

**CITY OF KIRTLAND**

**RESOLUTION NUMBER 24-R-8**

**A RESOLUTION AUTHORIZING THE CITY TO ENTER INTO A MEMORANDUM OF UNDERSTANDING WITH THE KIRTLAND POLICE DEPARTMENT AND THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION FOR THE RESOLUTION OF A DISPUTE REGARDING LONGEVITY PAY, AND DECLARING AN EMERGENCY.**

**WHEREAS**, the City of Kirtland and the Kirtland Police Department, by and through its representation from the Ohio Patrolmen's Benevolent Association, have previously entered into an Agreement that addresses, amongst other benefits, the longevity pay awarded to its police officers who have been with the City for several years; and

**WHEREAS**, a dispute has arisen regarding the interpretation of various articles within that Agreement and the interplay with an employee's pay; and

**WHEREAS**, the administration of the City of Kirtland and the Kirtland Police Department, by and through its representative at the Ohio Patrolmen's Benevolent Association, have negotiated a Memorandum of Understanding, which is attached hereto as Exhibit A, to resolve this dispute.

**NOW, THEREFORE, BE IT RESOLVED** by the Council of the City of Kirtland, County of Lake and State of Ohio, that:

**SECTION 1:** The Mayor, Chief of Police, and Law Director are hereby authorized to enter into a Memorandum of Understanding with the Kirtland Police Department and the Ohio Patrolmen's Benevolent Association to resolve the longevity pay dispute, said Memorandum of Understanding is attached hereto and specifically made a part hereof as Exhibit A.

**SECTION 2:** It is found and determined that all formal actions of this Council concerning and relating to the passage of this Resolution were passed in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

**SECTION 3:** This Resolution is declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the City, and for the further reason to facilitate payment of compensation to certain employees of the City. Therefore, this Resolution shall be in full force and effect immediately upon its passage by the affirmative vote of five (5) members of Council and approval by the Mayor, otherwise this Resolution shall be in effect from and after its adoption at the earliest period allowed by law.

First Reading: \_\_\_\_\_  
Second Reading: \_\_\_\_\_  
Third Reading: \_\_\_\_\_

DATE PASSED: \_\_\_\_\_

\_\_\_\_\_  
President of Council

Submitted to the Mayor for his  
Approval on this \_\_\_\_\_ day of  
\_\_\_\_\_, 2024.

ATTEST:

Approved by the Mayor on this \_\_\_\_\_  
day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Clerk of Council  
MOU with OPBA for Longevity Pay

\_\_\_\_\_  
Mayor Kevin F. Potter

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**KIRTLAND POLICE DEPARTMENT  
MEMORANDUM OF UNDERSTANDING**

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**TO:** MICHAEL VALENTI; ZACHARY PETRIC (OPBA UNION REPRESENTATIVES)

**FROM:** CHIEF BRIAN MCCALLISTER

**SUBJECT:** DISPUTE OVER LONGEVITY PAYOUTS

**DATE:** JANUARY 30, 2024

**CC:** MAYOR POTTER; FINANCE DIRECTOR SLAPNICKER, LAW DIRECTOR LALLO

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After reviewing the dispute over benefits related to compensation for longevity pay, I have discussed the issue with Mayor Potter, Law Director Lallo and Finance Director Slapnick. The City understands that the union believes that the city erred in its application of the 2022-2023 contract, specifically Article XXIV: Section 24.01 and 24.02 which state:

**ARTICLE XXIV LONGEVITY**

24.01 All employees shall receive longevity payments after completion of the required length of continuous full-time service, pursuant to the following schedule:

After completion of	
5 years	\$550.00
10 years	\$1100.00
15 years	\$1650.00
20 years	\$2100.00

24.02 Longevity payments shall be made in lump sum on the basis of completion of the appropriate full year of service in the first full pay period in January of each year.

The City asserts that this provision is no longer applicable given the new language negotiated by the CBA to begin under the terms of the 2024 contract. The new language states under section 24.02 that employees shall be paid longevity payments in one lump sum according to the schedule in 24.01 in the pay period covering his/her employment anniversary.

To remedy the dispute, the city agrees to pay longevity under the provision stated in the previous contract, which will be equivalent to the longevity payment owed to the employee for FY2023. Said payments will be issued by the City upon ratification of this MOU. The longevity payment for FY2024 will be distributed according to the provision in the current CBA.

All parties acknowledge that this remedy will resolve this dispute and no further redress will be necessary.

\_\_\_\_\_  
Sgt. Michael Valenti (Union Rep)

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Date

\_\_\_\_\_  
Ptl. Zachary Petric (Union Rep)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Adam Chaloupka (Union Attorney)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Brian McCallister

\_\_\_\_\_  
Date

\_\_\_\_\_  
Mayor Kevin Potter

\_\_\_\_\_  
Date

\_\_\_\_\_  
Attorney Matthew Lallo

\_\_\_\_\_  
Date