

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") is entered into this 14th day of October, 2013 between the City of North Canton, Ohio (the "City") and the North Canton Clerical, Fiscal, and Accounting Specialists (the "Union"), collectively, (the "Parties").

WHEREAS, the City and the Union entered into a Collective Bargaining Agreement effective August 1, 2011, and which expires on July 31, 2014, SERB Case #11-MED-05-0819; and

WHEREAS, section 25.02 of the CBA provides that "The Parties agree to re-open collective bargaining negotiations as to wages only in January 2013 for the contract year beginning August 1, 2013 and ending July 31, 2014";

WHEREAS, the Parties acknowledge that they did re-open collective bargaining and conducted negotiations that resulted in this Agreement, that each had an unlimited right to make demands and proposals regarding wages, and that the understanding and Agreement arrived at by the Parties after the exercise of that right and opportunity are set forth in this Agreement;

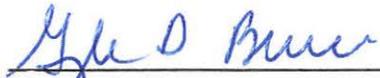
WHEREAS, this Agreement represents the full and complete intent of the Parties regarding the wage re-opener provision of the CBA;

NOW THEREFORE, based upon the mutual agreement and consideration by and between the Parties, which is hereby acknowledged, the Parties agree to amend Article 25 – Wages, to include the following paragraph:

25.03 Each employee hired on or before January 1, 2013, shall receive a \$500.00 stipend payable in the first half of December 2013.

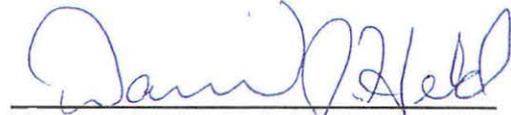
Agreed to by the Parties this 14th day of October, 2013.

FOR THE CLERICAL, FISCAL &
ACCOUNTING SPECIALISTS



Gayle D. Bruce

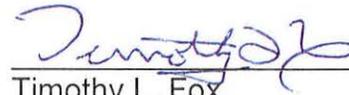
FOR THE CITY OF NORTH CANTON



Honorable David J. Held, Mayor



Michael Grimes,
Director of Administration



Timothy L. Fox,
Director of Law
(As to Form)

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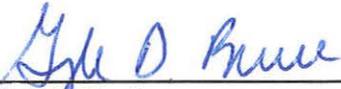
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