

Memorandum of Understanding ("MOU")

Between

The City of Cambridge ("City")

And

The Fraternal Order of Police/Ohio Labor Council, Inc. (FOP/OLC)

Now come the City and the FOP/OLC and after voluntary discussion hereby agree to the following MOU regarding the rotating extra duty list.

The relevant provision of Article 19, Hours of Work and Overtime, section 19.8 (last paragraph), of the bargaining agreement ("Contract") between the City and the FOP/OLC, as effective from January 1, 2013 through November 30, 2015, state as follows:

*"A separate extra duty/special duty roster shall be established for this section. Opportunities for extra duty/special duty shall be rotated among off-duty officers with the initial offering being made to the most senior officer. Eligible officers must be offered such opportunities before they are made available to auxiliary officers."*

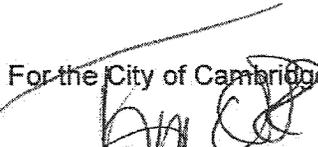
Pursuant to this MOU, the City and the FOP/OLC agree that the rotation of this roster was not implemented after the implementation of the contract and that moving forward after identifying the contractual discrepancy would not be acceptable without implementing an MOU that would reflect the current way the process is being done and the desire of the parties to have the current process.

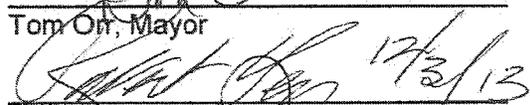
The parties agree that all extra duty/special duty assignments will be posted and the opportunities will be given as follows:

- a. Officers may sign up for the opportunity to work the extra duty/special duty
- b. Opportunity will be offered in descending order of their departmental seniority starting with the most senior officer.

Officers cannot sign up to work extra duty/special duty if the hours are at the same time the officer is scheduled to work their regular hours of work.

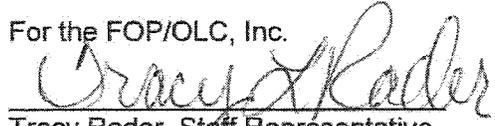
For the City of Cambridge

  
Tom On, Mayor

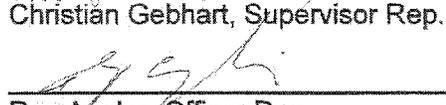
  
Robert Ley, Safety-Service Director

  
William R. LePage, Chief of Police

For the FOP/OLC, Inc.

  
Tracy Rader, Staff Representative

  
Christian Gebhart, Supervisor Rep.

  
Roy Angler, Officer Rep.

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF: }

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

CASE NO.(S): 12-MED-08-0718  
12-MED-08-0719  
12-MED-08-0720

and, }

CITY OF CAMBRIDGE, }  
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 an addendum and amendment to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted

Tara M. Crawford  
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F.O.P., O.L.C.I.  
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cc: Mr. Tom Orr  
[camb-mayor@cambridgeoh.org](mailto:camb-mayor@cambridgeoh.org)