

**MEMORANDUM OF UNDERSTANDING  
RE: TRADES WITH SELF**

This Memorandum of Understanding is made this 18<sup>th</sup> day of April 2008<sup>12</sup> by and between the Ottawa County Sheriff and the FOP/OLC, Inc. This memorandum modifies and shall be considered a part of the parties October 1, 2007 through September 30, 2010 collective bargaining agreement and will remain in effect for the term of that agreement. The parties hereby agree to the following modifications to their collective bargaining agreement:

Employees may trade shifts with themselves, with seventy-two (72) hours advance notice and approval from the Corrections Administrator Lieutenant. In no event shall over time be paid due to trade with self or grievance filed over denial to trade with oneself.

10-15-08 Amendment to the above memorandum: The parties hereby agree to following modification: Will not be approved more then seven (7) days prior to day requested to switch

FOP/OLC, Inc.

Ottawa County Sheriff's Office

By: Joakke Wegman

By: Sheriff [Signature]

Date: 4-18-12

Date: 4-19-2012

**MEMORANDUM OF UNDERSTANDING  
RE: OVERTIME CALL-OUT PROCEDURE**

This Memorandum of Understanding is made this 18<sup>th</sup> day of April, 200~~8~~<sup>12</sup> by and between the Ottawa County Sheriff and the FOP/OLC, Inc. This memorandum clarifies and shall be considered a part of the parties October 1, 2007 through September 30, 2010 collective bargaining agreement and will remain in effect for the term of that agreement. The parties hereby agree to the following clarification modification to their collective bargaining agreement.

**Article 21- Overtime Callout Procedure**

If the available scheduled or unscheduled overtime is within a five (5) day period a callout will be performed pursuant to the procedure outlined in Article 21.

If the available scheduled or unscheduled overtime is more than five (5) days from the date the overtime becomes available the overtime position will be listed on an overtime sign up sheet. The master sign up sheet will be posted at the OCDF in the Corrections Control Room. A copy will also be posted in Dispatch, at the MSJ, and will be faxed to the Substation. Officers will have the opportunity to sign up for the overtime and no call out will be conducted. The overtime will be posted for at least five (5) days before being filled pursuant to the procedure outlined in Article 21.

FOP/OLC, Inc.

Ottawa County Sheriff's Office

By Joakke Wegman

By Sheriff [Signature]

Date 4-18-12

Date 04-23-2012

**MEMORANDUM OF UNDERSTANDING  
RE: VACATION**

This memorandum of understanding is made this 18<sup>th</sup> day of April 2012 by and between the Ottawa County Sheriff and the FOP/OLC, Inc. Sergeants, Correction Officers Bargaining Unit. This memorandum clarifies and shall be considered a part of the parties October 1, 2011 through September 30, 2014 collective bargaining agreement and will remain in effect for the term of that agreement. The parties hereby agree to the following clarification modification to their collective bargaining agreement:

**ARTICLE 36 Vacations-Section 36.5 (C):**

SECTION 36.5. Employees shall submit vacation requests twice a year during the months of January and June. Employees shall request, prior to January 15 and June 15, dates for vacation for the periods from January 1 through June 30, and July 1 through December 31, respectively, on which they prefer to use their accumulated vacation. Such requests shall be honored on the basis of the employee's office seniority with the Employer, subject to the following limitations and expectations:

C. Vacation requests which are at least one (1) week (five [5] consecutive days) in duration shall be given first preference.

**One week shall mean forty hours of vacation used to cover forty consecutively scheduled work hours regardless of scheduled days off.**

FOP/OLC, Inc.

Ottawa County Sheriff's Office

By Jackie Wegman

By Sheryl Leonard

Date 4-18-12

Date 04-19-2012

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF :

FRATERNAL ORDER OF POLICE,  
OHIO LABOR COUNCIL, INC.,  
EMPLOYEE ORGANIZATION,

and,

OTTAWA COUNTY SHERIFF,  
EMPLOYER.

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CASE NO.(S): 11-MED-06-0904  
(Sergeants & Lieutenants)  
11-MED-06-0905  
(Corrections Officers et al)

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,



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

cc: Mr. Edward S. Kim  
ekim@downesfishel.com