain in effect for the remainder of the Collective Bargaining Agreement.

DATE: 3/16/11

For the FOP

[Handwritten Signature]

For the Employer

[Handwritten Signature] MAYOR
[Handwritten Signature]
[Handwritten Signature]
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