

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (MOA) is entered into between the City of Ashland (Employer) and Fraternal Order of Police, Ohio Labor Council - Patrolmen (Union) and sets forth the following understandings and agreements regarding Lateral Transfers of those in the rank of police officers (Patrol Officer bargaining unit) to the Police Division.

1. The Employer and Union recognizes the difficulty in staffing road patrol positions.
2. The Employer and the Union acknowledge R.C. Section 4117.08(B) specifies the rating of candidates and the original appointments are not appropriate subjects respecting collective bargaining, however, wages, hours, terms and conditions of employment, for new employees, are proper subjects for discussion and/or bargaining.
3. The Union, therefore, agrees to give the Employer the right to fill vacant patrolman positions with Lateral Transfers in accordance with the following:
 - a. Lateral Transfer eligibility requirements (as determined by the Employer under R.C. 4117.08)
 - i. Must be a United States citizen
 - ii. Must possess a valid Ohio Driver's License and be insurable plus remain insurable under the City's vehicle insurance program
 - iii. Must have completed secondary education (Diploma or GED)
 - iv. Must meet City of Ashland Civil Service Rule age requirements
 - v. Must possess current Ohio Peace Officer Training Association (OPOTA) certificate
 - vi. Must be currently employed as a full-time police officer working 35 hours per week or more in any jurisdiction in Ohio. ("Jurisdiction" is defined as prior service as a police officer in any Ohio municipal, state, county or state university entity which utilizes a law enforcement agency).
 - vii. Must pass physical ability test
 - b. Lateral Transfer authorization
 - i. Ordinance (to be approved after approval of MOA)
 - ii. Civil Service Rules (to be approved after approval of MOA)
 - iii. Collective Bargaining Agreement (MOA)
 - c. Lateral Transfer Procedure
 - i. Advertise per Civil Service Rules (4.4)
 - ii. List good for one year and each year thereafter (running list)
 - iii. Appointing Authority may fill open patrolman position by
 1. Civil Service eligibility list or
 2. Lateral Transfer listNeither list shall take precedence and the Appointing Authority may exercise discretion in choosing which list to fill the open patrolman position.

- iv. Lateral Transfer candidate must pass
 - 1. Background investigation
 - 2. Probation of one year from City of Ashland date of hire
 - 3. Seniority starts at City of Ashland date of hire
 - 4. Must successfully complete Field Officer Training
 - d. Wages and Benefits (as agreed by the parties)
 - i. Starting wage is same as probationary patrolman plus 1.5% increase for each full year of previous service up to a maximum of 5 years
 - ii. Vacation upon hiring 2 weeks if applicant has between 1 and 5 years previous service (vacation leave available for use upon completion of the field training program)
 - iii. All other benefits as described in the current Collective Bargaining Agreement (CBA)
4. This MOA will be attached to and will become a part of the current CBA to permit the City to hire patrol officers who are lateral transfers from other law enforcement agencies for the Division of Police and to establish wage rates for those lateral transfers and to permit prior service credit for vacation entitlement and usage for those lateral transfers.
5. The parties have previously entered into memoranda of agreements or understandings. This Memorandum of Agreement does not delete or modify any previously identified and properly negotiated and executed memorandum of agreement/understanding. In the event any previously entered into memorandum of agreement/understanding contains mutual mistakes, the parties agree to properly remedy such mutual mistake. No such remedy or modification will be necessary unless the parties mutually agree to such modification.

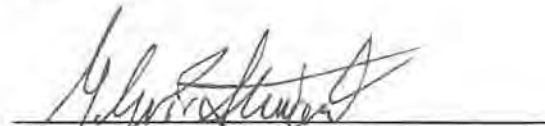
This Memorandum of Agreement is entered into this 23 day of ^{MAY} ~~April~~, 2016.

FOR THE FOP, OHIO LABOR COUNCIL:

FOR THE CITY OF
ASHLAND:



Andrea H. Johan, Senior Staff Representative



Glen P. Stewart, Mayor

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Curt Dorsey, Patrol Unit Representative