Received Electronically Fri, 22 Feb 2013 11:43:48 AM

03-11-13
10-MED-04-0643
0900-01
K27788

MEMORANDUM OF UNDERSTANDING

City of Xenia and the FOP, Ohio Labor Council, Police Officers

Article 25 – Uniform Allowance

The parties agree to amend Article 25 – Uniform Allowance of the collective bargaining agreement between the City of Xenia and the FOP, Ohio Labor Council, Police Officers as follows:

**Section 25.2. Uniform Allowance:** After the initial allotment of uniforms and equipment, each employee who has one (1) year's continuous service shall be allotted the following ~~amounts~~ ***amount*** for uniforms or equipment that may be newly authorized, worn, damaged, or otherwise unusable in the respective years.

All officers will be provided with an annual stipend totaling $800. ~~For uniformed officers, half of this amount ($400) will be applied to an in-house quartermaster system for the purchase of standard, unlisted (non-taxable) uniform items.~~ The ~~second half ($400)~~ ***annual stipend*** will be provided as a taxable payment to each employee on or before January 31 each year ~~for the purchase of supplementary uniform items not included among listed items~~. It is expected that this compensation will be used at the discretion of the employee for the purpose of acquiring necessary uniform, clothing and equipment; consequently, it is each employee's responsibility to have the necessary gear for the work environment at the beginning of his/her shift, and there will be no exceptions.

~~All officers with plain-clothes duty assignments will be provided the option of determining the stipend split.~~

The Uniform Committee shall meet as necessary to review and make changes in uniforms and equipment items available for purchase with the uniform allowance.

For the City of Xenia

Date: 2/20/13

For FOP, Police Officers

Miller

Date: 2/20/13