

MEMORANDUM OF UNDERSTANDING

**IN THE MATTER OF NEGOTIATION
BETWEEN
THE OTTAWA COUNTY SHERIFF'S OFFICE
AND
THE FOP/OHIO LABOR COUNCIL, Inc.**

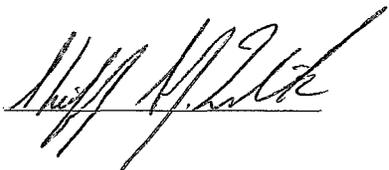
The current collective bargaining agreement between the Ottawa County Sheriff's Office (Employer) and the FOP/Ohio Labor Council (Union) representing the Road Deputies and Detectives requires a re-opener for wages only January 1, 2014 to December 31, 2014.

The above parties conducted negotiations on the re-opener which resulted in a tentative agreement. Both parties has ratified the tentative agreement.

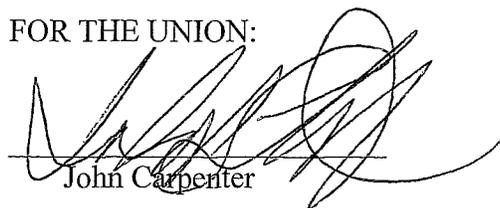
Now, therefore, the pay range of all Road Deputies and Detectives shall be increased by 3% effective January 1, 2014.

This Memorandum of Understanding is hereby signed this 5th day of September 2013.

FOR THE EMPLOYER:



FOR THE UNION:


John Carpenter
Jackie A. Wegman