

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into between the Fraternal Order of Police, Ohio Labor Council, Inc. (Patrol Officer Unit and Lieutenant Unit) (Union) and the City of Athens (Employer) for the purpose of modifying Article 27 Education Incentive and Tuition Reimbursement, specifically Section 27.1 Education Incentive of the Collective Bargaining Agreement (CBA) between them for the term January 2018 through December 2020, SERB Case number 2017-MED-10-1301 and 1303.

Whereas the CBA contains an education incentive providing for payment of a biweekly supplement to those members who have certain post-secondary degrees; and

Whereas the supplement has historically been applicable only to a narrow category of degrees; and

Whereas the City wishes to broaden the degrees for which a member may be eligible to receive a supplement; and

Whereas the Parties believe it is in the best interest of them both to modify the education incentive program's supplement payment,

The Parties agree that Section 27.1 shall be amended and shall, for the balance of the contract term, read as follows:

1. Section 27.1 Education Incentive

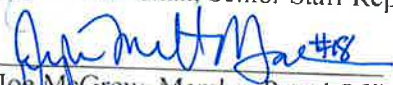
Effective with payroll #1 for 2019, all employees covered hereunder who possess an associate's degree in a law enforcement related field from an accredited institution of higher education or a bachelor's degree in a non-law enforcement related field from an accredited institution of higher education as determined by the City shall receive an incentive payment of thirty dollars (\$30.00) per bi-weekly pay period for the length of this Agreement. Employees who possess a bachelor's degree in a law enforcement related field from an accredited institution of higher education as determined by the City shall receive an incentive payment of forty-five dollars (\$45.00) per bi-weekly pay period for the length of this Agreement.

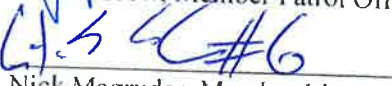
Employees will be eligible for said supplement payment upon proof of the awarding of the degree, which may be made at any time after the degree is awarded. This MOU will only be applied prospectively and no back pay will be awarded. This MOU will not be applied retroactively for any employee regardless degree possessed.

The parties further agree that any and all other articles and/or sections of the CBA referenced above not amended or modified by this MOU shall remain in full force and effect as currently written for the balance of the contract term and until a successor agreement is negotiated between them.

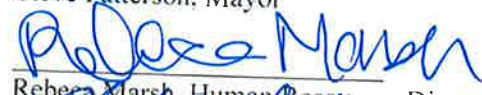
Date: 11-30-18


Andrea H. Johan, Senior Staff Representative


Joe McGrew, Member Patrol Officer


Nick Magruder, Member Lieutenant Unit


Steve Patterson, Mayor


Rebeca Marsh, Human Resources Director


Andy Stone, Service-Safety Director