

06-22-15  
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1003-04  
K30167

## MEMORANDUM OF UNDERSTANDING

Between

FRATERNAL ORDER OF POLICE OHIO LABOR COUNCIL  
SERGEANTS

And

Colerain Township Board of Trustees

The "Memorandum of Understanding" is entered into by the parties hereinafter referred to as the Colerain Township Trustees (Employer) and the Fraternal Order of Police, Ohio Labor Council, INC. (The Union) for the purposes of modifying or adding specific Articles and/or Sections of the current Contract (November 1, 2013 – December 31, 2016).

For the purposes of this Memorandum, the Bargaining Unit consists of Full-time Sergeants.

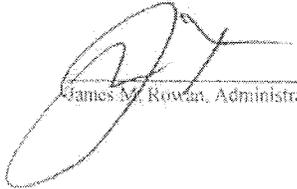
### 1% Employee Bonus

The parties agree to the following provisions pertaining to a 1% Employee Bonus effective 1/1/16.

- Bonus will be paid no later than the first pay period in February 2016.
- Bonus will be paid to all part-time and full-time employees of Colerain Township employed as of 12/31/15. (Excludes seasonal workers)
- Bonus will be paid on base wages only. For purposes of calculating base wages, the following will occur:
  - Police (Union)
    - Full-time
      - Base hourly rate x 2080 hours
- Bonus will be paid based on the lower of actual hours worked or hours calculated above.
- Bonus shall be considered a one-time event and doesn't set a precedence for future years.

It is agreed and understood that the intent of this Agreement, entered into in "good faith," is to provide a relationship through December 31, 2016, a relationship covered partially by a formal Agreement including those issues brought to the table and agreed upon by the parties and after a brief pause to renew or enter into a successor agreement. The life of said contractual agreement expires December 31, 2016.

FOR THE TOWNSHIP:



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James M. Rowan, Administrator

4/14/15  
Date

FOR THE UNION:



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4-8-15  
Date