

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into on the 17TH day of December, 2012 between the City of Lancaster, Ohio ("Employer") and the F.O.P., Ohio Labor Council, Inc., ("Union") for the purpose of amending and modifying the Collective Bargaining Agreement currently in effect from November 1, 2011 through October 31, 2014 for the Patrol Officers, Sergeants, Lieutenants and Captains (hereinafter "Contract").

Whereby, the parties hereby stipulate:

1. that the parties negotiated in good faith a Collective Bargaining Agreement that will be in effect November 1, 2011 through October 31, 2014;
2. that according to Article 46, Health Insurance, of the current contract, employees shall receive a health and dental insurance premium "holiday" should the employer chooses to receive a health and dental insurance premium "holiday" during the terms of this agreement;
3. that according to Article 60, Wages, of the current contract, employees shall receive a wage increase of 2% for the calendar year 2013; and,
4. that the Union agreed to waive the health and dental insurance premium "holiday" entitled to them in calendar year 2012 in exchange for a modification of the 2013 wage increase from 2.0% to a 2.5% wage increase.

Therefore, the parties hereby agree:

1. that the Contract referenced above is incorporated into this Memorandum of Understanding as if fully rewritten;
2. that all Articles and Sections of the Contract not specifically modified and amended by this Memorandum of Understanding as stated below shall continue in full force and effect until the expiration of the Contract and until a successor Contract has been negotiated between the parties;
3. that all modifications and amendments by this Memorandum of Understanding as stated below shall continue in full force and effect until the expiration of the Contract and until a successor Contract has been negotiated between the parties;
4. that the Contract is hereby amended and modified to include the following:

ARTICLE 46 HEALTH INSURANCE

Section 46.2 Employee Premium Share

For the time period beginning November 1, 2011 through December 31, 2011, the parties agree that employee contributions to the premiums for health and dental insurance provided by this Article will be paid in amounts equal to 14 % of the total premium, not to exceed Two Hundred Twenty Dollars (\$220.00) per month for family coverage and Eighty-Two Dollars (\$82.00) per month for single coverage. The employee's premium contribution will be deducted monthly.

For the time period beginning January 1, 2012 through October 31, 2014, the parties agree that employee contributions to the premiums for health and dental insurance provided by this Article will be paid in amounts equal to 15 % of the total premium. The employee's premium contribution will be deducted monthly.

The parties agree that should the employer be entitled to a health and dental insurance premium "holiday" during the calendar years 2013 and 2014, and if the employer chooses to accept a health and dental insurance premium "holiday", the employee shall also receive the health and dental insurance premium "holiday" at that time. The employee is not entitled to a health and dental insurance premium "holiday" in the calendar year 2012. A premium "holiday" is a situation where the employees are not obligated to make their premium contribution towards their health and dental insurance premiums for the designated month(s). The parties agree that due to the business application of this agreement, and working in conjunction with the City Auditor's Office, the Service Safety Director and Mayor shall determine whether the City of Lancaster will accept a premium "holiday" and the time period for said acceptance.

ARTICLE 60 WAGES

Section 60.1 Patrol Officer Pay (hired on or before October 31, 2011)

The wages for employees hired on or before October 31, 2011 detailed below.

	2011	01/01/12 (3%)	01/01/13 (2.5%)	01/01/14 (2%)
Starting				
Hourly	16.35	16.84	17.26	17.61
Bi-weekly	1308.00	1347.24	1380.80	1408.80
Annual	34,008.00	35028.24	35900.80	36628.80

After 6 Mos.

Hourly	20.36	20.97	21.49	21.92
Bi-weekly	1,628.80	1677.60	1719.20	1753.60
Annual	42,348.80	43617.60	44699.20	45593.60

After 1 Year

Hourly	21.58	22.23	22.79	23.25
Bi-weekly	1,726.40	1778.19	1823.20	1860.00
Annual	44,886.40	46232.99	47403.20	48360.00

After 2 Years

Hourly	22.80	23.48	24.07	24.55
Bi-weekly	1,824.00	1878.72	1925.60	1964.00
Annual	47,424.00	48846.72	50065.60	51064.00

After 3 Years

Hourly	24.02	24.74	25.36	25.87
Bi-weekly	1921.60	1979.25	2028.80	2069.60
Annual	49961.60	51460.45	52748.80	53809.60

After 4 Years

Hourly	26.73	27.53	28.22	28.78
Bi-weekly	2138.40	2202.55	2257.60	2302.40
Annual	55598.40	57266.35	58697.60	59862.40

Section 60.2 Patrol Officer Pay (hired on or after November 2011)

The wages for employees hired on or after November 1, 2011 detailed below.

