STATE EMPLOYMENT
RELATIONS BOARD

2016 OCT 17 P 12: 44

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CITY OF HARRISON, HAMILTON COUNTY, OHIO
AND THE
FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC.
(Police Officers, Sergeants and Lieutenants),
UNITED STEELWORKERS LOCAL NO. 1858
AND THE HARRISON PROFESSIONAL FIREFIGHTERS,
IAFF LOCAL 3204

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WHEREAS, the City of Harrison, Hamilton County, Ohio (hereafter "City") and the Fraternal Order of Police, Ohio Labor Council, Inc., the United Steelworkers Local No. 1858 and the Harrison Professional Firefighters, IAFF Local 3204 (hereafter "Unions") are parties to a Collective Bargaining Agreement; and;

WHEREAS, these Collective Bargaining Agreements are in effect from June 1, 2015 to May 31, 2018; and

WHEREAS, as part of the Collective Bargaining Agreements between the Unions and the City, the employees have the opportunity to participate in health insurance; and

WHEREAS, the current health insurance carrier is Humana and the current plan is NPOS 14, Option 43; and

WHEREAS, the current health care plan provides the City discounts when a member of the plan achieves "Silver Status" by a member's and/or members' family participating in the Humana's Wellness Engagement Incentive Program; and

WHEREAS, the Unions and the City now desire to set forth the process by which member employees who qualify for "Silver Status" discounts may share in any discount received by the City as a result of the member's achieving "Silver Status".

NOW, THEREFORE, BE IT AGREED by the City of Harrison, Fraternal Order of Police, Ohio Labor Council, Inc., the United Steelworkers Local No. 1858 and the Harrison Professional Firefighters, IAFF Local 3204 as follows:

1. The City will equally split any discounts received by the City in qualifying employee's premium as the result of the member achieving "Silver Status". This equal split shall be rounded to the nearest $5.00 increment.

2. An employee may choose to receive his or her portion of the discount payment through the receipt of either a Visa gift card or a corresponding reduction in the employee's share of the monthly premium contribution. In the event the employee should choose a reduction in the employee's contribution to the monthly premium, the employee's decision shall be final and binding for the remainder of that insurance contract year for which the employee remains eligible for a "Silver Status" discount. Employees will not be permitted to receive cash compensation or income compensation for participation.

3. Visa gift cards will be issued with the last payroll of that insurance contract year.

4. The Mayor will work with the Finance Director and the Payroll Clerk to develop a user-friendly form for an employee to designate his or her choice of receipt of said payments.

5. This Memorandum shall expire on May 31, 2018.

6. Notwithstanding the terms of this Memorandum of Understanding, all parties further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the City and the Unions.

6 This Memorandum shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.

IN WITNESS WHEREOF, the duly authorized representatives of the **CITY OF HARRISON**, the **FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC.**, the **UNITED STEELWORKERS LOCAL NO. 1858**, and the **HARRISON PROFESSIONAL FIREFIGHTERS, IAFF LOCAL 3204** have executed this Memorandum on the dates opposite their signatures.

CITY OF HARRISON

Date: 10-4-2016

By: William Neyer

Bill Neyer, Mayor

FRATERNAL ORDER OF POLICE,
OHIO LABOR COUNCIL, INC.

Date: Lt. Det. Terrence M. Lowry By:

President

UNITED STEELWORKERS LOCAL NO. 1858

Date: By:

President

HARRISON PROFESSIONAL
FIREFIGHTER, IAFF LOCAL 3204

Date: By:

President