

**Memorandum of Understanding  
Between the  
Fraternal Order of Police, OLC  
And  
The Greater Cleveland Regional Transit Authority**

**Lateral Transfers of OPOTA Certified Officers**

Effective upon execution, this memorandum of understanding will confirm the following agreement regarding the terms and conditions of lateral transfers of OPTA certified officers from other police departments. The Fraternal Order of Police/OLC (FOP) and the Greater Cleveland Regional Transit Authority (RTA), having met and conferred, agree on the following conditions. Except as outlined in this agreement, no other terms and conditions shall be affected in the collective bargaining agreement that expires on February 28, 2023.

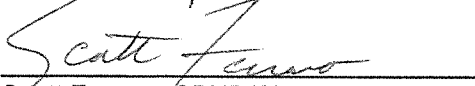
The RTA and the FOP agree to the following lateral transfer conditions:

1. The parties agree that OPOTA certified lateral transfers must still successfully complete a background check, psychological exam, medical exam, drug screen, and interview.
2. Lateral transfer officer's seniority date will be the date of hire at the RTA.
3. These lateral transfers would be eligible for healthcare benefits the first of the month following their hire date.
4. Lateral transfers with less than 3 complete years of OPOTA certified police service would start at the third step of the wage progression. Lateral transfers with 3 or more complete years of OPOTA certified police service would start at the fourth step of the wage progression.
5. Lateral transfers would have vacation time front loaded based on their hire date. The vacation time would be a prorated amount based on the person's hired date, the amount of time remaining in the current year, and the person's years of eligible public service.
6. Internal OPOTA certified part-time officers with two or more completed years of service would start at step three of the wage progression.
7. The RTA will not accept external part-time OPOTA certified officers as lateral transfers.
8. All other new hire conditions and contractual provisions would apply to successful lateral transfer candidates.
9. The FOP agrees not to file any complaint, grievance or arbitration based on the implementation of this agreement.
10. The RTA maintains the right to revoke this process at any time. Any employee hired in under this agreement would not be impacted by any revoking of this agreement.

Executed in Cleveland, Cuyahoga County, Ohio, this 17th day of February 2023.

  
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FOP/OLC Representative

4/10/23  
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Date

  
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Scott Ferraro, SPHR/SHRM-SCP  
Sr. Director of Labor & Employee Relations & Compliance

4/10/23  
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Date