

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY OF CELINA,  
AND  
CELINA PROFESSIONAL FIREFIGHTERS,  
IAFF, LOCAL 2603**

**A. The Parties to the Agreement:**

1. The City of Celina, hereinafter referred to as “the Employer”.
2. The Celina Professional Firefighters, IAFF, Local 2603, herein after referred to as “the Union”.

**B. Background:**

The parties have identified the need to address the addition of a new position of “Firefighter” within Fire Department. Upon discussion with the Union, the parties have agreed that this new position will not require the certifications required of current Firefighter-EMT for those applicants who are offered an original appointment after passing a civil service examination as outlined in this Memorandum of Understanding (MOU). A copy of the position description is hereby attached.

Therefore, the parties voluntarily enter into this Memorandum of Understanding, the terms of which are identified in Section C, Terms, contained herein.

**C. Terms:**

1. Compensation. The City May at its sole discretion, in accordance with ORC Chapter 124, hire an experienced Firefighter to an original appointment and place at the rates as listed below. Thereafter, the employee shall progress through the remainder of the steps on their anniversary date with the City, as specified below:

Effective first full pay period after Sept. 16, 2023	A	B	C	D	E	F	G
Firefighter	\$16.26	\$16.66	\$16.96	\$17.35	\$17.64	\$18.00	\$18.47
Salary	\$48,617.40	\$49,813.40	\$50,710.40	\$51,876.50	\$52,743.60	\$53,820.00	\$55,225.30

Effective first full pay period after Sept. 16, 2024	A	B	C	D	E	F	G
Firefighter	\$17.11	\$17.52	\$17.84	\$18.25	\$18.56	\$18.94	\$19.60
Salary	\$51,185.90	\$52,384.80	\$53,341.60	\$54,567.50	\$55,494.40	\$56,630.60	\$58,604.00

Effective first full pay period after Sept. 16, 2025	A	B	C	D	E	F	G
Firefighter	\$18.00	\$18.44	\$18.77	\$19.20	\$19.52	\$19.92	\$20.44
Salary	\$53,820.00	\$55,135.60	\$56,122.30	\$57,408.00	\$58,364.80	\$59,560.80	\$61,115.60

2. The parties agree that this MOU was jointly drafted and neither party has committed any unfair labor practice or violated the Collective Bargaining Agreement.
3. Finally, the parties agree that all other sections of the Collective Bargaining Agreement shall apply to all successful applicants and employees as identified in such Collective Bargaining Agreement.

IT IS SO AGREED:

\_\_\_\_\_  
Thomas Hitchcock,  
City of Celina Safety Service Director

\_\_\_\_\_  
Date

\_\_\_\_\_  
Aaron Beougher, Bargaining Committee Member

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chris Cline, Bargaining Committee Member

\_\_\_\_\_  
Date

\_\_\_\_\_  
Russell Moorman, Bargaining Committee Member

\_\_\_\_\_  
Date