

**MEMORANDUM OF UNDERSTANDING
RE: VACATION**

This memorandum of understanding is made this 18th day of April 2012 by and between the Ottawa County Sheriff and the FOP/OLC, Inc. Road Deputies/Detectives Bargaining Unit. This memorandum clarifies and shall be considered a part of the parties January 1, 2012 through December 31, 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 Gocke Wegman

By [Signature]

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-09-1120
(Deputies and Detectives)

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: Mr. Edward S. Kim
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