

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. The City may at its discretion assign a Dispatcher who is certified as an agency instructor in an approved emergency communications discipline to perform duties as an Emergency Communications Trainer. Dispatchers performing those duties will receive an annual payment of \$1,500 in the last pay of the year. Payment shall be prorated by month for dispatchers assigned for less than a full year.
2. This Agreement does not modify any other provision of the **Contract**.

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

