

**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 patrol officers, sergeants and lieutenants, (SERB case numbers 2013-MED-08-0894 and 2013-MED-08-0895).

**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 30<sup>th</sup> and December 31<sup>st</sup> ; 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 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:

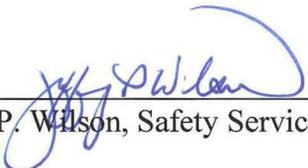
**Section 39.5** Any officer that wishes to opt out of the City of Ontario insurance plan that is described in Section 39.1, and has health care coverage elsewhere may, in writing by January 15<sup>th</sup> each year, submit a written request to opt out of this health care plan. Any officer that opts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

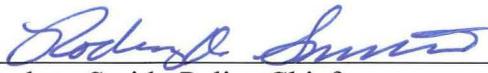
**The parties further agree** that notwithstanding the specified date of January 15 in Section 39.5, that for calendar year 2015 the date shall be extended to February 8, 2015.

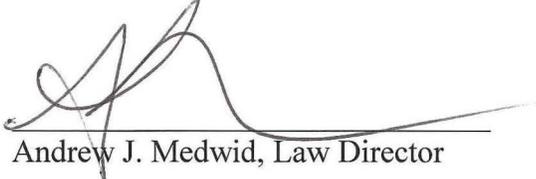
Date: 1-28-15

**For the City of Ontario:**

  
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Randy E. Hutchinson, Mayor

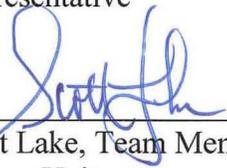
  
\_\_\_\_\_  
Jeffrey P. Wilson, Safety Service Director

  
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Rodney Smith, Police Chief

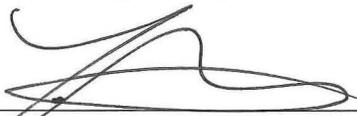
  
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Andrew J. Medwid, Law Director

**For the FOP, Ohio Labor Council:**

  
\_\_\_\_\_  
Andrea H. Johan, Staff Representative

  
\_\_\_\_\_  
Scott Lake, Team Member, Patrol Officer Unit

  
\_\_\_\_\_  
Adam Gongwer, Team Member, Patrol Officer Unit

  
\_\_\_\_\_  
Tommy Hill, Team Member, Supervisor Unit

  
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Brian Williams, Team Member, Supervisor Unit