

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into between the Employer (City of Athens) and the Union (Fraternal Order of Police, Ohio Labor Council, Inc.) (Patrol Officer and Lieutenant Bargaining Units) for the purpose of modifying Wage Scales A and B in Section 17.1 the Collective Bargaining Agreement (CBA) between them covering the period January 2018 through December 2020; case numbers 2017-MED-10-1301/2017-MED-10-1302.

Whereas it has come to the attention of the parties that the language recommended by the fact finder as to the effective date of wage increases for 2018, 2019 and 2020 deviates from what has been the City's practice and the parties' agreement over many years ; and

Whereas the recommended language change deviation would adversely affect these bargaining unit members and put annual wage increases on a different time schedule with the rest of the City's employees to their detriment:

The parties agree that the Wage Scales referenced above shall be modified as follows:

Section 17.1 Wage Scales

Employees covered by this Agreement will be paid according to the following wage scales:

A. Patrol Officers

Effective Date of Increase	Start	1 Year	2 Years	3 Years	4 Years
1 st day of 1 st full pay period 2017 (1%)	23.57	24.72	26.01	28.15	29.95
1 st day of 1 st full pay period 2018 (2%)	24.04	25.21	26.52	28.71	30.55
1 st day of 1 st full pay period 2019 (2%)	24.52	25.71	27.05	29.28	31.16
1 st day of 1 st full pay period 2020 (2%)	25.01	26.22	27.59	29.87	31.78

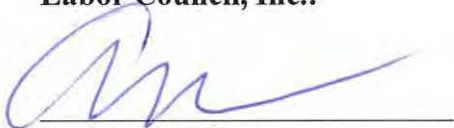
B. Lieutenants

Effective Date of Increase	Start	After 6 Months
1 st day of 1 st full pay period 2017 (1%)	33.54	35.94
1 st day of 1 st full pay period 2018 (2%)	34.21	36.66
1 st day of 1 st full pay period 2019 (2%)	34.89	37.39
1 st day of 1 st full pay period 2020 (2%)	35.59	38.14

The parties further agree that any and all other articles, sections, subsections and all other contract language in this CBA, including all language in Article 17, Section 17.1 not specifically modified by this MOU shall remain as current contract language and will remain in full force and effect for the balance of this CBA term.

Date: 8-22-18

**For the FOP, Ohio
Labor Council, Inc.:**



Andrea H. Johan,
Senior Staff Representative

For the City of Athens:



Steve Patterson, Mayor

REFUSED
Jeremy Emrick, Member Patrol Unit
EMERICK

Lisa G. Eliason
Lisa Eliason, ~~Chief City Prosecutor~~
Law Director

Ron Brooks
Ron Brooks, Member Patrol Unit

Andy Stone
Andy Stone, Service-Safety Director

Jeffrey McCall
Jeffrey McCall, Member
Lieutenant Unit

Rebeca Marsh
Rebeca Marsh, Human Resources
Director

Andrew Esposito
Andrew Esposito, Labor Relations
Consultant for City of Athens