

**MEMORANDUM OF UNDERSTANDING
2013-MED-09-1921**

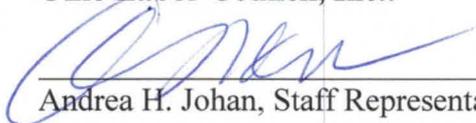
This Memorandum of Understanding is entered into between the Fraternal Order of Police, Inc. (Union) (sergeant bargaining unit) and the City of Urbana (Employer) and serves as a settlement in case number **2013-MED-09-1921**, a wage re-opener negotiation between them during the collective bargaining term covering January 1, 2013-December 31, 2015.

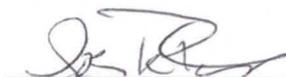
The **parties agree** that the members of the sergeant bargaining shall receive wage increases as follows:

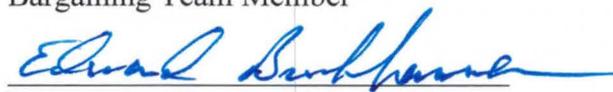
- A one and a quarter percent (1.25%) raise effective January 1, 2014 as reflected in the wage scale attached hereto and incorporated by reference; and
- A one and a quarter percent (1.25%) raise effective January 1, 2015 as reflected in the wage scale attached hereto and incorporated by reference; and
- A one-time, lump-sum payment of three hundred dollars (\$300.00), payable in the first full pay period after the approval by both parties of this settlement agreement.

The **parties further agree** that any articles and/or sections of the collective bargaining agreement referenced above shall remain in full force and effect for the remainder of the contract term unless modified by mutual agreement of the parties.

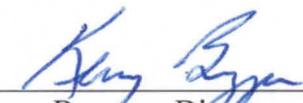
**For the Fraternal Order of Police,
Ohio Labor Council, Inc.:**


Andrea H. Johan, Staff Representative


John Purinton, Sergeant Unit
Bargaining Team Member


Edward Burkhammer, Sergeant Unit
Bargaining Team Member

For the City of Urbana:


Kerry Brugger, Director of
Administration


Rhonda Ward, Director of
Finance

Approved as to Form:


Breanne Parcels, Director of Law

SERGEANT WAGE SCALE

*Years of Service	2011 (2.25%) Yearly Hourly	2012 (0%) Yearly Hourly	2013 (1.25%) Yearly Hourly	2014 (1.25%) Yearly Hourly	2015 (1.25%) Yearly Hourly
0-1	\$59,133.15 \$28.4294	\$59,133.15 \$28.4294	\$59,872.31 \$28.7848	\$60,620.72 \$29.1446	\$61,378.48 \$29.5089
2	60,908.02 \$29.2827	60,908.02 \$29.2827	61,669.37 \$29.6487	\$62,440.24 \$30.0193	\$63,220.74 \$30.3946
3	\$62,736.75 \$30.1619	\$62,736.75 \$30.1619	\$63,520.96 \$30.5390	\$64,314.97 \$30.9207	\$65,118.91 \$31.3072
4-5	\$64,617.49 \$31.0661	\$64,617.49 \$31.0661	\$65,425.21 \$31.4544	\$66,243.02 \$31.8476	\$67,071.06 \$32.2457
6-9	\$65,640.22 \$31.5578	\$65,640.22 \$31.5578	\$66,460.72 \$31.9523	\$67,291.48 \$32.3517	\$68,132.63 \$32.7561
10-14	\$66,555.01 \$31.9976	\$66,555.01 \$31.9976	\$67,386.95 32.3976	\$68,229.28 \$32.8025	\$69,082.15 \$33.2126
15-19	\$67,221.23 \$32.3179	\$67,221.23 \$32.3179	\$68,061.50 \$32.7219	\$68,912.26 \$33.1309	\$69,773.67 \$33.5450
20+	\$67,893.07 \$32.6409	\$67,893.07 \$32.6409	\$68,741.73 \$33.0489	\$69,601.01 \$33.4620	\$70,471.02 \$33.8803

***Years of Service means completed years of service with the Urbana PD**

Hourly rates calculated by dividing the annual wage by 2080 hours