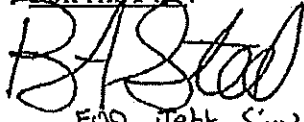


**MEMORANDUM OF UNDERSTANDING ("MOU") #2023-05
BETWEEN THE
CITY OF COLUMBUS ("CITY")
&
FRATERNAL ORDER OF POLICE, CAPITAL CITY LODGE NO. 9 ("FOP")
REGARDING THE CITY SPECIAL OPERATION 2023**


The City of Columbus ("City") and the FOP agree to modify the Agreement between the City of Columbus and the Fraternal Order of Police, Capital City Lodge No. 9 (December 9, 2020 – December 8, 2023). Unless specifically amended by this MOU, all wages, hours and terms and conditions of employment shall be administered in accordance with the collective bargaining agreement ("Agreement"). The following terms modify Article 22, effective on 3:01 A.M. on October 2, 2023:


1. Full-time Police Lieutenants, Police Sergeants, and/or Police Officers who work voluntary scheduled overtime posted as City Special Operation for 2023 shall be compensated at double the straight-time rate for all hours worked, notwithstanding any other provision of Article 22.
2. Overtime shall be distributed in an equitable manner, pursuant to Article 22, Section 22.5.
3. This MOU only applies to members who voluntarily work scheduled overtime for the City Special Operation for 2023. Members who do not voluntarily work scheduled overtime for the City Special Operation for 2023 do not receive this additional compensation.
4. Compensation shall not be paid (nor compensatory time taken) more than once for the same hours for which overtime is worked. Thus, a member cannot request and be paid from accrued leave and also earn overtime compensation for the same hours for which leave was taken.
5. Effective December 31, 2023 at 11:59 P.M., any modifications to Article 22 Section 22.3 "Overtime" made by this MOU will revert back to the provisions as originally stated in the Agreement.

FOR THE FOP:


FOR Jeff Simpson
Jeff Simpson, President
Fraternal Order of Police,
Capital City Lodge No. 9

FOR THE CITY:


Kate Pishotti, Director
Department of Public Safety
City of Columbus


Nichole M. Brandon, Director
Department of Human Resources
City of Columbus