

MEMORANDUM OF UNDERSTANDING
FOP/OLC (Dispatch)
2022 & 2023 WAGE REOPENER

This Memorandum of Understanding is entered into by the City of Avon (hereinafter referred to as the "Employer") and the Fraternal Order of Police, Ohio Labor Council, Inc. (hereinafter referred to as the "Union"), for the purpose of addressing wage reopener negotiations contained in Appendix A, Dispatcher Wages, for the years 2022 and 2023. The parties therefore agree to amend Appendix A, Dispatcher Wages, Sections 1 and 2 (with remaining sections renumbered accordingly), as follows:

APPENDIX A
DISPATCHER WAGES

Section 1. ~~Effective with the first full pay of 2021 (to be paid in the first full pay period following ratification of the agreement by both parties), all full-time employees shall be paid in accordance with the following scale (two and one half percent [2.5%] increase to the top rate):~~

Start	After	After	After	After
Rate	1 Year	2 Years	3 Years	4 Years
80% of max.	85% of max.	90% of max.	95% of max.	Max.
\$22.43	\$23.84	\$25.24	\$26.64	\$28.04

Effective with the first full pay of 2022 (to be paid in the first full pay period following ratification of the agreement by both parties), all full-time employees shall be paid in accordance with the following scale (three percent [3.0%] increase to the top rate):

Start	After	After	After	After
Rate	1 Year	2 Years	3 Years	4 Years
80% of max.	85% of max.	90% of max.	95% of max.	Max.
\$23.10	\$24.55	\$25.99	\$27.44	\$28.88

Effective with the first full pay of 2023 (to be paid in the first full pay period following ratification of the agreement by both parties), all full-time employees shall be paid in accordance with the following scale (three percent [3.0%] increase to the top rate):

Start	After	After	After	After
Rate	1 Year	2 Years	3 Years	4 Years
80% of max.	85% of max.	90% of max.	95% of max.	Max.
\$23.80	\$25.29	\$26.77	\$28.26	\$29.75

Section 2. ~~The parties agree that the Employer or the Union may reopen negotiations on the sole issue of wage rates for years 2022 and 2023. Written notice of intent to reopen on the issue of wage rates must be submitted in writing to the other party between September 1 and September 30, 2021.~~

Section 3-2. The state-mandated employee's contribution to the PERS shall be deducted from the employee's gross pay before state and federal taxes are withheld in accordance with IRS rules.

Section 4-3. Shift differential and the clerical stipend (seventy-eight cent [\$.78] equivalent) was rolled into the base rate of pay effective with the first pay of January 2000.

Section 5-4. Newly hired employees shall normally be compensated at the minimum rate. However, where qualifications and/or experience exist, the Chief of Police, with the approval of the Director of Safety/Mayor, may place a new employee at a higher rate of pay not to exceed the rate for three (3) years of service.

Section 6-5. Effective with the first pay of January 2021, any bargaining unit employee acting as a training officer for a newly hired department member will be compensated three dollars (\$3.00) per hour each hour of training during the formal FTO training time.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties have caused this agreement to be executed on this ____ day of _____, 2021.

FOR THE EMPLOYER

Bryan K. Jensen, Mayor

Daniel Fischbach, Chief of Police

Duane Streator, Director of Safety

FOR THE FOP/OLC

Otto Holm, Staff Representative

Meri Sprungl, Bargaining Committee

Approved As To Form

John A. Gasior, Law Director