

Memorandum of Agreement
Between the City of Hamilton, Ohio and the Fraternal Order of Police, Lodge 38

The following is a Memorandum of Agreement between the City of Hamilton, Ohio (the "City") and the Fraternal Order of Police, Lodge 38, Rank and File Unit, Supervisor's Unit, and Captain's Unit (the "Union") (collectively, the "Parties").

Whereas the City and the Union were parties to a collective bargaining agreement effective September 1, 2007 through August 31, 2010 and said agreement was thereafter extended through August 31, 2012 and then through August 31, 2014 by amendment to the agreement executed in July 2011 (the "Amendment"). It is the intent and purpose of this Memorandum of Agreement and the parties to extend the Amendment through August 31, 2015, with certain modifications.

The Parties agree that the Amendment shall be modified as follows:

- Article XI – Hospitalization, Medical-Surgical Coverage. The Parties agree to reopen Article XI only on August 1, 2014.
- Article XXXVI – No Lay-offs, No Attrition in the Rank & File Unit Amendment (and Article XXXIII – No Lay-offs, No Attrition in the Supervisor's and Captain's Units Amendment) shall be replaced by the following language.

ARTICLE XXXVI.

NO LAY-OFFS, NO ATTRITION

ARTICLE XXXIII.

NO LAY-OFFS, NO ATTRITION

Section 1. The total sworn department complement is hereby defined as 104 officers.

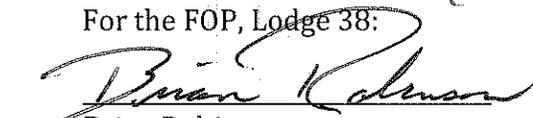
- A. The above referenced total sworn department complement shall be reduced over the term of this Agreement through attrition within the police officer rank. As the department complement is reduced through attrition, the defined total sworn department complement shall be automatically amended to reflect the reduced number; provided, once sufficient attrition has taken place to reduce the department complement to 104 officers (which number shall include any fully grant funded positions), the City will maintain that complement, subject to any reasonable delays in hiring due to administration of civil service exams.

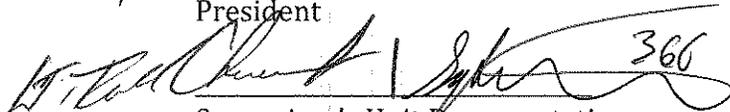
As part of this Memorandum of Agreement to extend the Amendment, the Parties mutually agree to the following:

- Two (2) current sworn positions (IT officer and Court Services Supervisor) will be replaced by civilians.
- Two (2) sergeant and three (3) detective positions will be abolished through attrition during the term of this Memorandum of Agreement.
- If the parties are unable to reach agreement on Article XI in 2014, the parties agree that Article XI may be submitted to the impasse procedures of Ohio Revised Code, Chapter 4117.

The Parties agree and understand that all other provisions of the Amendment will continue except the above-listed items.

For the FOP, Lodge 38:

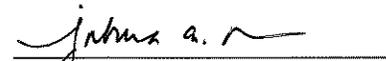

Brian Robinson
President

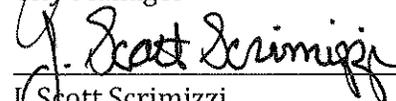

Supervisor's Unit Representative


Captain's Unit Representative

Date: 01/29/13

For the City of Hamilton, Ohio:


Joshua A. Smith
City Manager


J. Scott Scrimizzi
Chief of Police

Date: 1/30/13


LMC Chair


Detective Representative