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MEMORANDUM OF UNDERSTANDING

Between

FRATERNAL ORDER OF POLICE OHIO LABOR COUNCIL
POLICE OFFICERS

And

Colerain Township Board of Trustees

The "Memorandum of Understanding" is entered into by the parties hereinafter referred to as the Colerain Township Trustees (Employer) and the Fraternal Order of Police, Ohio Labor Council, INC. (The Union) for the purposes of modifying or adding specific Articles and/or Sections of the current Contract (November 1, 2013 – December 31, 2016) with an effective date of April 14, 2015.

For the purposes of this Memorandum, the Bargaining Unit consists of Full-time Police Officers.

- 1) Article 15 – Wages and Compensation
Section 15.1 shall read:

Section 15.1

Police Officers hired on or after May 1, 2012 shall be paid an annual probationary salary of \$47,520.28 per year and are not eligible for annual step increases.

In an effort retain Police Officers hired after May 1, 2012 that are not eligible for annual step increases, the parties agree to the following:

Upon satisfactory completion of the one (1) year probationary period, Police Officers hired after May 1, 2012 shall be paid an annual salary of \$52,000 per year.

Upon satisfactory completion of the third year of employment and subject to performance standards established by the Police Chief, Police Officers hired after May 1, 2012 shall be paid a \$3,500 non-accumulating bonus.

Upon completion of the sixth year of employment, Police Officers hired after May 1, 2012 shall be given a \$2,500 raise in addition to any other negotiated pay raises for bargaining unit members.

Upon satisfactory completion of the ninth year of employment and subject to performance standards established by the Police Chief, Police Officers hired after May 1, 2012 shall be paid a \$5,000 non-accumulating bonus.

It is agreed and understood that the intent of this Agreement, entered into in "good faith," is to provide a relationship through December 31, 2016, a relationship covered partially by a formal Agreement including those issues brought to the table and agreed upon by the parties and after a brief pause to renew or enter into a successor agreement. The life of said contractual agreement expires December 31, 2016.

FOR THE TOWNSHIP:

FOR THE UNION:



James M. Rowan, Administrator



Steve Karwisch


4/14/15
Date

4/14/15
Date