

MEMORANDUM OF UNDERSTANDING

The Fraternal Order of Police, Ohio Labor Council ("FOP/OLC" or "Union") and the Knox County Board of Commissioners ("Employer") agree to the following concerning the use of part-time Dispatchers. This M.O.U. will expire with the current Collective Bargaining Agreement (CBA) on December 31, 2015, or continue to such date that the CBA is mutually extended;

1. The parties agree and understand the Employer's right to hire and assign part-time Dispatchers in according with Article 12, Management Rights contained in the current CBA. Therefore, the Employer reserves the right to determine the size and composition of the work force, including the number of employees to be scheduled.
2. Part-time Dispatchers will not be eligible to become bargaining unit members.
3. Part-time Dispatchers will not typically be scheduled for more than twenty-four (24) hours per week.
4. If/when the Employer, through policy establishes a minimum staffing level for a shift and if the employer is unable to fill the minimum staffing on the schedule, such that full-time Dispatchers will need to be mandated to work the mandate shall be in accordance with Article 16, Hours of Work and Overtime of the CBA.
5. When less than the established minimum full-time Dispatchers are scheduled, full-time Dispatchers will be offered overtime before part-time Dispatchers.
6. Part-time employees who become full-time employees shall receive prorated seniority credit as a full-time employee. Prorated credit shall be based upon a 2080-hour full-time equivalent (FTE). When a part-time dispatcher becomes a full-time dispatcher seniority will be calculated on a FTE basis and the person will be placed on the seniority list accordingly. When a full-time dispatcher becomes part-time their full-time seniority credit will be frozen where it stands as of the day they become part-time. If that same person returns to being full-time the part-time service will be calculated as FTE and added to the frozen full-time seniority credit. The person will then be placed on the seniority list accordingly.
7. When/if a part-time dispatcher becomes a full-time dispatcher he/she will serve a 6-month probationary period. If the person has been a part-time dispatcher for 2080 hours or more, the probationary period as a full-time dispatcher will be six months. If the person has served as a part-time dispatcher for less than 2080 hours, then the probationary period will equal 12 months minus the full-time equivalent number of hours, but no less than six months.

For the Employer:

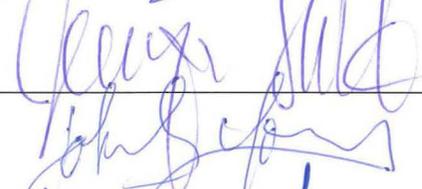


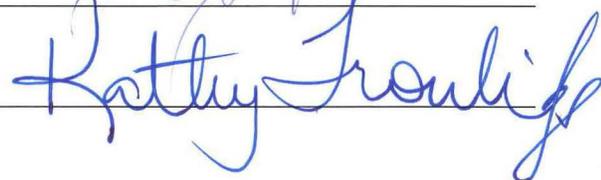


Date Signed: 6-24-14

For the Union:







STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF :

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

and,

KNOX COUNTY COMMISSIONERS,
EMPLOYER.

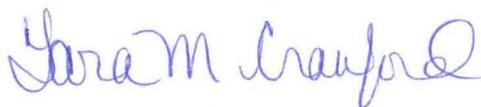
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CASE NO.(S): 12-MED-09-0955
(Dispatchers)

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



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