

MEMORANDUM OF AGREEMENT

After collective bargaining during which each party had a full and fair opportunity to raise all relevant issues, the City of Parma (“City”) and the Ohio Patrolmen’s Benevolent Association (Dispatcher Unit)(“Union”) tentatively agree to the following specific modification to the terms of their collective bargaining agreement (“Contract”):

1. Individuals the City hires as full-time Public Safety Dispatchers from May 1, 2015 through December 31, 2015 shall, during their subsequent continuous employment with the City, receive annual vacation leave according to the schedule set forth in Section 23.02 based on their total years of continuous employment as a Public Safety Dispatcher with any public employer in the State of Ohio immediately prior to the individual’s date of hire by the City. The applicable dates may be extended by mutual agreement of the parties.
2. This Agreement modifies the application of Section 23.01(2) of the Contract for purposes of calculating vacation leave only and applies only to those individuals the City hires as full-time Public Safety Dispatchers during the timeframe set forth in Paragraph 1 herein.
3. Individuals the City hires as full-time Public Safety Dispatchers from May 1, 2015 through December 31, 2015 may be compensated at a level in the wage table set forth in the Contract that is commensurate with the individual’s total years of continuous employment as a Public Safety Dispatcher with any public employer in the state of Ohio immediately prior to the individual’s date of hire by the City. The applicable dates may be extended by mutual agreement of the parties.
4. This Agreement does not modify any other provision of the Contract with regard to the calculation of employee years of service or seniority for any other purpose set forth in the Contract or elsewhere.

The terms of this Agreement shall take effect upon ratification by a majority of City Council and a majority of the Union members and shall operate as a provision of the Contract in accordance with its term or by operation of law.

IT IS SO AGREED:

FOR THE CITY:

FOR THE UNION:

_____ Date

_____ Date

