

### Memorandum of Understanding Regarding Compensation

WHEREAS, as a result of failed searches and the continued obstacles to maintaining adequate staffing, The University of Akron (the "University") and the Fraternal Order of Police, Ohio Labor Council, Inc. ("FOP"), collectively referred to herein as the "Parties", desire to amend the current language of the Collective Bargaining Agreement;

WHEREAS, Article 30 § 1 currently provides as follows:

Pay Status	Wage Rate	Service Years	Approved Training Hours
Police Officer 2A	\$30.98	1-3 years	0
Police Officer 2B	\$31.90	4-6 years	400
Police Officer 2C	\$32.81	7-9 years	800
Police Officer 2D	\$33.77	10+ years	1,600

WHEREAS, Article 30 § 5 currently provides as follows:

*After the completion of the probationary period, any bargaining unit member who can document time served as a full-time commissioned peace officer in Ohio will be given one year credit for each two-year period of full-time service, up to a maximum of 5 years credit to be used as Service Years when calculating pay status on the table shown in Section 30.1.*

NOW THEREFORE, the Parties agree that Article 30 § 1 shall be amended to provide as follows:

Pay Status	Wage Rate	Service Years	Approved Training Hours
New Hire	\$31.00	Less than 1 Year	0
Police Officer 2A	\$32.50	1 year	0
Police Officer 2B	\$34.00	2 years	200
Police Officer 2C	\$35.50	3 years	400
Police Officer 2D	\$37.00	4+ years	800

FURTHER, the Parties agree that Article 30 § 5 shall be amended to provide as follows:

*After the completion of the probationary period, any bargaining unit member who can document time served as a full-time commissioned peace officer in Ohio will be given one year credit for each one-year period of full-time service to be used as Service Years when calculating pay status on the table shown in Section 30.1.*

**Limitations:** Updated wage rates resulting from years of service re-calculations shall become effective as of the beginning of the first pay cycle following January 1, 2026, and paid prospectively. Wages will not be retroactively calculated or paid out from differences resulting in the years of service re-calculation. Vacation accrual rates will not be impacted by years of service re-calculation. Holiday pay, overtime, compensatory time and/or paid time off of any form will not be retroactively impacted by re-calculation of service years.

**Duration:** These amendments shall be temporary and remain in effect through the duration of the current collective bargaining agreement wherein the parties may agree to permanently amend the

contractual language, in whole or in part, and include said language in a successive collective bargaining agreement.

**Conflict Resolution:** Parties intend the terms of this MOU to supersede the Collective Bargaining Agreement (CBA) and Ohio Revised Code provisions on the same subject. In the event of a conflict between the terms of this MOU and CBA on other subjects, provisions of the CBA shall prevail, provided that the Ohio Revised Code or other applicable law does not provide specific guidance on the subject.

IN WITNESS WHEREOF, The Parties agree to this Memorandum of Understanding Regarding Compensation as of the date last signed below.

THE UNIVERSITY OF AKRON

By: Mark G. Stasitis  
Date: 11-13-2025

FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL

By: [Signature]  
Date: 11/13/2025

Reviewed and Approved

[Signature]

Mark G. Stasitis  
Associate Vice-President and  
Deputy General Counsel

Date: 11.13.2025