

MEMORANDUM OF UNDERSTANDING
between
the City of Mansfield
and
Fraternal Order of Police/ Ohio Labor Council
(Blue Unit)

March 11, 2022

This Memorandum of Understanding is entered into by and between the City of Mansfield [hereafter the "City"] and the Fraternal Order of Police/Ohio Labor Council (Blue Unit) [hereafter the "Union"] as a result of recent labor-management discussions.

Whereas, the City and the Union have come to an agreement regarding wages, as outlined by Article 17.1 of the current contract, commencing now and for the upcoming Collective Bargaining Agreement for the time period August 1, 2022 through July 31, 2025; and

Whereas, the agreement shall provide for a 7.75% wage increase, beginning immediately and representing the increase for August 1, 2022 through July 31, 2023; and a 2.5% wage increase in years two and three of the contract; respectively being August 1, 2023 through July 31, 2024 and August 1, 2024 through July 31, 2025; for all steps on the wage scale; and

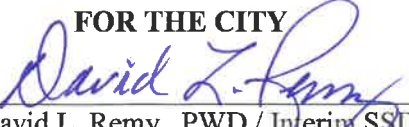
Whereas, current wage schedule steps one and two of the contract shall be eliminated. This shall leave only the probation step and step three of the wage schedule. However, a new step one shall be entered at a rate of 2.5% higher than the probationary step. Officers shall be in this step for one year following their probationary year; and

Whereas, the City shall use SLFRF funding, when appropriated for use by the City, to provide one-time worker retention incentives in the amount of \$6,500 for all bargaining unit members. All newly hired members shall receive this incentive after the completion of their probationary period. The incentive shall cease to be issued to new hires, who have completed probation after August 1, 2024 or after the issuance of said incentive to more than 27 new officers who have completed probation, whichever comes first. However, all probationary members receiving the incentive after completion of probation shall be subject to repayment of the incentive should their employment end with the City within twenty-four months after receiving said incentive. The repayment shall be prorated based on their months of service following receipt of said incentive and shall be considered "repaid" at the completion of twenty-four months following their probationary period. Exceptions shall be made regarding the repayment of the retention incentive for extraordinary circumstances at the discretion of the Safety Service Director.

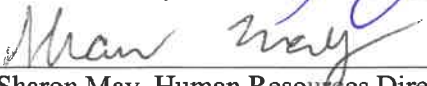
Therefore, effective immediately and for the contract period commencing August 1, 2022 through July 31, 2025 wages, as outlined by Article 17.1 of the current contract, for the bargaining unit shall be as outlined above and there will be no further discussions, bargaining, or negotiating on the issue of wages, for the stated contract period.

Furthermore, effective immediately the current wage schedule of the existing contract and the contract for time period August 1, 2022 through July 31, 2025 shall contain three steps. A probationary step, step one patrol officer, and step two patrol officer. The new probationary officer pay shall be the same as the current probation officer, prior to the above referenced increase. The new step one officer shall be, as described above. This new step two officer shall be in line with the pay of a current step three officer, of the contract expiring July 31, 2022, for the purpose of calculating wages prior to the above stated increase.

FOR THE CITY

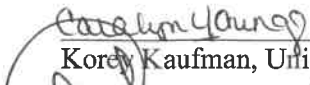


David L. Remy, PWD / Interim SSD



Sharon May, Human Resources Director

FOR THE UNION



Carolyn Young for Corey Kaufman 855
Corey Kaufman, Union Representative



James Wagner, Staff Rep.

MEMORANDUM OF UNDERSTANDING
between
the City of Mansfield
and
Fraternal Order of Police/ Ohio Labor Council
(Gold Unit)
March 11, 2022

This Memorandum of Understanding is entered into by and between the City of Mansfield [hereafter the "City"] and the Fraternal Order of Police/Ohio Labor Council (Gold Unit) [hereafter the "Union"] as a result of recent labor-management discussions.

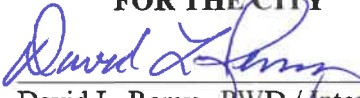
Whereas, the City and the Union have come to an agreement regarding wages, as outlined by Article 17.1 of the current contract, effective immediately and for the upcoming Collective Bargaining Agreement for the time period August 1, 2022 through July 31, 2025; and

Whereas, the agreement shall provide for an increase regarding wages, as outlined by Article 17.1 of the current contract, corresponding to the increase for the Blue Unit and maintaining the wage differentials between ranks, as currently outlined in the existing contract; and

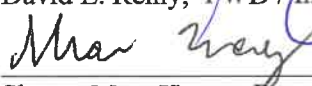
Whereas, the City shall use SLFRF funding, when appropriated for use by the City, to provide one-time worker retention incentives in the amount of \$6,500 for all bargaining unit members.

Therefore, effective immediately and for the contract period commencing August 1, 2022 and ending July 31, 2025 wages, as outlined by Article 17.1 of the current contract, for the bargaining unit shall be as outlined above and there will be no further discussions, bargaining, or negotiating on the issue of wages for the stated contract period.

FOR THE CITY

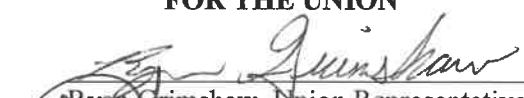


David L. Remy, PWD / Interim SSD

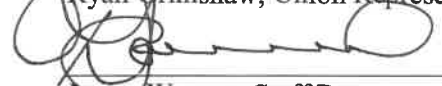


Sharon May, Human Resources Director

FOR THE UNION



Ryan Grimshaw, Union Representative

 For dw.

James Wagner, Staff Representative