

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:

1. As soon as practicable after the execution of this Memorandum of Agreement and its ratification as set forth herein, the City shall establish the assignment of “Lead Dispatcher.”
2. The City will designate Dispatchers to perform Lead Dispatcher duties based on an appropriate application, interview and testing process.
3. Employees designated to perform Lead Dispatcher duties will perform those duties as determined by the City.
4. The City will maintain a minimum of one (1) Lead Dispatcher on duty at all time. When a designated Lead Dispatcher is unavailable, the City will designate a qualified Dispatcher to perform temporary Lead Dispatcher duties.
5. The City and the Union agree that Lead Dispatchers are not “supervisors” as that term is defined by R.C. § 4117.01(F) but are required to abide by and enforce all City policies, directives, standard operating procedures and other rules and regulations.
6. Designated Lead Dispatchers’ regular hourly rate of pay will be eight and one-half percent (8.5%) higher than the highest regular hourly rate paid under the parties’ Collective Bargaining Agreement then in effect.
7. The regular hourly rate of pay for each hour that individuals who are temporarily designated to perform Lead Dispatcher duties will be eight and one-half percent (8.5%) higher than the highest regular hourly rate paid under the parties’ Collective Bargaining Agreement then in effect.

The terms of this Agreement shall take effect upon ratification by a majority of City Council and a majority of the Union members.

IT IS SO AGREED:

FOR THE CITY:

FOR THE UNION:

_____ Date

_____ Date

