

## 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 8 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 9 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.  
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 James M. Nicholson  
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