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MEMORANDUM OF UNDERSTANDING
CITY OF FREMONT AND
THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION
(UNIT A FULL-TIME PATROL OFFICERS AND
UNIT B DISPATCHERS AND RECORDS CLERKS)

The City and the Union negotiated a collective bargaining agreement effective January 1, 2014 to December 31, 2016. The parties agree that each party was given an opportunity to review the draft agreement prior to signing the final agreement. The Union has requested the City to review the wage rates contained below concerning errors in the calculated wage rates. The City has reviewed the calculated wage rates and agrees with the Union. In order to maintain the intent of the parties, the following non-precedent setting changes will be made to the wage rates contained in the agreement.

Section 6.1. Effective January 1, 2015, employees covered by this Agreement shall be paid in accordance with the following hourly rate schedule: (2.0% general increase)

Patrol Officer Classification

<u>Longevity Steps</u>	<u>Hourly Rate</u>
Beginning rate	\$20.17 <u>\$20.18</u>
After one (1) year	\$21.51
After two (2) years	\$22.84
After three (3) years	\$24.15
After four (4) years	\$25.46
After five (5) years	\$26.87
After ten (10) years	\$27.39
After fifteen (15) years	\$27.64
After twenty (20) years	\$27.90

Dispatcher and Records Clerk

<u>Longevity Steps</u>	<u>Hourly Rate</u>
Beginning rate	\$18.92
After one (1) year	\$19.33
After four (4) years	\$20.21
After seven (7) years	\$21.15
After ten (10) years	\$21.57

Effective January 1, 2016, employees covered by this Agreement shall be paid in accordance with the following hourly rate schedule: (2.0% general increase)

Patrol Officer Classification

<u>Longevity Steps</u>	<u>Hourly Rate</u>
Beginning rate	\$20.57 \$20.58
After one (1) year	\$21.94
After two (2) years	\$23.30
After three (3) years	\$24.63
After four (4) years	\$25.97
After five (5) years	\$27.41
After ten (10) years	\$27.94
After fifteen (15) years	\$28.19
After twenty (20) years	\$28.46

Dispatcher and Records Clerk

<u>Longevity Steps</u>	<u>Hourly Rate</u>
Beginning rate	\$19.30
After one (1) year	\$19.72
After four (4) years	\$20.61
After seven (7) years	\$21.57
After ten (10) years	\$22.00

Where a new hire demonstrates outstanding qualifications or experience, the Chief of Police may assign the new employee to a step higher than the beginning rate. In no case, however, shall the step assigned to a new employee be higher than the five (5) year step.

(Signatures on following page)

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IN WITNESS WHEREOF, the parties hereto have signed duplicates of this Memorandum of Understanding this 20th day of February, 2015.

FOR THE CITY OF FREMONT:

FOR THE OHIO PATROLMEN'S
BENEVOLENT ASSOCIATION:

James Ellis, Mayor

[Signature]

Robert E. Ward Jr., Safety-Service Director

[Signature]

Tim Wiersma, Chief of Police

[Signature]

Fred Lord, Management Consultant

Jim Melle, Law Director