

## Memorandum of Understanding

This memorandum of understanding is entered into this \_\_\_\_ day of \_\_\_\_\_ 2024, by and between the City of Willowick and the Fraternal Order of Police, Willowick Lodge No. 116 (collectively, “the parties”).

The purpose of this memorandum is to modify a Section to Article 12 of the Collective Bargaining Agreement (“CBA”) originally entered into and for the term effective January 1, 2025, to December 31, 2027, captioned “Wage.”

WHEREAS, the parties recognize that terms and conditions of employment are a matter to be collectively bargained;

Now, therefore, it is hereby authorized and agreed to by all parties to this Memorandum of Understanding as follows:

1. The City of Willowick and the FOP Willowick Lodge No. 116 hereby agree that the following contract language shall be modified in Section 12.02, Article 12 of the Collective Bargaining Agreement for Patrol Officers shall now be read as follows:

**Effective with the first full pay period after January 1, 2025, the Chief, at his discretion, may place an experienced certified peace officer hired on or after September 15, 2024 at the Patrolman with two (2) or more years step rate or Patrolman with four (4) or more years step rate but no higher than the Patrolman with four (4) or more years rate.**

**A Patrolman who is hired at the Patrolman with two (2) or more rate, shall serve two years with the City prior to advancing to the Patrolman with four (4) or more years rate and then serve one year prior to advancing to the Patrolman with five (5) or more years step rate.**

**A Patrolman who is hired at the Patrolman with four (4) or more years step rate shall serve one year with the City prior to advancing to the Patrolman with five (5) or more years step rate.**

2. The \$2,000.00 bonus for a new employee hired after January 1, 2025, for having certification as a Police Officer shall remain as contained in the CBA, and shall not be affected by the terms of the Memorandum of Understanding.
3. This Memorandum of Understanding shall be deemed and considered for all legal and relevant purposes an addendum to the Collective Bargaining Agreement and in no way otherwise alters, changes, or modifies the Collective Bargaining Agreement currently in place and effect between the City of Willowick and the FOP, Willowick

Lodge No. 116 effective January 1, 2025, to December 31, 2027, except as expressly stated herein.

4. The parties agree that this document shall not be used in any way as a precedent under any other circumstance, including but not limited to and all future negotiations and finalization of any collective bargaining agreements between any of the parties hereto. The modifications made and the terms of this agreement will not be considered a past practice or modification of existing practices.

This memorandum may be executed by the parties hereto in separate counterparts, each of which when so executed and delivered will be an original, but all such counterparts will together constitute one and the same instrument.

IN WITNESS WHEREOF, the undersigned have caused this memorandum of understanding to be duly executed with full capacity and authority to bind their respective members and shall take immediate effect upon execution by all parties.

CITY OF WILLOWICK:

\_\_\_\_\_  
MICHAEL VANNI,  
Mayor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

As to form:

\_\_\_\_\_  
LAW DIRECTOR

\_\_\_\_\_  
Date

FRATERNAL ORDER OF POLICE, WILLOWICK LODGE NO. 116:

\_\_\_\_\_  
President

\_\_\_\_\_  
Date

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