

**RESOLUTION NO. 2017-90**

**A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A MEMORANDUM OF UNDERSTANDING ON BEHALF OF THE CITY OF HURON, OHIO, WITH THE FRATERNAL ORDER OF POLICE/OLC/SERGEANTS FOR THE CONTRACT PERIOD JANUARY 1, 2018 THROUGH DECEMBER 31, 2018.**

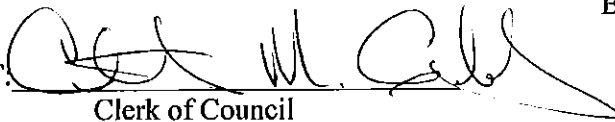
**BE IT RESOLVED BY THE COUNCIL OF THE CITY OF HURON, OHIO:**

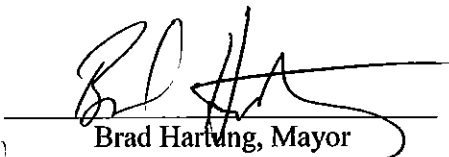
**SECTION 1:** The City Manager is authorized and directed to execute an agreement for and on behalf of the City of Huron, Ohio with the Fraternal Order of Police, OLC/Sergeants, said agreement to be substantially in the form of "Exhibit A" which shall be attached hereto and made a part hereof upon execution 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 Fraternal Order of Police, Ohio Labor Council, Inc., 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 the first half of 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:

**APPENDIX B**  
**HOURLY RATES OF PAY**  
**COMPENSATION SCHEDULE FOR SERGEANTS**

Wages:

Sergeants	2015 (3%)	2016 (2%)	2017 (1%)	2018 (2.5%)
A	32.51	33.16	33.49	34.33
B	31.04	31.66	31.97	32.77
C	29.60	30.19	30.49	31.25

The rates shown in the above grid do not include individual adjustments resulting from training, education and longevity.

Pension Pickup:

2015		2016		2017		2018	
City	Employee	City	Employee	City	Employee	City	Employee
21.00%	10.75%	20.50%	11.25%	20.00%	11.75%	19.5%	12.25%

**ARTICLE 42**  
**DURATION**

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

**APPENDIX F**

**Effective 1/1/2018**

1. The City shall provide each member and his legal dependents with the same or substantially similar health insurance coverage as described in Exhibit A to this Agreement.
2. The City will provide an automatic HRA contribution to be utilized by the member for qualified medical expenses in 2018 in an effort to offset deductible expenses for single and family coverage. At the time of this execution, the 2018 deductible amount is unknown, it is the intention of the parties to maintain the member's 2018 deductible exposure to a proportional amount substantially similar to that of 2017.
3. The City will provide two methods of access to the HRA funds designated in Section 3 of this Agreement. The member shall have access to reimbursement through member initiated submission of claims to Business Administrators and Consultants (BAC). In addition, each member shall be provided with a personalized debit card which can be used for up front purchases of qualifying pharmaceuticals.
4. The member shall be individually financially responsible for deductible expenses incurred over the HRA contribution identified in Appendix F, Section 2 herein.
5. Upon meeting the total member deductible, inclusive of the City sponsored HRA contribution, the City agrees to reimburse each member for qualifying medical expenses incurred towards the member's maximum out of pocket exposure in proportion substantially similar to the amounts provided in 2017.

**THE CITY OF HURON:**

**FRATERNAL ORDER OF POLICE,  
OHIO LABOR COUNCIL, INC.:**

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

By \_\_\_\_\_  
Patrol Representative

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

By \_\_\_\_\_  
Staff Representative, FOP

Approved as to form:

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

\_\_\_\_\_  
Law Director