

"EXHIBIT A"

**CITY OF STRUTHERS/FOP LODGE 41, UNIT A
MEMORANDUM OF UNDERSTANDING – 2021/2022 Wage Reopener
SERB CASE NO. 19-MED-10-1180**

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the City of Struthers (hereinafter referred to as the "Employer") and the Fraternal Order of Police, Lodge 41 (Unit A-Patrol) (hereinafter referred to as the "Union"), for the purpose of addressing wage reopener negotiations contained in Article 21, Section 3 for the years 2021 and 2022 in SERB Case No. 19-MED10-1180. Having agreed to all issues under the referenced reopener negotiations, the parties therefore amend the agreement for Article 21, Salaries and Wages as follows:

ARTICLE 21
SALARIES AND WAGES

Section 1. Base Salaries and Wages. The following reflects the base rates of pay for bargaining unit members during the course of this agreement.

Section 2. 2020 Compensation. Effective the first pay period in 2020 all bargaining unit members shall receive a three percent (3%) wage increase and be paid in accordance with the following wage schedule:

Classification - Patrolman	Annual Salary	Hourly Rate
Probationary Rate	\$39,600.38	\$19.04
After 1 year full-time service	\$41,410.07	\$19.91
After 2 years full-time service	\$43,219.77	\$20.78
After 3 years full-time service	\$45,029.43	\$21.65
After 4 years full-time service	\$46,839.18	\$22.52

Section 3. 2021 Compensation. Effective the first pay period in 2021 all bargaining unit members shall receive a three percent (2%) wage increase and be paid in accordance with the following wage schedule:

Classification - Patrolman	Annual Salary	Hourly Rate
Probationary Rate	\$40,392.39	\$19.42
After 1 year full-time service	\$42,238.27	\$20.13
After 2 years full-time service	\$44,084.17	\$21.19
After 3 years full-time service	\$45,930.02	\$22.08
After 4 years full-time service	\$47,775.96	\$22.97

Section 4. 2022 Compensation. Effective the first pay period in 2022 all bargaining unit members shall receive a three percent (2%) wage increase and be paid in accordance with the following wage schedule:

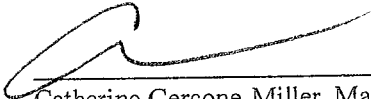
Classification - Patrolman	Annual Salary	Hourly Rate
Probationary Rate	\$41,200.24	\$19.81
After 1 year full-time service	\$43,083.04	\$20.71
After 2 years full-time service	\$44,965.85	\$21.62
After 3 years full-time service	\$46,848.62	\$22.52
After 4 years full-time service	\$48,731.48	\$23.43

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Section 5. Supervisor's Wages. Only the senior officer on the appropriate turn shall be permitted to perform the supervisor's duties if the supervisor is absent. When the senior officer performs the duties of the supervisor for a single shift or more, he shall be paid the supervisor's hourly rate, less five cents (\$.05) per hour.

FOR THE EMPLOYER

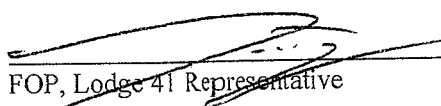
FOR THE UNION



Catherine Cercone-Miller, Mayor

Charles Choate, Senior Staff Rep. FOP/OLC

Date Signed 6-23-21



FOP, Lodge 41 Representative

Date Signed 6-22-21

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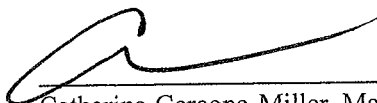
Section 4. 2022 Compensation. Effective the first pay period in 2022 all bargaining unit members shall receive a three percent (2%) wage increase and be paid in accordance with the following wage schedule:

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FOR THE EMPLOYER



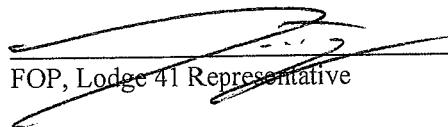
Catherine Cercione-Miller, Mayor

Date Signed

6-23-21

FOR THE UNION

Charles Choate, Senior Staff Rep. FOP/OLC



FOP, Lodge 41 Representative

Date Signed

06-22-21