

MEMORANDUM OF UNDERSTANDING
TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE CITY OF ONTARIO AND THE FRATERNAL ORDER OF POLICE,
OHIO LABOR COUNCIL, INC. (DISPATCHERS)
COVERING THE PERIOD JANUARY 1, 2011 TO DECEMBER 31, 2013

The Parties agree that in settlement of case number 12-MED-01-0010 (Dispatchers) and case number 12-MED-01-0089 (Parking Enforcement Officer) and retroactive to January 1, 2013, all members of this bargaining unit shall receive a one and one half percent (1.5%) wage increase. Therefore Appendix A of the Patrol Officer Collective Bargaining Agreement is amended to read as follows:

**APPENDIX A
WAGE SCHEDULE**

DISPATCHER

Step	A 0-12 months	B 12-24 months	C 24-36 months	D 36-48 months	E 48-60 months	F 60+ months
1/1/11	\$15.40	\$17.06	\$17.79	\$18.27	\$18.73	\$19.26
1/1/12 (0%)						
1/1/13 (1.5%)	\$15.63	\$17.32	\$18.06	\$18.54	\$19.01	\$19.55

PARKING ENFORCEMENT OFFICER (No employees hold this position in 2013)

Step	A 0-12 months	B 12-24 months	C 24-36 months	D 36-48 months	E 48-60 months	F 60+ months
1/1/11	\$11.62	\$14.00	\$14.59	\$15.21	\$15.77	\$16.51
1/1/12 (0%)						
1/1/13						

Annual Wages are based on 2080 hours times the above rates of pay for full time employees.

In all other respects, all articles and/or sections of the Agreement between the parties shall remain in full force and effect for the balance of the contract term unless further modified by agreement of the parties.

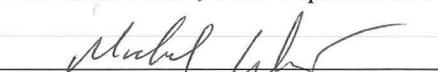
FOR THE CITY OF ONTARIO:

FOR THE FRATERNAL ORDER OF POLICE,
OHIO LABOR COUNCIL, INC.


Rodney D. Smith, Chief of Police


Andrea H. Johan, Staff Representative


Roger Heston, Service-Safety Director


Michael Wright, Bargaining Team Member,
Dispatcher Unit


Harry M. Welsh, Assistant Law Director

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TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE CITY OF ONTARIO AND THE FRATERNAL ORDER OF POLICE,
OHIO LABOR COUNCIL, INC. (DISPATCHERS) 13-MED-01-0012
COVERING THE PERIOD JANUARY 1, 2011 TO DECEMBER 31, 2013

The Parties agree that effective January 1, 2013 and for the balance of the contract term that Article 39 Insurance, Section 39.1 is hereby amended and shall read as follows:

Section 39.1 The Employer shall provide, paid medical insurance that includes dental, vision, and prescription drug coverage to all bargaining unit members in the same manner as provided to other City of Ontario employees.

The Employer shall pay the cost of this insurance. The Employer shall choose the insurance carrier. Effective January 1, 2013 the annual deductible for a Single Plan will increase from two thousand five hundred dollars (\$2,500.00) to four thousand dollars (\$4,000.00) and the annual deductible for a Family Plan will increase from five thousand dollars (\$5,000.00) to eight hundred dollars (to \$8,000.00). The City will continue to fund the Health Savings annually as follows:

Single Plan \$2,050.00
Family Plan \$4,100.00

In addition, whenever an employee incurs an expense in any year which is in excess of the amounts listed below, the employee shall submit to the Ontario City Auditor evidence of the expense and the City will promptly reimburse the employee for the amount paid of owed.

Single Plan in excess of \$2,500.00 but less than \$4,000.00
Family Plan in excess of \$5,000.00 but less than \$8,000.00

In all other respects, all articles and/or sections of the Agreement between the parties shall remain in full force and effect for the balance of the contract term unless further modified by agreement of the parties.

1/23/13
FOR THE CITY OF ONTARIO:

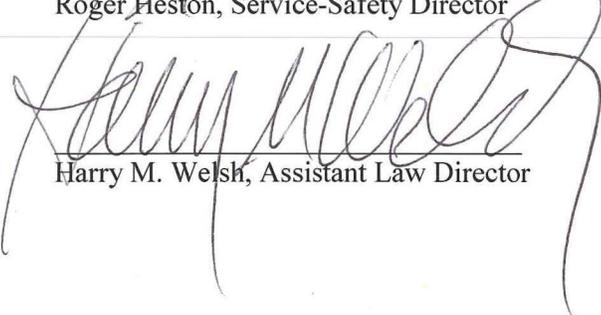

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