

MEMORANDUM OF UNDERSTANDING  
WAGE AND HEALTHCARE RE-OPENER  
EFFECTIVE JANUARY 1, 2014 THROUGH DECEMBER 31, 2014  
BETWEEN THE FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC.  
FULL TIME PATROL OFFICERS  
AND  
COPLEY TOWNSHIP

The Copley Township (Employer) and the Fraternal Order of Police, Ohio Labor Council, Inc., (Union) hereby agree to the following terms and language for the current contract in effect from January 1, 2012 through December 31, 2014, regarding wages and healthcare for all full time bargaining unit members for 2014.

**ARTICLE 29  
COMPENSATION**

Section 29.1. Effective as of the first pay period in January, 2012, and continuing through December 31, 2013, the hourly wage rates and annual salaries for full-time employees with the following years of service with the Employer shall be as follows:

<u>Length of Service</u>	<u>Hourly Rate</u>	<u>Annual Salary</u>
0-18 months	\$23.26	\$48,370.95
19-36 months	\$27.94	\$58,121.63
37 months plus	\$30.70	\$63,869.91

Effective January 1, 2014, and continuing through December 31, 2014, the hourly wage rates for all full-time employees with the following years of service with the Employer shall be as follows (reflecting a two percent (2%) wage increase to the current rate of pay):

<u>Length of Service</u>	<u>Hourly Rate</u>	<u>Annual Salary</u>
0-18 months	\$23.73	\$49,358.40
19-36 months	\$28.50	\$59,280.00
37 months plus	\$31.31	\$65,124.80

Section 29.2. All O.I.C. pay will continue to be at the Sergeant's rate of pay.

Section 29.3. As soon as practicable after this Agreement has been ratified by the parties, all employees will be required to receive their pay by direct deposit.

Section 29.4. A \$1,000.00 ratification bonus will be paid to all bargaining unit employees as soon as practicable after the new labor agreement has been ratified by the parties.

**ARTICLE 36  
INSURANCE**

**The Employer (Copley Township) and the Union ( Fraternal Order of Police, Ohio Labor Council Inc. ) hereby agree to maintain current contract language regarding Article 36 Insurance within the current bargaining agreement through December 31, 2014.**

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FULL TIME PATROL OFFICERS  
AND  
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SIGNATURE PAGE REGARDING MOU

FOR THE UNION

\_\_\_\_\_  
Lucy DiNardo FOP/OLC

\_\_\_\_\_  
Brian Price

\_\_\_\_\_  
Michael Wheeland

\_\_\_\_\_  
David Smith

FOR THE EMPLOYER

\_\_\_\_\_  
Scott Dressler – President

\_\_\_\_\_  
Dale Panovich – Vice President

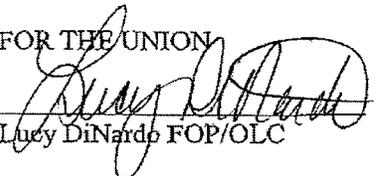
\_\_\_\_\_  
Helen Humphrys

\_\_\_\_\_  
Chief of Police Michael Mier

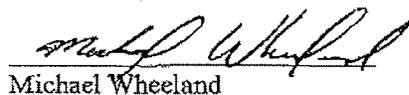
AND  
COPLEY TOWNSHIP

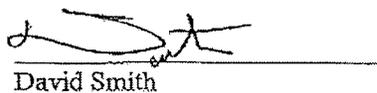
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FOR THE UNION

  
Lucy DiNardo FOP/OLC

  
Brian Price

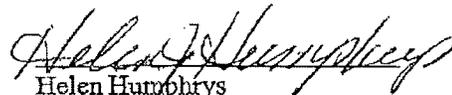
  
Michael Wheeland

  
David Smith

FOR THE EMPLOYER

  
Scott Dressler – President

  
Dale Panovich – Vice President

  
Helen Humphrys

  
Chief of Police Michael Mier

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF :

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

and,

COPLEY TOWNSHIP ,  
EMPLOYER.

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}

CASE NO.(S): 11-MED-09-1231  
(Patrol Officers)

(This will close the open case for  
Case No.(s): 13-MED-09-1126)

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. Thomas Evan Green  
[tgreen@kwwlaborlaw.com](mailto:tgreen@kwwlaborlaw.com)