

RESOLUTION NO. 2017-91

A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A MEMORANDUM OF UNDERSTANDING ON BEHALF OF THE CITY OF HURON, OHIO WITH THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS/HURON LOCAL 4168, HURON, OHIO FOR THE CONTRACT PERIOD JANUARY 1, 2018 THROUGH DECEMBER 31, 2018

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


**SECTION 1:** The City Manager is authorized and directed to execute an agreement for and on behalf of the City of Huron, Ohio with the International Association of Fire Fighters/Huron Local 4168, said agreement to be substantially in the form of "Exhibit A" which shall be attached hereto and made a part hereof upon execution by all Parties.

**SECTION 2:** That 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.

**SECTION 3:** That this Resolution shall go into effect and be in full force and effect from and after the earliest date allowed by law.

ATTEST:

  
Clerk of Council

  
Brad Hartung, Mayor

ADOPTED: DEC 12 2017

**MEMORANDUM OF UNDERSTANDING**

This City of Huron and the International Association of Fire Fighters, Local 4168, having met to initiate labor negotiations for a successor 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, 2015 to December 31, 2017, and;
2. Unless otherwise provided herein, the terms of the current Collective Bargaining Agreement shall remain in place until the parties reconvene negotiations in 2018, and;
3. The parties agree to reopen negotiations in good faith to achieve a successor Collective Bargaining Agreement in calendar year 2018, and;
4. The parties consent and agree that the modifications set forth herein are the result of a mutual understanding and shall serve to amend the terms of the current Collective Bargaining Agreement as follows:

**ARTICLE 18**  
**SICK LEAVE**

18.5 A member who has a minimum of 1,000 hours accumulated sick leave may request, by the last working day of January of any calendar year on the form provided in Appendix "A" and shall be granted the right to convert thirty (30) hours sick leave to ten (10) hours ~~personal~~ compensatory time per three month period. A member shall not convert or accumulate in excess of forty (40) hours ~~personal~~ compensatory time on any calendar year.

**APPENDIX B - 1**

|                            | <i>1-1-2015</i> |               | <i>1-1-2016</i> |               | <i>1-1-2017</i> |               | <i>1-1-2018</i> |               |
|----------------------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|
| <b>Firefighter</b>         | <b>2.5%</b>     | <b>Annual</b> | <b>1.0%</b>     | <b>Annual</b> | <b>2.5%</b>     | <b>Annual</b> | <b>2.5%</b>     | <b>Annual</b> |
| <b>A</b>                   | \$27.22         | \$56,607      | \$27.49         | \$57,173      | \$28.17         | \$58,602      | \$28.87         | \$60,058      |
| <b>B (90%<br/>Class A)</b> | \$24.49         | \$50,945      | \$24.74         | \$51,456      | \$25.36         | \$52,742      | \$25.99         | \$54,067      |
| <b>C (75%<br/>Class A)</b> | \$20.41         | \$42,455      | \$20.62         | \$42,880      | \$21.13         | \$43,952      | \$21.66         | \$45,049      |
| <b>Probation</b>           | \$16.84         | \$35,032      | \$17.31         | \$36,000      | \$17.79         | \$37,000      | \$18.23         | \$37,928      |

|                                 | <i>1-1-2015</i> |               | <i>1-1-2016</i> |               | <i>1-1-2017</i> |               | <i>1-1-2018</i> |               |
|---------------------------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|
| <b>Lieutenant</b>               | <b>2.5%</b>     | <b>Annual</b> | <b>1.0%</b>     | <b>Annual</b> | <b>2.5%</b>     | <b>Annual</b> | <b>2.5%</b>     | <b>Annual</b> |
| <b>A (Class A<br/>FF + 10%)</b> | \$29.94         | \$62,267      | \$30.24         | \$62,890      | \$30.99         | \$64,462      | \$31.76         | \$66,070      |

|                        |         |          |         |          |         |          |         |          |
|------------------------|---------|----------|---------|----------|---------|----------|---------|----------|
| B (Class A<br>FF + 5%) | \$28.58 | \$59,437 | \$28.86 | \$60,031 | \$29.58 | \$61,532 | \$30.31 | \$63,064 |
|------------------------|---------|----------|---------|----------|---------|----------|---------|----------|

|                           | 1-1-2015 |          | 1-1-2016 |          | 1-1-2017 |          | 1-1-2018 |          |
|---------------------------|----------|----------|----------|----------|----------|----------|----------|----------|
| Captain                   | 2.5%     | Annual   | 1.0%     | Annual   | 2.5%     | Annual   | 2.5%     | Annual   |
| A (Class<br>A FF +<br>20% | \$32.66  | \$67,928 | \$32.98  | \$68,607 | \$33.81  | \$70,322 | \$34.65  | \$72,082 |

*The City and Employee contribution amounts to the Ohio Police & Fire Pension fund shall be according to the following percentages:*

| 2015  |          | 2016  |          | 2017  |          | 2018 |          |
|-------|----------|-------|----------|-------|----------|------|----------|
| City  | Employee | City  | Employee | City  | Employee | City | Employee |
| 24.0% | 12.25%   | 26.5% | 9.75%    | 24.5% | 11.75%   | 24%  | 12.25%   |

**ARTICLE 48**  
**DURATION**

48.1 This Agreement shall become effective and retroactive to January 1, 2018 and shall terminate on December 31, 2018.

**APPENDIX A**  
**CITY OF HURON**

DEPARTMENT OF FINANCE

SICK LEAVE CONVERSION

I, \_\_\_\_\_, request that \_\_\_\_\_ hours of sick leave be converted to ~~personal~~ compensatory time in accordance with Article 18 of the Collective Agreement between the City and the IAFF Local 4168.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Approved by Finance:

\_\_\_\_\_

Date: \_\_\_\_\_

**THE CITY OF HURON:**

By \_\_\_\_\_  
**City Manager**

By \_\_\_\_\_  
**Law Director**

Date: \_\_\_\_\_

**LOCAL 4168, IAFF:**

By \_\_\_\_\_  
**President, Local 4168**

By \_\_\_\_\_  
**Vice President, Local 4168**

By \_\_\_\_\_  
**Mike Norman, Staff Representative**

Date: \_\_\_\_\_