

Memorandum of Understanding  
Grievance (FOP/OLC 2018-#1669) Settlement  
FOP Lodge #86 and the City of Beachwood

11-15-2018  
0534-03  
17-MED-07-0814  
K36785

**Parties:** Whereas, this Memorandum of Understanding (“MOU”) is entered into by and between the FOP Lodge 86 (the “Union”) and the City of Beachwood (the “Employer”).

**Facts:** Whereas, the Union and the Employer are parties to two Collective Bargaining Agreements, (SERB # 2017-MED-07-0814 & 2017-MED-07-0815), each CBA is effective through October 31, 2020, and each CBA includes Article 14, Hospitalization, Section 4, Monthly Health Care Allowance. Additionally, the Union filed a group grievance (FOP/OLC 2018-#1669) on July 3, 2018, alleging misapplication of Article 14, Section 4.

**Terms:** Now, therefore the parties have mutually agreed upon a settlement to completely resolve the grievance as follows:

The parties agree to equally share in the Health Care Allowance reduction that had been imposed on employees between January 1, 2018, and the pay period ending May 4, 2018, and that the Employer agrees to provide reimbursement to employees as listed on Attachment “A” a copy of which is attached hereto and incorporated herein, in the pay that occurs with the first full pay period following execution of this MOU.

**Execution:** Signed and dated on this 14th day of August, 2018.

FOR THE EMPLOYER:

FOR THE UNION:

APPROVED AS TO FORM

CITY LAW DEPARTMENT  
 LAW DIRECTOR  
 ASSISTANT LAW DIRECTOR  
25325 FAIRMOUNT BOULEVARD  
BEACHWOOD, OHIO 44122  
(216) 595-5462

## Attachment A

Current Employee			Health Care Allowance		Settlement
			Total Paid	Total Owed	Reimbursement
Acker, Michael	T.	\$1,197.00	-\$105.03	\$52.52	
Alandt, Matthew	P.	\$1,683.00	-\$150.03	\$75.02	
Anderson, Michael	L.	\$1,683.00	-\$150.03	\$75.02	
Appell, Jamey	S.	\$1,683.00	-\$150.03	\$75.02	
Atterbury, John	C.	\$1,291.50	-\$112.50	\$56.25	
Baumgartner, Allan		\$1,291.50	-\$112.50	\$56.25	
Bell, Russell	E.	\$1,683.00	-\$150.03	\$75.02	
Bertone, Jacob		\$648.00	-\$56.25	\$28.13	
Bouw, Benjamin	G.	\$1,683.00	-\$150.03	\$75.02	
Budny, Lisa	K.	\$1,291.50	-\$112.50	\$56.25	
Calvey, Andrew	J.	\$1,683.00	-\$150.03	\$75.02	
Dansizen, Amy	N.	\$1,683.00	-\$150.03	\$75.02	
Draves, Erin	A.	\$1,683.00	-\$150.03	\$75.02	
Finucan, John	M.	\$1,683.00	-\$150.03	\$75.02	
Gollner, Dana	S.	\$1,062.00	-\$93.78	\$46.89	
Gray, Anthony	E.	\$648.00	-\$56.25	\$28.13	
Kemer, Richard	R.	\$1,683.00	-\$150.03	\$75.02	
Korinek, John	M.	\$1,683.00	-\$150.03	\$75.02	
Krakora, James	M.	\$1,683.00	-\$150.03	\$75.02	
Lessick, Richard	E.	\$1,683.00	-\$150.03	\$75.02	
Lieb, Aaron	W.	\$1,683.00	-\$150.03	\$75.02	
McFadden, Michael	P.	\$1,291.50	-\$112.50	\$56.25	
Malliski, Michael	D.	\$648.00	-\$56.25	\$28.13	
Miller, David	M.	\$648.00	-\$56.25	\$28.13	
Owens, Kevin	L.	\$1,683.00	-\$150.03	\$75.02	
Page, Matthew	L.	\$1,683.00	-\$150.03	\$75.02	
Pawlak, Matthew	S.	\$1,291.50	-\$112.50	\$56.25	
Piro, Charles	J.	\$1,683.00	-\$150.03	\$75.02	
Resek, John	E.	\$648.00	-\$56.25	\$28.13	
Reyna, Luis		\$648.00	-\$56.25	\$28.13	
Rodgers, Terrill	L.	\$1,683.00	-\$150.03	\$75.02	
Rogers, Blake	G.	\$1,487.00	-\$130.03	\$65.02	
Ryks, Bryan	G.	\$1,683.00	-\$150.03	\$75.02	
Schaefer, Terrance	A.	\$1,462.50	-\$127.53	\$63.77	
Shane, Matthew	K.	\$1,683.00	-\$150.03	\$75.02	
Spelman, Jordan	J.	\$1,462.50	-\$127.53	\$63.77	
Svigel, Monica	M.	\$648.00	-\$56.25	\$28.13	
Szuhay, Patrick		\$648.00	-\$56.25	\$28.13	
Traub, Charlene	M.	\$648.00	-\$56.25	\$28.13	
Wetzel, Thomas	M.	\$1,683.00	-\$150.03	\$75.02	
Zugay, Maxwell		\$1,291.50	-\$112.50	\$56.25	

Former Employee		Health Care Allowance		Settlement Owed
		Paid	Owed	
Bringer, Robert		\$650.00	-\$56.68	\$0.00
Shuld, Jacqueline		\$472.00	-\$41.68	\$0.00