



CITY OF PATASKALA

RESOLUTION 2022-047

Passed May 2, 2022

A RESOLUTION AUTHORIZING AND DIRECTING THE CITY ADMINISTRATOR TO EXECUTE A MEMORANDUM OF UNDERSTANDING, WITH THE FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC., WHICH WILL INCREASE THE BASE PAY RATES.

WHEREAS, with Resolution 2020-018, adopted on March 2, 2020, Council for the City of Pataskala approved a contract with the Fraternal Order of Police, Ohio Labor Council, Inc. (FOP) for the years 2020, 2021, and 2022 (“the CBA”); and

WHEREAS, on March 1, 2021, Council for the City of Pataskala accepted the report of the Fact Finder in the matter of collective bargaining between the City and the FOP regarding Police Officer wages and benefits from January 10, 2021 through January 7, 2022; and

WHEREAS, to improve officer attraction and retention, on April 18, 2022, Council for the City of Pataskala directed the City Administrator and Finance Director to enter negotiations with the FOP to increase officer base rates of pay in the CBA.

NOW THEREFORE BE IT RESOLVED BY THE COUNCIL OF THE CITY OF PATASKALA, COUNTY OF LICKING, STATE OF OHIO, A MAJORITY OF MEMBERS PRESENT CONCURRING THAT:

Section 1: Council for the City of Pataskala hereby approves the terms and conditions set forth in the Memorandum of Understanding which amends Article 18 of the Collective Bargaining Agreement with the Fraternal Order of Police, Ohio Labor Council, Inc, a copy of which is attached hereto as **Exhibit A** and incorporated herein by reference.

Section 2: Council for the City of Pataskala hereby authorizes and directs the City Administrator to execute the Memorandum of Understanding attached hereto as **Exhibit A**.

Section 3: It is hereby found and determined that all formal actions of this Council concerning and relating to the passage of this Resolution were adopted in an open meeting of Council, and that all deliberations of the Council and any of the decision making bodies of the City of Pataskala which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements of the State of Ohio.

Section 4: This Resolution shall take effect at the earliest time allowed by the Charter of the City of Pataskala.

ATTEST:


Kathy M. Hoskinson, Clerk of Council


Michael W. Compton, Mayor

APPROVED AS TO FORM:


Brian M. Zets, Law Director

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into between the Fraternal Order of Police, Ohio Labor Council, Inc. ("Union") and the City of Pataskala ("Employer") (collectively referred to below as "the Parties").

Whereas, there is currently a collective bargaining agreement ("CBA") between the Parties covering the period January 1, 2020 through December 31, 2022 in SERB case number 2019-MED-09-0835; and

Whereas, Articles 18 (Compensation) and 39 (Duration) both provide for the parties to re-open negotiations for the purpose of negotiating wage rates for 2021 and 2022, shift differential, on-call pay and military incentive pay; and

Whereas, the parties subsequently re-opened negotiations and on March 8, 2021 entered into a Memorandum of Understanding which provided for wage increases for the years 2021 and 2022; and

Whereas, and to improve recruitment and retention of full-time police officers ("Employees"), both parties desire to increase the hourly wage rates of the bargaining unit members effective May 29, 2022; and

Whereas, the Parties agree as follows:

1. Employees hired prior to January 10, 2021 shall be compensated in accordance with the steps and wages rates set forth in Section 4 below.
2. Employees hired on or after January 10, 2021 shall be compensated in accordance with the steps and hourly wage rates set forth in Section 5 below.
3. Except for Step 1, all steps in the wage scale assume the passage of 1 year between steps, and would be awarded on the employee's anniversary of their date of hire. If an officer's probation period is extended, they would not receive a step increase until their probation period has been successfully completed. At that time, they would move to new Step 2 and receive the increase in pay. The employee would move to Step 3 upon their two-year anniversary date.
4. In the event of a break in service, the original hire date shall be adjusted to reflect the break in service, and the adjusted date would become the new anniversary date for purposes of awarding step increases.

The wage scale for employees hired prior to January 10, 2021 shall be as follows:

Step	1	2	3	4	5	6
Year	Upon Hire/ Probationary	Upon Completion of Probation	Upon Completion of Step 2 plus one year	Upon Completion of Step 2 plus two years	Upon Completion of Step 2 plus three years	Upon Completion of Step 2 plus four years
2022		\$26.36	\$28.51	\$29.63	\$31.89	\$32.21

5. The wage scale for employees hired on or after January 10, 2021 shall be as follows:

Step	1	2	3	4	5
Year	Upon Hire/ Probationary	Upon Completion of Probation	Upon Completion of Step 2 plus one year	Upon Completion of Step 2 plus two years	Upon Completion of Step 2 plus three years
2022	\$26.36	\$28.51	\$29.63	\$31.89	\$32.21

The Parties Further Agree that any and all other articles and/or sections of the CBA referenced above not amended or modified by this MOU shall remain in full force and effect as currently written for the balance of the contract term and until a successor agreement is negotiated between them.

Date: _____

For the FOP/OLC:

For the City of Pataskala:

Andrea H. Johan, Esq.
Senior Staff Representative

Jeffrey A. Stankunas
Legal Counsel

Michael B. Love, Police Officer
Patrol Unit

Timothy O. Hickin
City Administrator

Anthony J. Wisniewski, Police Officer
Patrol Unit

James M. Nicholson
Finance Director

Bruce B. Brooks
Chief of Police