# MEMORANDUM OF UNDERSTANDING

It is agreed between the City of Shelby, Ohio and Fraternal Order of Police, Lodge 180 on behalf of the captains and sergeants bargaining unit, patrol officers bargaining unit and dispatchers bargaining unit as follows:

In conformance with the provisions in Article 33 Wages of the captains and sergeants, and patrol officers contracts, and Article 31 of the dispatch contract, the wage structure for calendar/fiscal years 2013 and 2014 shall reflect a base wage increase of one and one-half (1\2,) percent increase in each year effective in the month of January as follows:

**Dispatch**

| | 1/27/2013 | 1st full pay period in January 2014 |
|---|---|---|
| 1st year | | |
| Hourly | 13.29 | 13.49 |
| Yearly | 27,636.73 | 28,051.29 |
| 2nd year | | |
| Hourly | 13.81 | 14.02 |
| Yearly | 28,733.23 | 29, 164.23 |
| 3rd year | | |
| Hourly | 14.31 | 14.51 |
| Yearly | 29,754.97 | 30,201.29 |
| 4th year | | |
| Hourly | 14.79 | 15.01 |
| Yearly | 30,751.79 | 31,213.07 |
| 5th year | | |
| Hourly | 18.10 | 18.38 |
| Yearly | 37,654.74 | 38,219.56 |

**Patrol**

| | 1/27/2013 | 1st full pay period in January 2014 |
|---|---|---|
| 1st year | | |
| Hourly | 18.83 | 19.12 |
| Yearly | 39,174.89 | 39,762.51 |

**Patrol (cont'd)**

| | | |
|---|---|---|
| 2nd year | | |
| Hourly | 19.34 | 19.63 |
| Yearly | 40,221.54 | 40,824.86 |
| 3rd year | | |
| Hourly | 19.80 | 20.10 |
| Yearly | 41,193.43 | 41,811.33 |
| 4th year | | |
| Hourly | 20.31 | 20.61 |
| Yearly | 42,240.10 | 42,873.70 |
| 5th year | | |
| Hourly | 22.26 | 22.59 |
| Yearly | 46,302.13 | 46,996.66 |

**Sergeants & Captains**

| | 1127/2013 | 1st full pay period in January 2014 |
|---|---|---|
| Sergeants | | |
| Hourly | 24.93 | 25.30 |
| Yearly | 51,858.38 | 52,636.25 |
| Captains | | |
| Hourly | 27.92 | 28.34 |
| Yearly | 58,081.38 | 58,952.60 |

FOR FOP LODGE 180:

Sgt. David A. Mack

Ptl Bruce Hartz

Ptl Keith Swisher

Disp. Renee Thompson

APPROVED AS TO FORM:

Robert M. Phillips

FOR THE CITY OF SHELBY:

Marilyn S. John, Mayor