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MEMORANDUM OF UNDERSTANDING

This Agreement is made and entered into by and between the City of Findlay, Hancock County, Ohio (hereinafter "City"), and the International Association of Fire Fighters, Local 381 (hereinafter "IAFF, Local 381").

Whereas, the City and IAFF, Local 381 entered into a collective bargaining agreement effective January 1, 2013 and expiring December 31, 2015; and,

Whereas, Article 23 of the collective bargaining agreement provides for a wage reopener for the purpose of negotiating rates of pay for calendar year 2015; and,

Whereas, the parties have agreed to a wage increase, for calendar year 2015, with an effective rate increase of Three (3%) percent over the respective wages earned by the respective parties in calendar year 2014.

Now, Therefore, based upon the agreement of the parties, all full-time employees of the Findlay Fire Department, occupying the positions of Fire Fighter, Captain, and Battalion Chief, excluding all part-time, seasonal, or temporary employees shall receive an effective three (3%) percent increase in their respective wages for calendar year 2015 commencing with the first full pay period in January, 2015.



Matthew Cooper
President, IAFF, Local 381



Lydia Mihalik
Mayor, City of Findlay

Scott McWilliams
Vice President, IAFF, Local 381

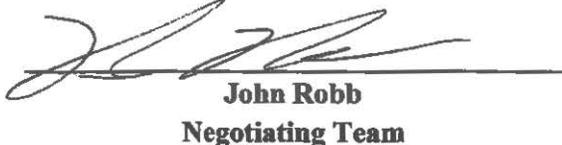


Paul Schmelzer
Safety/Service Director



Edward Harrington
Negotiating Team

Thomas Lonyo
Fire Chief



John Robb
Negotiating Team