

# MEMORANDUM OF UNDERSTANDING

Between

FRATERNAL ORDER OF POLICE OHIO LABOR COUNCIL  
POLICE OFFICERS

And

Colerain Township Board of Trustees

The "Memorandum of Understanding" is entered into by the parties hereinafter referred to as the Colerain Township Trustees (Employer) and the Fraternal Order of Police, Ohio Labor Council, INC. (The Union) for the purposes of modifying or adding specific Articles and/or Sections of the current collective bargaining agreement expiring December 31, 2020.

For the purposes of this Memorandum, the Bargaining Unit consists of Full-time Police Officers.

- 1) Article 15 – Wages and Compensation  
Section 15.1 shall read:

Section 15.1

Police Officers Hired Prior to May 1, 2012

All police officers hired prior to May 1, 2012 shall be paid an annual rate of pay equivalent to \$68,033.65.

Police Officers Hired After May 1, 2012

Upon hire, police officers shall be paid a salary of \$53,000.

At the completion of their second year, police officers shall be paid an annual rate of pay equivalent to \$58,000

At the completion of their third year, police officers shall be paid an annual rate of pay equivalent to \$65,000.

At the completion of fourth year, police officers shall be paid an annual rate of pay equivalent to \$67,000.

At the completion of their fifth year, police officers shall be paid an annual rate of pay equivalent to the rate of the highest paid patrol officer.

In addition, officers who have completed their fifth year of service shall receive a 2% raise on January 1, 2019, and 2% on January 1, 2020. Officers completing their fifth year after January 1 will not receive the contractual raise until the next contractual raise period (the next January 1).

Officers will not receive any additional raises until the end of their 5<sup>th</sup> year.

At the discretion of the Chief of Police, candidate officers with at least three fulltime years of experience with a police department comparable to the Colerain Police Department may be hired as "lateral entry" officers and inserted into the pay scale, as the Chief deems appropriate.

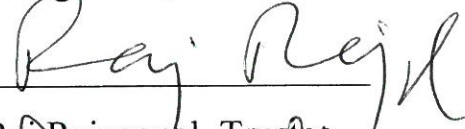
It is agreed and understood that the intent of this Agreement, entered into in "good faith," is to provide a relationship through December 31, 2020, a relationship covered partially by a formal Agreement including those issues brought to the table and agreed upon by the parties and after a brief pause to renew or enter into a successor agreement. The life of said contractual agreement expires December 31, 2020.


FOR THE TOWNSHIP:

  
\_\_\_\_\_  
Geoff Milz, Administrator

6.15.18  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Greg Inasco, Trustee

  
\_\_\_\_\_  
Raj Rajagopal, Trustee

  
\_\_\_\_\_  
Dan Unger, Trustee

6-19-18  
\_\_\_\_\_  
Date

FOR THE UNION:

  
\_\_\_\_\_  
  
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Date 6-18-18

Date 6-18-18

Date 6-18-18