	2011	01/01/12 (3%)	01/01/13 (2.5%)	01/01/14 (2%)
Starting				
Hourly	16.35	15.15	15.53	15.84
Bi-weekly	1308.00	1212.00	1242.40	1267.20
Annual	34,008.00	31512.00	32302.40	32947.20

After 1 Year

Hourly	20.36	16.92	17.34	17.69
Bi-weekly	1,628.80	1353.60	1387.20	1415.20
Annual	42,348.80	35193.60	36067.20	36795.20

After 2 Year

Hourly	21.58	18.69	19.16	19.54
Bi-weekly	1,726.40	1495.20	1532.80	1563.20
Annual	44,886.40	38875.20	39852.80	40643.20

After 3 Years

Hourly	22.80	20.46	20.97	21.39
Bi-weekly	1,824.00	1636.80	1677.60	1711.20
Annual	47,424.00	42556.80	43617.60	44491.20

After 4 Years

Hourly	24.02	22.23	22.79	23.25
Bi-weekly	1921.60	1778.40	1823.20	1860.00
Annual	49961.60	46238.40	47403.20	48360.00

After 5 Years

Hourly		24.00	24.60	25.09
Bi-weekly		1920.00	1968.00	2007.20
Annual		49920.00	51168.00	52187.20

After 6 Years

Hourly		25.77	26.41	26.94
Bi-weekly		2061.60	2112.80	2155.20
Annual		53601.60	54932.80	56035.20

After 7 Years

Hourly	27.53	28.22	28.78
Bi-weekly	2202.40	2257.60	2302.40
Annual	57266.35	58697.60	59862.40

Section 60.3 Supervisor Pay (Bargaining Unit 2)

	2011	01/01/12	01/01/13	01/01/14
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Sergeant
(14% greater than Patrol)

Hourly	30.47	31.39	32.17	32.81
Bi-weekly	2437.60	2510.91	2573.60	2624.80
Annual	63377.60	65283.71	66913.60	68244.80

Lieutenant
(14% greater than Sergeant)

Hourly	34.74	35.78	36.67	37.40
Bi-weekly	2779.20	2862.44	2933.60	2992.00
Annual	72259.20	74423.44	76273.60	77792.00

Captain
(14% greater than Lieutenant)

Hourly	39.60	40.79	41.80	42.64
Biweekly	3168.00	3263.18	3344.00	3411.20
Annual	82368.00	84842.78	86944.00	88691.20

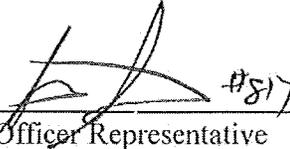
To determine the amount of one (1) day's pay for purposes of determining value of unused leave at retirement, unused paid vacation time, time lost during a suspension or for other per diem purposes, the biweekly amount of salary shall be divided by ten (10). One day's pay is eight (8) hours of work.

For Bargaining Unit 1:



Mark Scranton, Staff Representative

OFC.



Patrol Officer Representative

For the City:



David Smith, Mayor

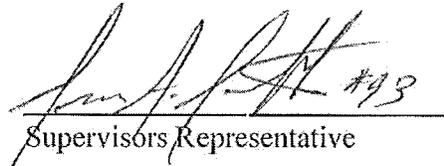


Michael Courtney, Service Safety Director

For Bargaining Unit 2:



Mark Scranton, Staff Representative



Supervisors Representative

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

FRATERNAL ORDER OF POLICE,	}	
OHIO LABOR COUNCIL, INC.,	}	Case No(s): 11-MED-10-1409
EMPLOYEE ORGANIZATION,	}	(Lieutenants & Sergeants)
	}	11-MED-10-1410
and,	}	(Patrolmen & Detectives)
	}	
CITY OF LANCASTER,	}	
EMPLOYER.	}	

FILING OF MEMORANDUM OF UNDERSTANDING
TO THE 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 to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted,



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F.O.P., O.L.C.I.
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614-224-5700

cc: Mr. Michael Courtney
servicedirector@ci.lancaster.oh.us