

MEMORANDUM OF UNDERSTANDING

The management of the City of Hilliard, Department of Safety, Division of Police (the "City") and the representatives of the Fraternal Order of Police, Ohio Labor Council, Inc., (the "FOP/OLC") who represent Radio Technicians employed by the City of Hilliard, have agreed to modify the following provision in the current labor agreement ending December 31, 2014 (the "OLC Contract").

By meeting as a labor/management committee as provided in the OLC Contract, the parties discussed relevant issues and agree that the provision set forth below for contract Section 14.4 is effective at 12:00 a.m., EST, October 5, 2013 and shall remain in effect as outlined in Section I below.

I. Section 14.4 Minimum Staffing

Due to the City's decision to contract with a separate governmental unit for radio dispatching services beginning at 12:00 a.m., EST, January 14, 2014, the radio technician job classification within the City will be abolished effective 11:59 p.m., EST, January 13, 2014 (the "Termination Date"). From the period of October 1st, 2013 through the Termination Date, all wire and non-wire 911 calls will be routed to the City of Dublin, Ohio, along with all fire and EMS calls. Due to the decrease in calls requiring City dispatching services during this time period, the City and the FOP/OLC have agreed to a minimum staffing level of one (1) radio technician per shift effective on and after 12:00 a.m., EST, October 5, 2013.

Except as outlined above, all terms and conditions of the existing OLC Contract remain unchanged.

II. For matters not affecting the OLC Contract, the City has agreed to the following, for which the FOP/OLC has agreed, to address the affects of the Termination Date on its Hilliard radio technicians:

- 1) Except for the right to terminate an employee for disciplinary actions, as provided for in the OLC Contract, the City agrees to retain current full-time bargaining unit radio communications technicians in their current positions until 11:59 p.m., EST, January 13, 2014.
- 2) By way of written correspondence, the City's Director of Human Resources shall provide each employee in the radio technician job classification a date certain for which that job classification will be abolished.
- 3) The City will first post internally all job vacancies (until 11:59 p.m., EST, January 13, 2014) before posting for external applicants.
- 4) The City will use its best efforts to notify radio communications technicians of comparable job openings in other cities or governmental agencies, as and when such openings are known by the City's Division of Police and/or Department of Human Resources.
- 5) Upon request, the City's Chief of Police will provide a letter of recommendation to the requesting employee.

STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

Fraternal Order of Police,
Ohio Labor Council, Inc. ,
EMPLOYEE ORGANIZATION,

and,

City of Hilliard,
EMPLOYER.

}
} Case No(s): 11-MED-10-1407
} Radio Techs
}
}
}
}
}
}

FILING OF MEMORANDUM OF UNDERSTANDING AS AN ADDENDUM TO
THE COLLECTIVE BARGAINING AGREEMENT

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

Respectfully Submitted,



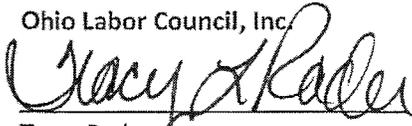
Tonya M. Sapp
F.O.P., O.L.C.I.
222 East Town Street
Columbus, Ohio 43215
614-224-5700

cc: Daniel Guttman, dguttman@bakerlaw.com

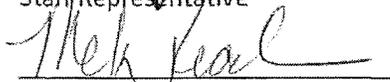
- 6) The City will propose and support legislation to Hilliard City Council to adopt an Early Retirement Incentive Plan for the benefit of eligible employees within the Department of Safety (as defined in the Plan).

IN WITNESS WHEREOF, the undersigned parties of the Labor/Management Committee, pursuant to proper authority, have caused this MOU to be signed on the 15 day of October, 2013.

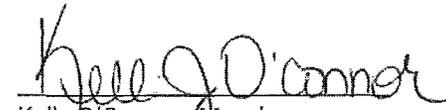
For the Fraternal Order of Police,
Ohio Labor Council, Inc.



Tracy Rader
Staff Representative



Melissa Roach, Member
Labor-Management Committee

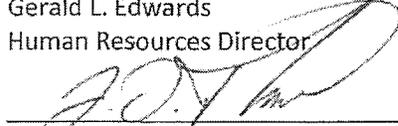


Kelly O'Connor, Member
Labor-Management Committee

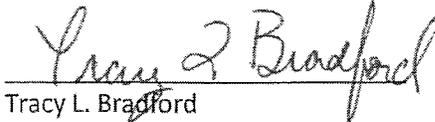
For the City of Hilliard, Ohio



Gerald L. Edwards
Human Resources Director



J. Douglas Francis
Chief of Police



Tracy L. Bradford
Law Director