

## CITY OF OBERLIN, OHIO

### ORDINANCE No. 25-69 AC CMS

AN ORDINANCE AUTHORIZING THE CITY MANAGER TO ENTER INTO A MEMORANDUM OF UNDERSTANDING WITH THE OHIO PATROLMAN'S BENEVOLENT ASSOCIATION TO ALIGN PAY AND BENEFITS WITH THE ADDITION OF 12-HOUR SHIFTS WITHIN THE OBERLIN POLICE DEPARTMENT TO GO INTO IMMEDIATE EFFECT

WHEREAS, the Oberlin City Council recognizes an immediate need to establish 12-hour shifts within the Oberlin Police Department and to align pay and benefits with those shift schedules; and

WHEREAS, the Ohio Patrolmen's Benevolent Association ("OBPA") and the City of Oberlin desire to enter into this Memorandum of Understanding to amend the collective bargaining agreement to provide for the alignment of pay and benefits with 12-hours shifts within the Oberlin Police Department.

NOW, THEREFORE, BE IT ORDAINED, by the Council of the City of Oberlin, County of Lorain, and State of Ohio:

SECTION 1. That the proposed Memorandum of Understanding between the OBPA and the City of Oberlin to supplement the current collective bargaining agreement to align pay and benefits with 12-hour shifts within the Oberlin Police Department, as is attached hereto as **Exhibit A** and incorporated herein by reference, is hereby approved, and the City Manager is hereby authorized and directed to execute same on behalf of the City.

SECTION 2. It is hereby found and determined that all formal actions of this Council concerning or relating to the adoption of this Ordinance were adopted 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. To maintain operations in the Oberlin Police Department and thereby provide for the safety of city employees and members of the public in the delivery of essential city services and provided that at least five (5) members of Council determine by motion, this Ordinance shall go into full force and effect immediately after its passage; otherwise, it shall take effect on the earliest date allowed by law.

ADOPTED: 1<sup>st</sup> Reading: December 15, 2025

2<sup>nd</sup> Reading: \_\_\_\_\_

3<sup>rd</sup> Reading: \_\_\_\_\_

ATTEST:

  
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BELINDA B. ANDERSON, MMC  
CLERK OF COUNCIL

  
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EBONI A. JOHNSON  
PRESIDENT OF COUNCIL

POSTED: 12/16/2025

EFFECTIVE DATE: 12/15/2025