

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the City of Hillsboro and the Fraternal Order of Police, Ohio Labor Council, Inc. ("FOP"), the union representing bargaining units of City Employees in the classifications of Dispatchers, Police Officers and Sergeants as certified by the Ohio State Employment Relations Board. The parties agree Article 16 of the current Collective Bargaining Agreement will be modified as a result of a contract reopener for wages for 2015 to read as follows:

ARTICLE 16 WAGES

Section 16.1 Wage Steps

A. Effective January 1, 2013, all employees covered by this agreement shall be paid in accordance with the following schedule which reflects a 0% increase:

Classification	Step 1 (Start)	Step 2 (6 Months)	Step 3 (1 Year)	Step 4 (2 Years)	Step 5 (9 Years)	Step 6 (13 Years)
Dispatcher	\$16.91	\$17.69	\$18.35	\$19.05	\$19.34	\$19.62
Dispatcher I				\$20.00	\$20.28	\$20.58
Dispatcher II				\$20.93	\$21.25	\$21.56
Dispatcher III				\$21.50	\$21.81	\$22.14
Patrolman	\$18.32	\$18.82	\$19.61	\$20.56	\$20.85	\$21.17
Patrolman I				\$21.58	\$21.89	\$22.24
Patrolman II				\$22.60	\$22.92	\$23.28
Patrolman III				\$23.20	\$23.56	\$23.89
Sergeant	\$21.58	\$22.63	\$22.70	\$22.77	\$22.95	\$23.30
Sergeant I				\$23.89	\$24.10	\$24.50
Sergeant II				\$25.04	\$25.24	\$25.60
Sergeant III				\$25.70	\$25.92	\$26.30

Effective January 1, 2014, all employees covered by this agreement shall be paid in accordance with the following schedule which reflects a 1.5% increase:

Classification	Step 1 (Start)	Step 2 (6 Months)	Step 3 (1 Year)	Step 4 (2 Years)	Step 5 (9 Years)	Step 6 (13 Years)
Dispatcher	\$17.16	\$17.96	\$18.63	\$19.34	\$19.63	\$19.91
Dispatcher I				\$20.30	\$20.58	\$20.89
Dispatcher II				\$21.24	\$21.47	\$21.88
Dispatcher III				\$21.82	\$22.14	\$22.47
Patrolman	\$18.59	\$19.10	\$19.90	\$20.87	\$21.16	\$21.49
Patrolman I				\$21.90	\$22.22	\$22.57
Patrolman II				\$22.94	\$23.26	\$23.63
Patrolman III				\$23.55	\$23.91	\$24.25

Sergeant	\$21.90	\$22.97	\$23.04	\$23.11	\$23.29	\$23.65
Sergeant I				\$24.25	\$24.46	\$24.87
Sergeant II				\$25.42	\$25.62	\$25.98
Sergeant III				\$26.09	\$26.31	\$26.69

Effective January 1, 2015, all employees covered by this agreement shall be paid in accordance with the following schedule which reflects a 2% increase:

Classification	Step 1 (Start)	Step 2 (6 Months)	Step 3 (1 Year)	Step 4 (2 Years)	Step 5 (9 Years)	Step 6 (13 Years)
Dispatcher	\$17.50	\$18.32	\$19.00	\$19.73	\$20.02	\$20.31
Dispatcher I				\$20.71	\$20.99	\$21.31
Dispatcher II				\$21.66	\$21.90	\$22.32
Dispatcher III				\$22.26	\$22.58	\$22.92
Patrolman	\$18.96	\$19.48	\$20.30	\$21.29	\$21.58	\$21.92
Patrolman I				\$22.34	\$22.66	\$23.02
Patrolman II				\$23.40	\$23.73	\$24.10
Patrolman III				\$24.02	\$24.39	\$24.74
Sergeant	\$22.34	\$23.43	\$23.50	\$23.57	\$23.76	\$24.12
Sergeant I				\$24.74	\$24.95	\$25.37
Sergeant II				\$25.93	\$26.13	\$26.50
Sergeant III				\$26.61	\$26.85	\$27.22

~~B. The parties agree that upon the written request of either party, the terms of Article 16, Section 16.1 Wages, shall be re-opened for bargaining consistent with Chapter 4117, including statutory impasse proceedings. The parties agree that only Article 16, Section 16.1 Wages, is subject to re-opening no earlier than one hundred and twenty (120) calendar days prior, and no later than ninety (90) calendar days prior to December 31, 2013 for calendar year 2014 and December 31, 2014 for calendar year 2015.~~

Section 16.2

In the event that any individual or group (bargaining unit or non-bargaining unit employees) of the City of Hillsboro is granted an annual wage increase by way of a Fact Finding report or additional compensation increases in excess of one and one half percent (1.5%) in 2013, the increase provided by this agreement shall be amended to conform to that higher percentage increase.

In 2014 and 2015, in the event that the city grants an annual wage increase to city employees outside of the bargaining units in this collective bargaining agreement, and that increase exceeds any increase that may be established in a subsequent wage reopener, the increase provided by this agreement shall be amended to conform with the higher percentage increase. This increase does not apply in situations where the city grants an increase to other city employees as a result of conciliation proceedings.

Section 16.3

The parties agree that step increases shall be based on continuous City of Hillsboro service in the Police Department. Class I, Class II, and Class III advances shall be based on educational incentives as described in Article 31 Educational Incentives. Employees promoted or transferred shall be placed in the appropriate Class and Step with full credit for all previously earned educational incentive and all continuous service with the City of Hillsboro in the Police Department. Employees who qualify for a Class or Step increase shall receive the base pay increase the first full pay period after qualifying.

Section 16.4 Shift Differential

In addition to the above wages all Bargaining Unit members shall receive the following shift differential:

<u>Shift Assignment</u>	<u>Shift Differential</u>
Second Shift	\$0.25 per hour
Third Shift	\$0.25 per hour

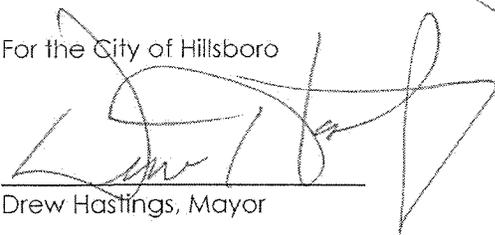
Shift differential shall be paid for all hours worked during such shift. Shift differential does not apply to court time or overtime unless such court time or overtime is during the shifts identified. Shift differential will not be paid for compensatory time, vacation time, or sick time.

Section 16.5 Biweekly Pay

Bargaining unit members shall be paid on a biweekly basis.

In witness whereof the parties have hereunto signed by their authorized representative(s) this 4 day of March, 2015.

For the City of Hillsboro



Drew Hastings, Mayor



Todd Wilkin, Safety Service Director



Robert Cross, Labor Advisor

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



Mark Scranton, FOP/OLC Staff Representative



Pam Reid, Negotiation Team Member



Steve Browder, Negotiation Team Member