

MEMORANDUM OF UNDERSTANDING

This memorandum of understanding is entered into between the City of Powell, Ohio and the Fraternal Order Of Police Ohio Labor Council, Patrol Officers Unit.

Both parties agree this m.o.u. will become effective the next business day following ratification and signing by both parties.

Section 19.2 Step Advancement

Step advancement to Step 2 shall occur after (1) year of continuous service with the employer on the employee's anniversary date of employment. Step advancement to Step 3 shall occur after (1) year of continuous service in Step 2 on the employee's anniversary date of employment. Step advancement to Step 4 shall occur after (1) year of continuous service in Step 3 on the employee's anniversary date of employment. Step advancement to Step 5 shall occur after (1) year of continuous service in Step 4 on the employee's anniversary date of employment.

Section 19.3 Advanced Step Hiring. For all bargaining unit members who are hired for the rank of Police Officer after June 30, 2015, who are certified peace officers with full-time law enforcement experience, the City retains the sole discretion to start the Member in an advanced pay step (not to exceed step 4.) based upon the Member's years of relevant experience. Members hired under this section shall serve a probationary period of three hundred sixty-five (365) days.

Step advancement for those members who start their employment at an advanced pay step in accordance with this section, shall occur after (1) year of continuous service with the Employer in the same manner prescribed for in Section 19.2 above. Step advancement shall occur on

the employee's anniversary date of employment. Continuous service with the Employer is limited to include members of this bargaining unit only.

The following sections have number changes only...

- 19.4 Shift Differential...
- 19.5 Officer In Charge...
- 19.6 Field Training Officer...
- 19.7 Canine Officer...
- 19.8 Longevity...

For the CITY of POWELL

Chief Gary Vest

Steph A. [Signature]

[Signature]

For the FOP/OLC

[Signature] Boruchowitz

[Signature]

Date: AUG. 20, 2015