

MEMORANDUM OF UNDERSTANDING #2007-01
between

THE CITY OF COLUMBUS
and
FRATERNAL ORDER OF POLICE/OHIO LABOR COUNCIL, INC.

REGARDING RETENTION OF CRIMINALISTS II AND III/FORENSIC SCIENTIST II
AND III

- I. Pursuant to action taken by the Civil Service Commission related to the classifications of Criminalist II and Criminalist III, the parties agree to amend Section 3.2 of the collective bargaining agreement as follows:

Class Code	Classification	Pay Range
From: 1912	Criminalist II	
To: 1912	Forensic Scientist II	S9
From: 1913	Criminalist III	
To: 1913	Forensic Scientist III	S10

- II. Further, the parties agree that maintaining a fully staffed and trained unit in the Crime Laboratory is vital. Recruitment and retention are critical factors in the Lab, and there have been challenges with recruitment and retention for the classifications of Forensic Scientist II and Forensic Scientist III. Therefore the parties agree to the following provisions:

Retention Bonus

A retention bonus of \$1,000 (gross) will be paid to employees classified as Forensic Scientist II and Forensic Scientist III during calendar years 2008 and 2009 as provided herein.

1. The retention bonus will be based on an employee's classification seniority date.
2. An employee at any Step in the Pay Plan is eligible for the retention bonus.
3. In order to receive the retention bonus, an employee must receive a minimum overall performance rating of Fully Competent on the employee's performance evaluation.

4. The retention bonus is subject to appropriate legal deductions.
5. The bonus will be paid within four (4) pay periods following an employee's classification seniority date.
6. For those employees whose classification seniority dates fall in January 2008, the retention bonus will be retroactively applied.

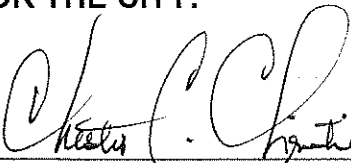
Hiring Rate for Forensic Scientist II and Forensic Scientist III

The hiring rate for persons classified as Forensic Scientist II and Forensic Scientist III may be at a step higher than Step 0 within the assigned Pay Ranges as provided in Article 14 of the collective bargaining agreement, April 2, 2007 – April 1, 2010. The determination of the hiring rate is at the sole discretion of the Director of Public Safety.

Duration

The provisions of this Memorandum of Understanding will expire December 31, 2009 unless either party gives to the other a thirty (30) day notification of cancellation.

FOR THE CITY:

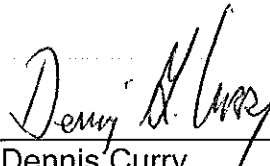


Chester C. Christie Date
Director of Human Resources



Mitchell J. Brown Date
Director of Public Safety

FOR FOP/OLC:



Dennis Curry Date
OLC Representative