

RESOLUTION NO. 2020-79

Introduced by: Monty Tapp


A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO BINDING MEMORANDA OF UNDERSTANDING WITH THE FRATERNAL ORDER OF POLICE/OLC/SERGEANTS AND THE FRATERNAL ORDER OF POLICE/OLC/PATROL OFFICERS MODIFYING THEIR RESPECTIVE COLLECTIVE BARGAINING AGREEMENTS WITH THE CITY OF HURON RELATING TO INCENTIVE PAY.

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF HURON, OHIO, THAT:

SECTION 1. The City Manager shall be, and he hereby is, authorized and directed to enter into binding Memoranda of Understanding with the Fraternal Order of Police/OLC/Sergeant and the Fraternal Order of Police/OLC/Patrol Officers to modify their respective Collective Bargaining Agreements with the City of Huron to allow for payment of incentive pay to Huron Police Department Members in 2020 as set forth in the Memoranda of Understanding. The Memoranda of Understanding shall be in a form substantially similar to the respective Memoranda of Understanding attached hereto and incorporated herein by reference as Exhibit A.

SECTION 2: This Council hereby finds and determines that all formal actions relative to the adoption of this Resolution were taken in an open meeting of the Council and that all deliberations of this Council and of its committees, if any, which resulted in formal action, were taken in meetings open to the public in full compliance with applicable legal requirements, including O.R.C. §121.22 of the Revised Code.

SECTION 3: This Resolution shall be in full force and effect from and immediately after its adoption.



Sam Artino, Mayor

ATTEST: 
Clerk of Council

ADOPTED: 08 DEC 2020

MEMORANDUM OF UNDERSTANDING

This City of Huron and Fraternal Order of Police, Ohio Labor Council, Inc., having met to discuss amending Section 15.04 – Training of the Patrol Officers collective bargaining agreement have collaborated, and the following has been agreed upon:

1 The Parties are bound by a previously agreed upon Collective Bargaining Agreement for the period of January 1, 2019 to December 31, 2021, and;

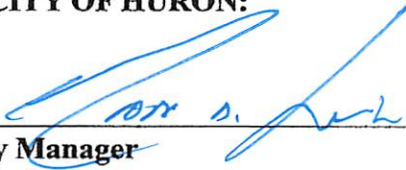
2 Section 15.04 – Training:

The parties agree that a modification is necessary to this section due to the Coronavirus pandemic. Trainings were cancelled in 2020 making it exceedingly difficult for patrol officers to meet this incentive threshold in 2020. As a compromise, the administration will pay out the one percent (1%) salary increment as if each patrol officer successfully completed 40 hours of training in 2020. Except the payout date has been modified and will be made the second pay of December 2020. Consequently, the one percent (1%) salary increment for 2021 will be modified to as follows:


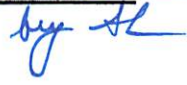
- In order to receive the 2021 salary increment of one percent (1%) in the first pay of December 2021, each patrol officer must successfully complete a total of sixty (60) hours of training over and above State of Ohio Mandated Training between 2020 and 2021, in order to account for the training sessions which were canceled in 2020 due to the Coronavirus pandemic. If the same conditions apply in 2021 the parties agree to reopen the terms of this Agreement.

This agreement shall not be used as a precedent for future causes of action, nor shall it be deemed a "past practice" or be raised in any claim of disparate treatment in any future grievance or claim of any kind. In all respects not in conflict with the foregoing or other MOU's relating to the parties' Collective Bargaining Agreement dated January 1, 2019, the parties ratify and affirm the provisions of such agreement.

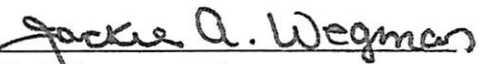
THE CITY OF HURON:

By 
City Manager

Date: 12-8-20

Approved as to form:

Law Director 

F.O.P OHIO LABOR COUNCIL, INC.:

By 
Staff Representative

Date: 12-2-2020

By 
Officer

By _____
Officer

MEMORANDUM OF UNDERSTANDING

This City of Huron and Fraternal Order of Police, Ohio Labor Council, Inc., having met to discuss amending Section 15.04 – Training of the Sergeants collective bargaining agreement have collaborated, and the following has been agreed upon:

1 The Parties are bound by a previously agreed upon Collective Bargaining Agreement for the period of January 1, 2019 to December 31, 2021, and;

2 Section 15.04 – Training:

The parties agree that a modification is necessary to this section due to the Coronavirus pandemic. Trainings were cancelled in 2020 making it exceedingly difficult for sergeants to meet this incentive threshold in 2020. As a compromise, the administration will pay out the one percent (1%) salary increment as if each sergeant successfully completed 40 hours of training in 2020. Except the payout date has been modified and will be made the second pay of December 2020. Consequently, the one percent (1%) salary increment for 2021 will be modified to as follows:

- In order to receive the 2021 salary increment of one percent (1%) in the first pay of December 2021, each sergeant who has completed the grade steps must successfully complete a total of sixty (60) hours of training over and above State of Ohio Mandated Training between 2020 and 2021, in order to account for the training sessions which were canceled in 2020 due to the Coronavirus pandemic. If the same conditions apply in 2021 the parties agree to reopen the terms of this Agreement.

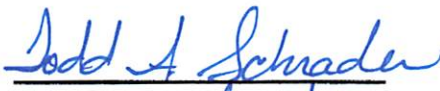

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THE CITY OF HURON:

By 
City Manager

Date: 12-8-20

Approved as to form:


Law Director 

F.O.P OHIO LABOR COUNCIL, INC.:

By 
Staff Representative

Date: 12-2-2020

By 
Sergeant

By _____
Sergeant