

MEMORANDUM OF AGREEMENT

The City of Oberlin (hereinafter the "City") and the Ohio Patrolmen's Benevolent Association ~ Full-Time Dispatchers (hereinafter the "Union") mutually agree to the following additions to Article XXIV - Insurance of the current Labor Agreement between the parties dated August 1, 2007 through August 1, 2010:

Section 24.5 Effective January 1, 2010, the City shall make available to employees a Flexible Spending Account (FSA) program. Participation in such program shall be at the option of each employee.

Section 24.6 The City shall make available to employees and eligible dependents seasonal flu shots during the month of October 2009. Attendant costs shall be borne by the City. At the sole discretion of the City, the City may offer seasonal flu shots to employees and/or eligible dependents in 2010 and/or 2011.

Dated this 5th day of October, 2009.

For the Union:

Kevin Paver

For the City:

[Signature]

[Signature]
