

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into this 1 day of MARCH, 2013 between the City of Huber Heights ("City") and the FOP/OLC, Inc – Patrol ("Union"):

WHEREAS, there is current contract language that restricts the use of assigned Canine officers to specific shifts, and

WHEREAS, this inhibits the City's ability to effectively use this valuable resource, and

WHEREAS, the Union members assigned as canine handlers are limited to certain shifts prohibiting suggestions of improvements to operations, and the current canine handlers have expressed interest in using their resources of a different shift, and

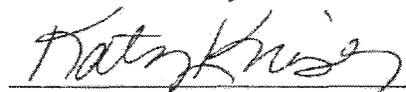
WHEREAS, the language in the current contract contradicts the intent of management rights regarding the organizational structure, use of resources, and maintenance of agency operations,

THEREFORE, the following language shall be in effect regarding the scheduling of Union members assigned as canine handlers

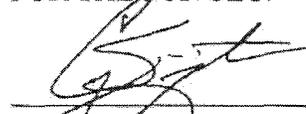
1. The City agrees to continue the Work Year and Shift Selection as defined by Article 18 of the current Bargaining Agreement to all Union members assigned to uniform patrol with the following exception:
 - a. Any Union member assigned to function as a Canine Handler will be assigned a shift that best maintains and improves the efficiency and effectiveness of operations and programs
 - b. At the beginning of the Shift Selection period, the Chief of Police agrees to consider input from currently assigned canine handlers regarding what shift the canine resource would best serve the agency
 - c. The designated canine shifts will be awarded in accordance with departmental seniority of the assigned canine handlers.
2. This understanding is established on a temporary basis and is not intended to be introduced as a permanent contractual change. After 12 months of this practice, it will be evaluated and shall be agreed upon by both the City and Union to determine if it will continue and considered to be a change in the contract language.

FOR THE CITY OF HUBER HEIGHTS:



David C. Stubbins City Mgr


FOR THE FOP/OLC:





STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

FRATERNAL ORDER OF POLICE,	}	
OHIO LABOR COUNCIL, INC.,	}	Case No(s): 09-MED-05-0623
EMPLOYEE ORGANIZATION,	}	(Patrolmen, et al)
	}	
and,	}	
	}	
CITY OF HUBER HEIGHTS,	}	
EMPLOYER.	}	

FILING OF MEMORANDUM OF UNDERSTANDING
TO THE COLLECTIVE BARGAINING AGREEMENT
(Addendum)

Pursuant to Board Rule 4117-09-07, the F.O.P. Ohio Labor Council Inc. hereby files a copy of an 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: Dave Studebaker
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