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MEMORANDUM OF UNDERSTANDING

City of Xenia and the FOP, Ohio Labor Council, Police Sergeants

Article 23 – Uniform Allowance

The parties agree to amend Article 23 – Uniform Allowance of the collective bargaining agreement between the City of Xenia and the FOP, Ohio Labor Council, Police Sergeants as follows:

Section 23.2. Uniform Allowance: After the initial allotment of uniforms and equipment, each employee who has one (1) year of continuous service shall be allotted the following amounts *amount* for uniforms or equipment that may be newly authorized, worn, damaged, or otherwise unusable in the respective years.

All sergeants will be provided with an annual stipend totaling \$800. ~~For uniformed sergeants, half of this amount (\$400) will be applied to an in-house quartermaster system for the purchase of standard, unlisted (non-taxable) uniform items. The second half (\$400) *annual stipend* will be provided as a taxable payment to each employee on or before January 31 each year for the purchase of supplementary uniform items not included among listed items.~~ It is expected that this compensation will be used at the discretion of the employee for the purpose of acquiring necessary uniform, clothing and equipment; consequently, it is each employee's responsibility to have the necessary gear for the work environment at the beginning of his/her shift, and there will be no exceptions.

~~Sergeants with plain clothes duty assignments will be provided the option of determining the stipend split.~~

For the City of Xenia

Date: 2/21/13

For FOP, Police Sergeants

Date: 2/21/13