

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding, ("MOU"), is made and entered into by and between the City of Cambridge, Ohio, ("Employer"), and the Fraternal Order of Police, Ohio Labor Council, Inc., ("Union"), regarding the wage reopener for the second year (2018) of the December 1, 2015 through November 30, 2018 Collective Bargaining Agreement ("CBA") by and between the parties for the following bargaining units:

- 1) Sergeant and Lieutenants;
- 2) Patrol Officers; and
- 3) Dispatchers

Whereas, the CBA provided a wage-reopener for the second and the third year of the Agreement, the reopener language for the second year became effective on December 1, 2016. The Parties were unable to reach an agreement on a wage increase for the 2017 and the 2018 contract years. Since the Parties were unable to reach an agreement on this issue, the Parties proceeded to Fact Finding. On March 24, 2017, a Hearing was conducted before Fact Finder Dennis Byrne.

On April 12, 2017, Fact Finder Byrne issued his report and concluded that a "\$0.50 per hour wage increase is reasonable." After the issuance of the report, on April 13, 2017, a conference call was conducted between the Parties and Fact Finder Byrne seeking clarification as to the 2018 contract year. Fact Finder conveyed to the Parties that his report was that the Police personnel receive the same \$0.50 per hours wage increase for the calendar 2018. This was confirmed in an email that the Parties received from Fact Finder Byrne on April 13, 2017.

Neither Party rejected the Fact Finder's Report and on April 27, 2017, the State Employment Relations Board concluded that the Parties have accepted the Fact Finding Report and that the recommendation shall be deemed agreed upon as the final resolution.

As such the Parties, hereby, agree and acknowledge as follows:

That effective January 1, 2018 the employees in the bargaining units defined above shall receive a \$0.50 wage increase to their hourly rate for all steps.

This Memorandum of Understanding is hereby signed this 30th day of October, 2017.

FOR THE EMPLOYER:

FOR THE UNION: