

MEMORANDUM OF UNDERSTANDING 2012 CONCESSIONS

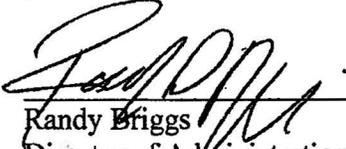
The parties agree that during the calendar year of 2012 that each time a Deputy who is a member of the F.O.P., Local 139 is separated, retires, resigns or is promoted a replacement Deputy will be recalled or hired.

Any corrective actions issued regarding uniform violations will be determined by a case by cases basis and concessions relating to uniform allowances will be taken into consideration.

Furlough hours will be divided out to reduce each paycheck in 2012 beginning on the paycheck date of January 6, 2012. Furlough hours must be used under the same terms as vacation hours. Furlough hours must be used by December 13, 2013. The Furlough Policy must be followed.

There will be no lay-offs of Deputies who are members of the F.O.P., Local 139 during the payroll year of 2012.

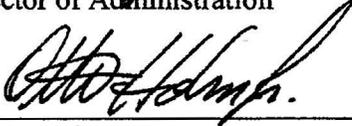
This Memorandum of Understanding shall be final, binding and conclusive on both parties, and is effective and executed 18th this day of November, 2011.



Randy Briggs
Director of Administration



Danny Francis
Bargaining Unit Chapter Chairman



Otto J. Holm
FOP Staff Representative

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

FRATERNAL ORDER OF POLICE,	}	
OHIO LABOR COUNCIL, INC.	}	Case No(s): 10-MED-09-1102
EMPLOYEE ORGANIZATION,	}	(Full-time Deputies)
	}	
and,	}	
	}	
SUMMIT 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



Tara M. Crawford
Paralegal
F.O.P., O.L.C.I.
222 East Town Street
Columbus, Ohio 43215
614-224-5700

cc: Ms. Yamini K. Adkins
yadkins@summitoh.net