



CITY OF PATASKALA

RESOLUTION 2020-077

Failed December 7, 2020

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 SETTLES AND AMENDS ARTICLE 15 OF THE COLLECTIVE BARGAINING AGREEMENT.

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. for the years 2020, 2021, and 2022 (CBA); and

WHEREAS, the terms of the CBA called for reopeners on wages and other forms of compensation for 2021 and 2022; and

WHEREAS, negotiations between the City of Pataskala the Fraternal Order of Police resulted in a tentative agreement to such terms and conditions; and

WHEREAS, the City Administrator and Finance Director believe the proposed amendments are in the best interests of the City and its residents, and recommend Council approved such modified terms and conditions.

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 settles and amends Article 15 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) for the purpose of settling the re-opener negotiations between them in case number 2020-MED-09-0983.

Whereas there is currently a collective bargaining agreement (CBA) between them covering the period January 1, 2020 through December 31, 2022; 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 have reached an agreement concerning all issues,

The Parties Agree as Follows:

1. The Union withdraws its proposals as to shift differential, on-call pay and military incentive pay.
2. Step 1 ("old Step1") of the current wage scale in Section 18.1 shall be deleted from, and the remaining steps in the wage scale shall be re-numbered accordingly as indicated in the wage scale below.
3. In the first full pay period in January 2021, all employees who are in "old Step 1" shall automatically be placed in and paid commensurate with "new Step 1" as indicated in the wage scale below.
4. No other employees shall move to, or be placed in, a different step in the wage scale unless it is due to the natural progression through the wage scale steps.
5. The wage scale below represents a five percent (5.0%) increase over 2020 retroactive to the first full pay period in January 2021.
6. The wage scale below also represents a three percent (3.0%) increase over 2021 retroactive to the first full pay period in January 2022.
7. The wages for 2022 shall be subject to re-opened negotiations, contingent on the City of Pataskala being successful in passing an income tax increase during calendar year 2021.
8. The re-opener shall address hourly wages only and shall take place after the first full calendar quarter of 2022.
9. Either party may initiate the request to re-open negotiations pursuant to ORC §4117 and said re-opened negotiations will be pursuant to ORC §4117.

- 10. Except for new Step 2, all steps assume 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, and would move to new Step 3 upon their two year anniversary date.
- 11. 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 shall be as follows:

STEPS	4	1	2	3	4	5
		Upon Hire through end of Probation	Upon Completion of Step 1	After 2 years from hire date	After 3 years from hire date	After 4 years from hire date
2020	\$21.04	\$22.09	\$23.89	\$24.83	\$26.72	\$26.99
2021	-----	\$23.19	\$25.08	\$26.07	\$28.06	\$28.34
2022	-----	\$23.89	\$25.83	\$26.85	\$28.90	\$29.19

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

 Brian M. Zets
 Legal Counsel

 Michael B. Love, Police Officer
 Patrol Unit

 Michael W. Compton
 Mayor

 Anthony J. Wisniewski, Police Officer
 Patrol Unit

 Tim Hickin
 City Administrator

Andy Waugh, Police Officer
Patrol Unit

James M. Nicholson
Finance Director

Bruce B. Brooks
Chief of Police

