

MEMORANDUM OF UNDERSTANDING BETWEEN FOP/OLC HUBER HEIGHTS
COMMUNICATIONS OFFICERS AND THE CITY OF HUBER HEIGHTS, OHIO

The parties agree to the following modifications to the 2023-2025 bargaining agreement.

ARTICLE 19
COMPENSATION

Section 19.1.Wages. Bargaining Unit Members shall be paid per hour according to the following wage scale:

A. Effective at the beginning of the first pay period after January 1 , 2023, a 2.75% increase:

	Probationary	After 1 Year	After 2 Years	After 3 Years	After 4 Years	After 5 Years
Hourly	\$21.6712	\$23.6324	\$25.4639	\$27.3610	\$29.2762	\$31.3255
Annual	\$45,075.90	\$49,155.27	\$52,964.80	\$56,910.68	\$60,894.43	65,157.04

B. Effective at the beginning of the first pay period after July 1, 2023 a 2.49 increase%

	Probationary	After 1 Year	After 2 Years	After 3 Years	After 4 Years	After 5 Years
Hourly	\$21.6712 \$22.21	\$23.6324 \$24.22	\$25.4639 \$26.10	\$27.3610 \$28.04	\$29.2762 \$30.01	\$31.3255 \$32.11
Annual	\$45,075.90 \$46,196.80	\$49,155.27 \$50,377.60	\$52,964.80 \$54,288.00	\$56,910.68 \$58,323.20	\$60,894.43 \$62,420.80	\$65,157.04 \$66,788.80

C. Effective at the beginning of the first pay period after January 1, 2024, a 2.75% increase:

	Probationary	After 1 Year	After 2 Years	After 3 Years	After 4 Years	After 5 Years
Hourly	22.2671 \$22.82	\$24.2823 \$24.89	\$26.1642 \$26.82	\$28.1134 \$28.81	\$30.0813 \$30.84	\$32.1870 \$32.98
Annual	\$46,315.49 \$47,465.60	\$50,507.04 \$51,771.20	\$54,421.34 \$55,785.60	\$58,475.73 \$59,924.80	\$62,569.03 \$64,147.20	\$66,948.86 \$68,598.40

D. Effective at the beginning of the first pay period after January 1, 2025, a 2.75% increase:

	Probationary	After 1 Year	After 2 Years	After 3 Years	After 4 Years	After 5 Years
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Hourly	\$22.8795 \$23.45	\$24.9500 \$25.57	\$26.8837 \$27.56	\$28.8865 \$29.60	\$30.9085 \$31.69	\$33.0721 \$33.89
Annual	\$47,589.16 \$48,776.00	\$51,895.98 \$53,185.60	\$55,917.92 \$57,324.80	\$60,083.81 \$61,568.00	\$64,289.67 \$65,915.20	\$68,789.95 \$70,491.20

- E. Lateral Entry Hires may be placed at any pay step up to and including the after three years rate of pay at the discretion of the Chief of Police.
- F. Annual salaries shown above are for informational purposes only. Step separation adjustments between After 3 years and After 4 years as well as After 4 years and After 5 years as market-rate adjustments for the 2023-2025 contract. All bargaining unit employees are hourly employees.
- G. Step increases shall be effective at the beginning of the pay period in which an employee becomes qualified to advance to the next step in the wage.

Section 19.2. Call-In Pay. The City agrees to pay employees for a minimum of four (4) hours at one and one-half (1-1/2) times the employee's rate of pay if the employee is called-out for duty, as determined by a supervisor, at a time other than that for which the employee has been scheduled, thus necessitating additional travel to and from work

Section 19.3(a) Court Time. In instances where an employee is required to work scheduled overtime, including court time, the City agrees to pay the employee for a minimum of four (4) hours at one and one-half (1-1/2) times the employee's hourly rate of pay. Court time on an employee's scheduled day off shall be a minimum of four (4) hours at one and one half (1-1 /2) times the employee's hourly rate of pay. If the scheduled overtime, as outlined above, overlaps the employee's regularly scheduled duty time, the employee will only be eligible for overtime compensation for that time not on duty. If the scheduled overtime, as outlined above, begins or ends one-half (1/2) hour or less after or before the employee's regular shift, the employee shall only be paid for the actual time worked. A Departmental vehicle will be provided for employee's attending out of town training sessions. If no vehicle is available, employees will be reimbursed in accordance with the City's travel policy.

Section 19.3(b). All Other Overtime. All other overtime will be paid out at time and a half the employee's hourly rate of pay.

Section 19.4. Training/Quality Assurance Officers (TO) & (TAC). These Officers will be selected by the Chief of Police or designee on the basis of their experience as well as their ability to train individuals. Officers so selected to be a TO officer, shall receive one dollar twenty five cents (\$1.25) per hour, in addition to their regular hourly rate, for all hours actually worked as a training officer performing quality assurance or field training functions. Officers so selected to be a TAC Officer, shall receive five hundred dollars (\$500) annually to be paid in the second pay period in January.

Section 19.5. Pension Pick-up. Effective throughout the life of this Agreement, the City shall pay one percentage (1%) point of the employee's state mandated contribution to Ohio Public Employees Retirement System (OPERS). The remaining portion of the employee's

contribution shall be paid by the employee. However, the City shall "shelter" members pension contribution for personal income tax purposes.

Section 19.6. Pyramiding. There shall be no pyramiding of premium pay for the same hours worked.

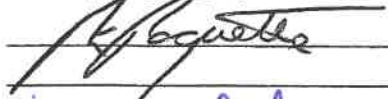
Section 19.7 Performance Eligibility. The City and Union shall implement a performance incentive program to award members of the bargaining unit for exemplary performance. To receive program payments, the following criteria must be met as of the end of the twelve (12) month evaluation period ending October 31:

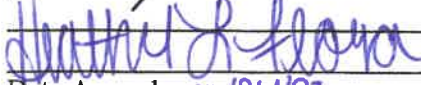
- A. The employee shall pass the employees' annual performance evaluation receiving at least an over rating of "meets standards". The performance evaluation will be reviewed by the employee's supervisor, section commander and the Chief of Police.
- B. The employee will have no more than two (2) lates for duty.
- C. The employee will have no more than five (5) instances of sick leave during the twelve (12) month evaluation period, excluding leave which has been approved for FMLA.
- D. The employee will achieve and maintain all LEADS certifications.
- E. The employee will not have been placed on a performance review during the twelve (12) month evaluation period.
 - a. The issuance of a "performance management worksheet" does not necessarily constitute a performance improvement plan. The performance improvement plan is a detailed plan with structured outcomes and a set timeline for performance expectations.
 - b. The employer will not place an employee on a performance review based solely on a single measurement or statistic, rather it will be based on overall performance.
- F. The employee will not have received any disciplinary actions from a written reprimand classification or higher during the twelve (12) month evaluation period.

Section 19.8. Performance Incentive Pay.

- A. The performance incentive pay determined in accordance with Section 1 above shall be equal to one point-two five percent (1.25%) of the employee's base pay.
- B. The performance incentive pay shall be issued to those employees' earning the pay and is to be included with the first paycheck in December with the appropriate number of deductions for the employee.

FOR THE UNION:





Date Agreed: 10/24/23

FOR THE EMPLOYER:

