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

The Parties agree that in settlement of case number 13-MED-01-0009 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 Supervisor (Sergeant and above) Collective Bargaining Agreement is amended to read as follows:

APPENDIX A
WAGE SCHEDULE

SERGEANT

1/1/11 $24.96 (9% Above Top Police Officer Wage)

1/1/12 (0%)

1/1/13 (1.5%) $25.33 (9% Above Top Police Officer Wage)

LIEUTENANT

1/1/11 $27.21 (9% Above Sergeant Wage)

1/1/12 (0%)

1/1/13 (1.5%) $27.62 (9% Above Sergeant Wage)

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

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:

Rodney D. Smith, Chief of Police

Roger Heston, Service-Safety Director

Harry M. Welsh, Assistant Law Director

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

Andrea H. Johan, Staff Representative

Robert Griefenstine, Bargaining Team Member,
Supervisor Unit

Brian Williams, Bargaining Team Member,
Supervisor Unit

MEMORANDUM OF UNDERSTANDING
TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE CITY OF ONTARIO AND THE FRATERNAL ORDER OF POLICE,
OHIO LABOR COUNCIL, INC. (SUPERVISORS) 13MED-01-0009
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:

HMW THOUSAND AHS

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:

Rodney D. Smith, Chief of Police

Roger Heston, Service-Safety Director

Harry M. Welsh, Assistant Law Director

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

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