

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 12-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)

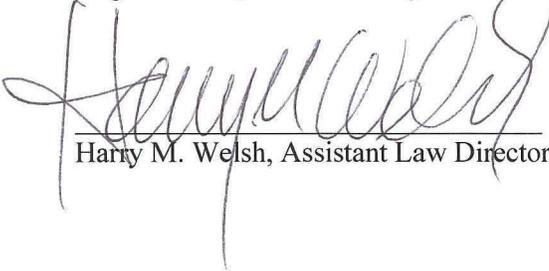
Annual Wages are based on 2080 hours times the above rates of pay for full time officers.

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

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COVERING THE PERIOD JANUARY 1, 2011 TO DECEMBER 31, 2013

13MED-01-0009

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:

THOUSAND
A 45

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

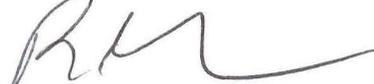
FOR THE CITY OF ONTARIO:

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


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STATE EMPLOYMENT RELATIONS BOARD

01-10-14
10-MED-08-0959
3186-02
K27260

In Re:

F.O.P., Ohio Labor Council, Inc.
and
City of Ontraio

2013-MED-08-0892, 0893, 0894, 0895

Extension Agreement

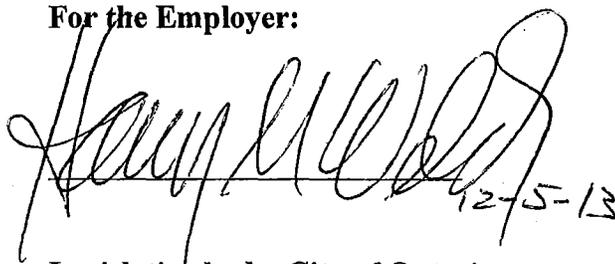
In the above-entitled negotiations, the parties hereto agree as follows:

1. the current collective bargaining agreement between them shall remain in full force and effect without any change until a successor agreement is reached or implemented, whether as a result of ratification of a tentative agreement or through the use of statutory dispute resolution proceedings at O.R.C. §4117;
2. the date for the fact finder to issue his/her report is extended to March 28, 2014;
3. the provisions of 4117.14 (G) (11) will be waived in regard to all matters of compensation or with cost implications which may be awarded by a conciliator in accordance with Chapter 4117 O.R.C. and agree that the conciliator may award wage increases or other matters with cost implications to be retroactive to January 1, 2014.

Date: _____

For the FOP, Ohio Labor Council:

For the Employer:


12-5-13

Legislative body, City of Ontario: