

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 had previously been modified to specify that employees opting out of the City of Ontario insurance plan (upon proper proof of insurance elsewhere) shall be paid twelve hundred dollars (\$1,200.00) per year to be paid quarterly; and

Whereas City of Ontario Ordinance 15-44 fixed the payment for City employees opting out the City's insurance at four thousand dollars (\$4000.00) per year for those taking single coverage and at six thousand dollars (\$6,000.00) per year for those taking family coverage, said monies to be paid at the employee's option in either four (4) equal quarterly installments or in a lump sum at the end of the City's fiscal year, along with a provision for pro-rated amounts of payment should an employee start or leave employment with the City of Ontario during the year; 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;

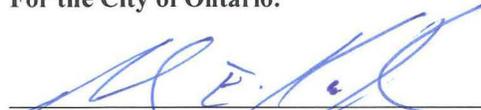
The parties agree:

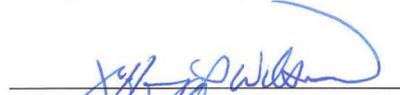
- 1. That all other articles and/or sections and/or other parts of the above-referenced collective bargaining agreement not modified by the MOU, including all other sections of Article 39 shall remain in full force for the balance of the contract term; and
- 2. Article 39, Section 39.5 shall read as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

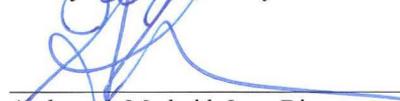
Section 39.5 Any officer who wishes to opt out of the City of Ontario insurance plan and has health care coverage elsewhere may, effective during the open enrollment period for 2016, submit a written request to opt out of this health care plan. Any officer who opts out of this program shall be paid four thousand dollars (\$4,000.00) if opting out of single coverage or six thousand dollars (\$6,000.00) if opting out of family coverage; said amount to be paid, at the employee's option in either four (4) equal quarterly installments or in one lump-sum at the end of the City's fiscal year. If an officer leaves employment during the year the amount of the opt-out payment shall be prorated for the amount of days the officer was employed and entitled to receive the opt-out payment. The opt-out payment will be prorated for new employees thirty (30) days after hire.

Date: 11-12-15

For the City of Ontario:

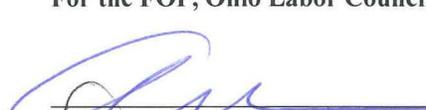

Randy E. Hutchinson, Mayor


Jeffrey P. Wilson, Safety Service Director


Andrew J. Medwid, Law Director


Rodney Smith, Police Chief

For the FOP, Ohio Labor Council:


Andrea H. Johan, Senior Staff Representative


Scott Lake, Team Member, Patrol Officer Unit


Adam Gongwer, Team Member, Patrol Officer Unit


Tony Grimwood, Team Member, Supervisor Unit