

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 Ohio Council 8 and AFSCME Local 3924 (Police Record Clerks) ("**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 on or after January 1, 2018 shall, for the purpose of applying Article 29, Section 29.02 of the **Contract**, be credited with the individual's total years of continuous full-time employment with any public employer in the state of Ohio immediately prior to that 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 29, Section 29.02 of the **Contract** beginning with the number of years of service with which said individual is credited at the time of hire.
3. This Agreement modifies only the application of Article 29, Section 29.02 of the **Contract** for purposes of calculating vacation leave and applies only to those individuals the **City** hires or has hired as full-time employees as set forth in Paragraph 1 herein.
4. This Agreement does not modify any other provision of the **Contract** with regards to the calculation of employee years of service or seniority for any other purpose set forth in the **Contract** or elsewhere.

The AFSCME Ohio Council 8 and AFSCME Local 3924 officials who signed this Agreement below affirm that they have read and understood the terms and provisions of this Agreement and agree to them and any modifications of the **Contract** necessary to implement this Agreement on behalf of AFSCME Ohio Council 8 and AFSCME Local 3924. The terms of this Agreement shall take effect upon approval by a majority of City Council as agreed to by Ohio Council 8 and the Board Members of AFSCME Local 3924. and shall operate as a provision of the **Contract** in accordance with its terms or by operation of law.

IT IS SO AGREED:

FOR THE CITY:

FOR THE UNION:

Date

Date

Date

Date

Date

Date

Date

Date

