

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 or has hired as full-time Public Safety Dispatchers on or after December 20, 2018 may, at the discretion of the Director of Public Safety be compensated at a level in the wage table set forth in Article XXVIII of 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.
2. Said individuals shall, during their subsequent continuous employment with the City, receive annual vacation leave according to the schedule set forth in Article XXIII, Section 23.02 of the Contract beginning with the number of years of service with which said individual is credited at the time of hire up.
3. Said individuals shall, during their subsequent continuous employment with the City, receive Longevity payments according to the schedule set forth in Article XXV, Section 25.01 of the Contract beginning with the number of years of service with which said individual is credited at the time of hire.
4. This Agreement modifies the application of Article XXVIII (wage tables), Article XXIII, Section 23.02 and Article XXV, Section 25.01 of the Contract for purposes of calculating wage rates, vacation leave and longevity payments only and applies only to those individuals the City hires or has hired as full-time Public Safety Dispatchers as set forth in Paragraph 1 herein.
5. 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

Date

Date

Date

Date

Date

Date

