

Memorandum of Understanding

The parties have agreed and understand that the modifications to this Article shown below were previously negotiated and agreed to, but omitted from the final agreement, now amended to represent the parties' original intent.

ARTICLE 10 CLASSIFICATIONS, VACANCIES, PROMOTIONS

Section 01. The Township shall at all times and at every instance have the right to establish or abolish positions. The classifications, qualifications, and educational requirements for these positions shall be determined by the Township.

Section 02. A vacancy is defined as a permanent unfilled position where the Township has created a new position or has increased the number of positions in the current table of organization; or, when an opening occurs in a position as a result of a promotion or termination; and, the Township has determined that filling the position is a priority.

Section 03. Vacancies in positions above the lowest rank shall be filled, insofar as practicable, by promotions. Such promotions shall be at the discretion of the Trustees. Any position remaining vacant, unless abolished, in excess of one (1) year, shall be automatically abolished.

Section 04. An employee who is promoted shall be required to satisfactorily complete the applicable probationary period. He will be considered to have qualified on the new job when he satisfactorily performs the required duties with no more supervision than is required of other employees on the same or similar jobs and when his record as to quality and quantity of work meets the standards applicable to the job. If, during the probationary period or at the end of the probationary period, it is determined, at the Employers discretion, that the employee cannot satisfactorily perform the new job, he shall be returned to his previously held position. Such reversion to an employee's prior position, during the probationary period, shall not be appealable, to any grievance/arbitration or civil service procedure.

Section 05. If no applications are received, or if none of the applicants are qualified for the job, the Employer may fill the job by hiring a qualified new employee from outside the bargaining unit.

Section 06. No employee shall be eligible for promotion under these provisions who has not satisfactorily completed the required probationary period for his existing position. Further, an employee must have a minimum of three (3) years full time continuous service with the Hubbard Township Police Department to be eligible. ~~for promotion testing~~

For the Township

Joseph Mlegana

Date

12-2-11

For the Union

Robert M. [Signature]

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

FRATERNAL ORDER OF POLICE,	}	
OHIO LABOR COUNCIL, INC.	}	Case No(s): 09-MED-10-1192
EMPLOYEE ORGANIZATION,	}	(Patrolmen)
	}	
and,	}	
	}	
HUBBARD TOWNSHIP TRUSTEES,	}	
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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