

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into between the Fraternal Order of Police, Ohio Labor Council, Inc., (the Union) and the City of Bucyrus (the Employer) for purposes of modifying Article 32 Health Insurance of the Collective Bargaining Agreement covering the term January 1, 2014 through December 31, 2014.

The parties agree:

1. that the Contract referenced above is incorporated into this Memorandum of Understanding as if fully rewritten;
2. that all articles and sections of the Contract not specifically modified and amended by this M. O. U. as stated below shall continue in full force and effect until the expiration of the Agreement and until a successor agreement has been negotiated between the parties; and
3. that the Agreement is hereby amended and modified as follows:

Section 32.1 Premium Contribution

The Employer shall pay eighty-five percent (85%) of the necessary premiums for the employee health insurance in effect and Employees shall pay fifteen percent (15%) of the premium amounts through automatic payroll deduction.

The health insurance plan will contain an HSA funding feature and employees shall be responsible for an amount equal to ten percent (10%) of the appropriate deductible which are \$2,000.00 for individual coverage and \$4,000.00 for family coverage.

Section 32.2 Change of Insurance Carriers

The Employer shall have the right to change insurance carriers or coverage, as necessary, so long as any changes result in comparable coverage. The City shall provide at least thirty (30) days' notice to the Union prior to implementing any changes in insurance.

Section 32.3 Health Insurance Committee to be Established

The parties agree that a joint labor/management Health Insurance Committee shall be established and will be authorized to review and recommend changes to the City's health insurance plan or plans. Any recommendations of the committee must be consensus. All consensus agreements reached by the committee shall be binding on each participating bargaining unit for the agreed term. The committee shall consist of two (2) members from each participating bargaining unit and two (2) members from management.

Section 32.4 Both Spouses Employed by the City

In those cases where both spouses are employed by the City, only one will be eligible for health insurance coverage, which will be the family plan.

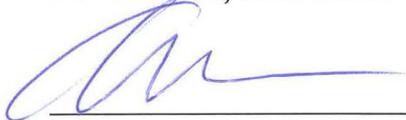
Section 32.5 Insurance Opt-Out

Employees opting out of health insurance coverage through the City of Bucyrus shall receive an amount equivalent to what the City would have contributed to the Employee's HSA for that given year. Employees opting out must show verification of alternative health insurance coverage.

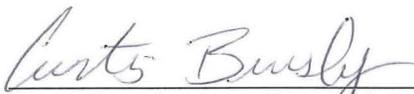
The opt-out payment will be paid on July 1 of the year for which the employee is opting out. If the employee has to re-enroll in that same year prior to the next open enrollment period, the employee shall reimburse the City on a pro-rated basis for any money that might be due to the City. This provision shall not apply to those changes where both spouses are employed by the City of Bucyrus.

Date 12-17-14

For the FOP, Ohio Labor Council:



Andrea H. Johan, Staff Representative

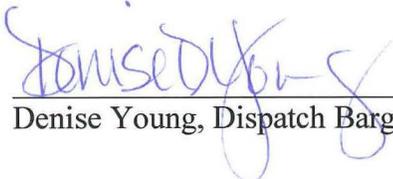


Curtis Bursby, Patrol Bargaining Unit

Tracy Keegan, Patrol Bargaining Unit



Greg Stevens, Supervisor Bargaining Unit

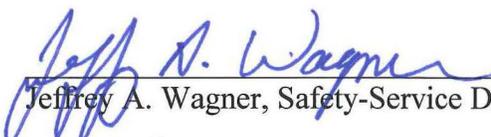


Denise Young, Dispatch Bargaining Unit

For the City:



Jeff Reser, Mayor



Jeffrey A. Wagner, Safety-Service Director



Robert A. Ratliff, Law Director