

MEMORANDUM OF UNDERSTANDING BETWEEN LICKING COUNTY BOARD OF COUNTY COMMISSIONERS-911 CALL CENTER AND THE COMMUNICATION WORKERS OF AMERICA LOCAL UNION NO 4320.

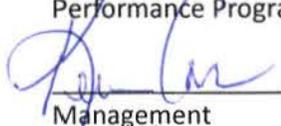
In respect to the 911 Center employees who did not receive the "Pay For Performance" increase Management has decided after reevaluating the employees performance reviews to grant the .5% increase as outlined under Article 28, Section, 28.1 (Wages)- Category B –Performance Appraisal - of the Collective Bargaining Contract.

In the spirit of compromise and fairness due to the initiation of this new "Pay for Performance Program" Management felt that by granting this increase it will provide a sense of fairness and equity to the "Pay for Performance Program". This increase will be effective immediately. Management has reexamined the reviews and again wanted to ensure fairness and equity since this program is new.

Although the reviews fell below the performance threshold after the initial review after further consideration and further consideration the reviews were borderline in nature, and we wanted to provide this one time opportunity to improve performance.

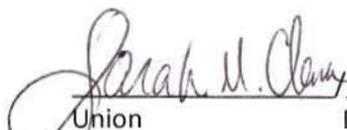
Please understand that this reevaluation is in no manner precedent setting. Management has explained the importance to each employee being granted this raise why the level of work performance they conduct is so essential.

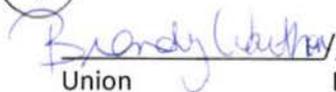
We hope by making this positive step a win-win situation will be the outcome for the "Pay for Performance Program".

 / 2-21-13
Management Date

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Management Date

 / 2/21/13
Management Date

 2/21/13
Union Date

 2/21/13
Union Date

 2/12/2013
Union Date

CC: Kevin Carver, John Wieber, Sheila Myers, Cathy Mason-Vallance, Glen Skeen, Personnel File