

**MEMORANDUM OF UNDERSTANDING BETWEEN FOP/OLC HUBER HEIGHTS
CLERKS AND THE CITY OF HUBER HEIGHTS, OHIO**

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

**ARTICLE 17
COMPENSATION**

Section 17.1. Wages

Bargaining unit members shall be paid according to the following schedule. Wage increases shall be effective at the beginning of the first pay period ending in the calendar year indicated.

Records Techs

Effective at the beginning of the first pay period after January 1, 2023, wage rates for all employees shall be increased by 2.75%.

	Entry	After 1 Year	After 2 Years	After 3 Years	After 4 Years
Mkt. Adj.	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
2023 Rate	\$19.48	\$20.27	\$20.94	\$22.13	\$22.99

Effective at the beginning of the first pay period after July 1, 2023 wage rates for Firefighter/Paramedics shall be increased by 2.49%

2023 Rate	\$19.97	\$20.77	\$21.46	\$22.68	\$23.56
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Effective at the beginning of the first pay period after January 1, 2024, wage rates for all employees shall be increased by 2.75%.

	Entry	After 1 Year	After 2 Years	After 3 Years	After 4 Years
Mkt. Adj.	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
2024 Rate	\$ 21.29	\$ 22.11	\$ 22.82	\$ 24.07	\$ 24.98

Effective at the beginning of the first pay period after January 1, 2025, wage rates for all employees shall be increased by 2.75%.

	Entry	After 1 Year	After 2 Years	After 3 Years	After 4 Years
Mkt. Adj.	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
2025 Rate	\$ 22.65	\$ 23.49	\$ 24.22	\$ 25.50	\$ 26.44

Section 17.2. Call-In Pay. The City agrees to pay employees for a minimum of three (3) 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 17.3. Lateral Hires

The parties agree that a newly hired employee will be placed in the "start" pay range established for each classification in the bargaining unit, unless that employee has at least two (2) years of prior job experience as a transcriptionist (e.g. medical, legal, etc.) or has other specific relevant job experience. The parties understand that a newly hired employee who is hired with prior experience as specified in this section may be hired at a rate not higher than the rate established in the "After Year 3" pay scale category. An employee hired above the "start" rate will receive regular wage increases after serving the amount of time indicated on the wage scale for that classification.

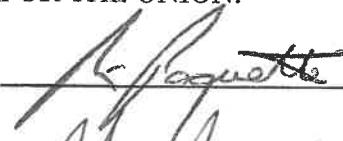
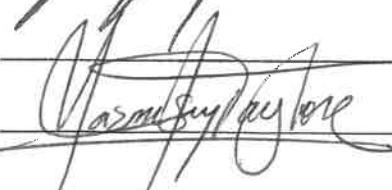
Section 17.4. Pension

Effective throughout the life of this Agreement, the City shall pay one percentage point of the employee's state-mandated contribution to the Ohio Public Employee Retirement System. Effective throughout the life of this Agreement, the City shall shelter member's pension contributions.

Section 17.5. Attendance Incentive

Employees who have not used more than three (3) days of sick leave, excluding leave which has been approved for FMLA, during the periods of January 1 through June 30 and July 1 through December 31 of each calendar year shall receive at their option one (1) additional personal day or one (1) day of bonus pay for each six (6) month period. The personal day or bonus pay shall be credited or paid to the employee the month after the period ends.

FOR THE UNION:

Date Agreed: 10/23/23

FOR THE EMPLOYER:

