

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into between the City of Ontario Ohio (the Employer) and the FOP, Ohio Labor Council, Inc. (the Union) for the purpose of modifying Section 39.5 of Article 39 Insurance in the collective bargaining agreement for the term January 1, 2014 through December 31, 2016 covering full time dispatchers and parking control officer, (SERB case numbers 2013-MED-08-0892 and 2013-MED-08-0893).

Whereas this collective bargaining agreement specifies that employees opting out of the City of Ontario insurance plan (upon proper proof of insurance elsewhere) shall be paid five hundred dollars (\$500.00) per year in in two installments of two hundred-fifty (\$250.00) dollars on June 30th and December 31st; and

Whereas Article 39 of this collective bargaining agreement specifies that the employer shall provide medical insurance that includes dental, vision and prescription coverage to all bargaining unit members in the same manner as provided to other City of Ontario employees; and

Whereas City of Ontario Ordinance 14-26 fixed the payment for City employees opting out of the City's insurance at one thousand two hundred dollars (\$1200.00) per year to be paid quarterly; and

Whereas the City wants to extend the same level of benefit for opting out of the City-provided health insurance to the employees covered by this collective bargaining agreement that is provided to the other employees of the city of Ontario;

The parties agree:

- 1. That all other articles and/or sections and/or other parts of the above-referenced collective bargaining agreement not modified by the MOU, including all other sections of Article 39 shall remain in full force for the balance of the contract term; and
- 2. Article 39, Section 39.5 shall read as follows:

Section 39.5 Any employee that wishes to opt out of the City of Ontario insurance plan that is described in Section 39.1, and has health care coverage elsewhere may, in writing by January 15th each year, submit a written request to opt out of this health care plan. Any employee that opts out of this program shall be paid one thousand two hundred dollars (\$1200.00) in quarterly installments. If an employee begins employment or ends employment during the year and has elected to opt out of the medical insurance program, the employee shall be paid at a pro-rated rate based on the days employed with the City of Ontario.

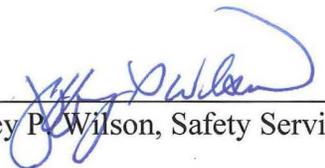
The parties further agree that notwithstanding the specified date of January 15 in Section 39.5, that for calendar year 2015 the date shall be extended to February 8, 2015.

Date: 1-28-15

For the City of Ontario:



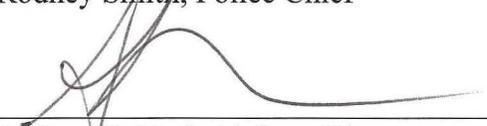
Randy E. Hutchinson, Mayor



Jeffrey P. Wilson, Safety Service Director



Rodney Smith, Police Chief



Andrew J. Medwid, Law Director

For the FOP, Ohio Labor Council:



Andrea H. Johan, Staff
Representative



Michael Wright, Team Member,
Dispatch Unit