

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is entered into between the Madison County Sheriff (the Employer) and the Fraternal Order of Police, Ohio Labor Council (the Union), deputy bargaining unit for the purpose of clarifying Article 31 Holidays and specifically Section 31.2 Payment for Holidays of the Collective Bargaining Agreement between them for the term December 1, 2009 to November 30, 2012.

Whereas the current contract language states that members in active pay status will receive eight (8) hours of holiday pay or may take the day off and forfeit eight (8) hours of holiday pay for each holiday; and

Whereas there has been some confusion as to what constitutes active pay status; and

Whereas the parties wish to clarify the language so as to eliminate the confusion;

The parties agree effective February 1, 2012, and for the balance of the contract term and until there is a successor agreement between them, Section 31.2 shall be amended as follows:

**Section 31.2 Payment for Holidays**

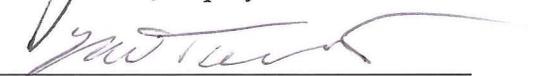
For each holiday listed above, employees who are on active pay status shall either receive eight (8) hours of holiday pay or they may take the day off with pay in which case the employee forfeits only the eight (8) hours of holiday pay. Active pay status includes hours actually worked, regularly scheduled days off, sick leave, compensatory time, personal leave and vacation leave. Employees who are required to work on any of the holidays listed above shall receive time and one half (1½) their regular rate of pay for each hour worked.

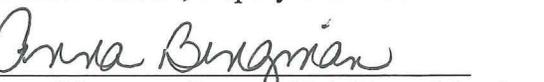
Date Feb. 2, 2012

**For the Fraternal Order of Police,  
Ohio Labor Council, Inc.:**

  
Andrea H. Johan, Staff Representative

  
Jacob Gibson, Deputy Unit Team Member

  
Michael Talbert, Deputy Unit Team Member

  
Anna Bingman, Deputy Unit Team Member

**For the Madison County Sheriff:**

  
Sheriff James Sabin

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

FRATERNAL ORDER OF POLICE,	}	
OHIO LABOR COUNCIL, INC.,	}	Case No(s): 09-MED-08-0782
EMPLOYEE ORGANIZATION,	}	(Deputies)
	}	
and,	}	
	}	
MADISON COUNTY SHERIFF,	}	
EMPLOYER.	}	
	}	

FILING OF COLLECTIVE BARGAINING AGREEMENT  
(Addendum)

Pursuant to Board Rule 4117-09-07, the F.O.P., Ohio Labor Council, Inc. hereby files a copy of the addendum to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted



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cc: Mr. Rufus B. Hurst  
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