

MEMORANDUM OF UNDERSTANDING

04-22-15
13-MED-07-0794
0047-03
K30878

This Memorandum of Understanding (MOU) is entered into between the Shawnee Township Trustees (Employer) and the Fraternal Order of Police, Ohio Labor Council (Union) (Dispatcher Bargaining Unit) for the purpose of establishing a physical fitness program for the dispatchers.

Whereas a program of this sort was established for the sergeant bargaining unit; and

Whereas the members of the dispatch bargaining unit have asked to have such a program established for them; and

Whereas the parties recognize that physical fitness is a goal toward which all members should strive, the parties **therefore agree as follows:**

1. there will be a physical fitness program established for members in the dispatch bargaining unit;
2. the program shall be completely voluntary and no dispatcher will be required to participate;
3. no dispatcher shall be disciplined in any way for not participating in the testing;
4. there will be a fitness standard test once each year at a time determined by the Chief;
5. an effort will be made to schedule the annual testing either in the spring or the fall, taking the weather into account for any tests that are to be outdoors;
6. dispatchers who meet the physical fitness standard will earn a bonus of two hundred dollars (\$200.00), payable by the Township within 2 pay periods of meeting the standard;
7. a list of specific standards, adjusted for age and gender is attached to the MOU and incorporated herein by reference.

The parties agree to meet, as necessary to modify this program as it pertains to the dispatchers.

Date 3-25-15

For Shawnee Township:



Dave Belton, Trustee



Chris Seddlemeyer, Trustee



Russ Holly, Trustee

For the FOP, Ohio Labor Council Inc.:



Andrea H. Johan, Senior Staff Representative



Connie Miller, Committee Member, Dispatch Unit

Approved as to Content:



Michael Keith, Chief of Police