

## Memorandum of Understanding

The parties have met for the purpose of negotiating the wage re-opener defined in the current Collective Bargaining Agreement (CBA). This Memorandum of Understanding (MOU) reflects the agreed upon modifications.

This MOU is entered into this 13~~th~~ day of April, 2013 between the City of Ironton, Ohio (Employer) and the Fraternal Order of Police, Ohio Labor Council, Inc. (Union). The purpose being, modification of Article 21 (Wages) Section A&B and Article 38 (Duration) Section B of the Collective Bargaining Agreement (CBA) effective April 1, 2011 through March 31, 2014. The terms of this MOU shall become effective upon signing and shall remain in full force and effect as per terms of the (CBA) and this Agreement.

Modifications are indicated by bold underline and strikethrough. With the exception of the modifications illustrated in this Agreement the remainder of the previously mentioned Articles and the remainder of the (CBA) shall stay unchanged.

### ARTICLE 21: WAGES

A. Members of the Bargaining Unit will receive the following wage increases:

~~The 2010 rates listed in B below shall continue in effect until such time as modified through negotiation of the wage re-opener described in section A-2 of this Agreement.~~

~~1. On or around February 1, 2012 there will be an automatic re-opener of Article 21 for both of the last two years of this agreement.~~

**The wage scale in schedule B shall be modified to reflect a 6% increase illustrated under 4/ 2013**

B. The following scale shall be in effect for members of the Bargaining Unit.

RANK SERVICE	4/1/2010	<b><u>4/ 2013</u></b>
Probationary Officer	\$14.67	<b><u>\$15.55</u></b>
At 12 months of Service	\$15.07	<b><u>\$15.97</u></b>

At 21 months of Service	\$15.47	<b><u>\$16.40</u></b>
At 30 months Service	\$15.88	<b><u>\$16.83</u></b>
Sergeant	\$16.54	<b><u>\$17.53</u></b>
Captain	\$17.22	<b><u>\$18.25</u></b>

The City will pay on behalf of the Bargaining Unit Members ~~ten percent (10%)~~ **two and one half percent (2.5%)** of the amount of the Bargaining Unit Member's contribution to the Police and Fire Disability and Pension Fund.

C. Each member shall receive an adjustment to the above scale of one (1) cent per hour multiplied by the number of completed years of service with the City.

D. Members of the Bargaining Unit shall receive the following shift rotation equity differential:

Day Shift	\$0.25 per hour
Afternoon Shift	\$0.40 per hour
Midnight Shift	\$0.55 per hour

E. There will be the following rank differential increases, which will take effect April 1, 2011. Captains three hundred dollars (\$300) and Sergeants one hundred and seventy-five dollars (\$175.00).

#### ARTICLE 38: DURATION

A. This Agreement constitutes the entire contract between the City and the Union and settles all demands and issues with respect to all matters subject to collective bargaining. Therefore, the City and the Union, for the duration of this Agreement, waive the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter.

B. This Agreement shall become effective as of April 1, 2011, **the first full pay period of April, 2013** ~~except as otherwise indicated herein,~~ and shall remain in effect up to and including ~~March 31,~~ **February 15, 2014** and shall automatically renew itself from year to year thereafter, unless written notice to terminate or amend this Agreement is given by either party to the other at

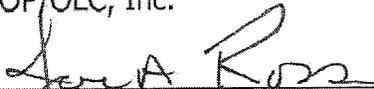
least sixty (60) days prior to ~~March 31~~ **February 15**, 2014, or prior to the date of expiration of any annual renewal thereof.

- C. If notice of termination shall be given, negotiations for a new Agreement shall take place during the sixty (60) days prior to the expiration of this Agreement.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

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

  
\_\_\_\_\_  
Wes Elson, Staff Representative  
FOP/OLC, Inc.

  
\_\_\_\_\_  
Joe Ross, FOP Associate

  
\_\_\_\_\_  
Pam Wagner FOP Associate

  
\_\_\_\_\_  
Mitch Crum, FOP Associate

FOR THE CITY OF IRONTON, OHIO:

  
\_\_\_\_\_  
Rich Blankenship, Mayor of Ironton

\_\_\_\_\_  
James Carey, Police Chief

FOR CITY COUNCIL, IRONTON, OHIO

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**For the Union**

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**For the Employer**

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STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF :

FRATERNAL ORDER OF POLICE,  
OHIO LABOR COUNCIL, INC.,  
EMPLOYEE ORGANIZATION,

and,

CITY OF IRONTON,  
EMPLOYER.

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CASE NO.(S): 11-MED-01-0019  
11-MED-01-0020

(This will close the open case for  
Case No.(s): 12-MED-01-0001 &  
12-MED-01-0002)

FILING OF COLLECTIVE BARGAINING AGREEMENT  
(Addendum)

Pursuant to Board Rule 4117-09-07, the F.O.P. Ohio Labor Council Inc. hereby files a copy of an addendum and amendment to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted



Tara M. Crawford  
Paralegal  
F.O.P., O.L.C.I.  
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Columbus, Ohio 43215  
614-224-5700

cc: Mr. Rich Blankenship  
[mayor@ironton-ohio.com](mailto:mayor@ironton-ohio.com)