

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into between the City of Ontario Ohio (the Employer) and the FOP, Ohio Labor Council, Inc. (the Union) for the purpose of modifying Section 27.2 of Article 27 Personal Leave in the collective bargaining agreement for the term January 1, 2014 through December 31, 2016 covering dispatchers and the parking control officer (SERB case numbers 2013-MED-08-0892 and 2013-MED-08-0893).

The parties agree:

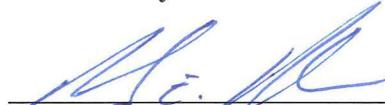
- 1. That all other articles and/or sections of the collective bargaining agreement not specifically modified by this MOU shall remain in full force for the balance of the contract term; and

The parties agree to modify Section 27.2 to read as follows:

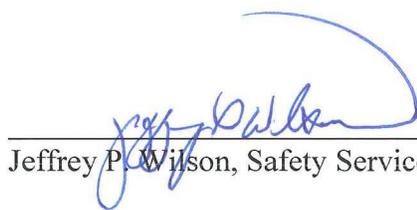
Section 27.2 Personal leave shall be scheduled with the Chief of Police or his designee and used in the year in which it was earned. Any personal leave not used in the year it was earned, will be lost. The Chief of Police may allow for up to eight (8) hours of personal leave to be paid if it cannot be scheduled in a timely fashion, based on the operational needs of the department. Personal leave shall be used in one (1) hour increments.

Date 1-15-16

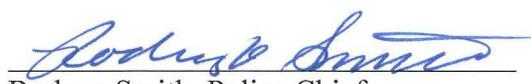
For the City of Ontario:



Randy E. Hutchinson, Mayor

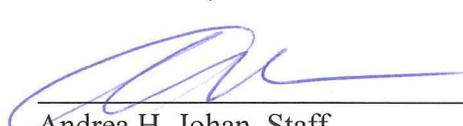


Jeffrey P. Wilson, Safety Service Director



Rodney Smith, Police Chief

For the FOP, Ohio Labor Council:



Andrea H. Johan, Staff Representative



Michael Wright, Team Member, Dispatch Unit