

EXHIBIT A

MEMORANDUM OF UNDERSTANDING
CONCERNING STEP 1
POLICE OFFICER WAGES

This Memorandum of Understanding is entered into between the City of Gahanna (“the City”) and the Fraternal Order of Police, Capital City Lodge #9 (“the Lodge”).

The City and the Lodge are parties to a collective bargaining agreement which was in effect from January 1, 2016 through December 31, 2018 (“the CBA”). The City and the Lodge have continued the terms of the CBA in force while bargaining for a successor CBA. The City is preparing to announce Civil Service Testing for hiring new Police Officers. The City and the Lodge agree it is in their mutual interest that the entry-level wage for Police Officer employed by the City be modified before the testing is announced to the public in order to maximize interest among qualified candidates

The City and the Lodge hereby agree that effective May __, 2019, and until such time as a successor CBA takes effect, the entry-level wage for City Police Officers will be adjusted as follows:

	Hourly	Bi-Weekly	Annual
Current	\$22.86	\$1,828.51	\$47,541.27
Revised	\$27.39	\$2,191.20	\$56,971.20

FOR THE LODGE:

FOR THE CITY OF GAHANNA

Russell Carnahan

Thomas R. Kneeland, Mayor

Date: _____

Date: _____

Approved to form:

Shane Ewald

Date: _____