

**Memorandum of Understanding  
Between  
Sugarcreek Township  
And  
Fraternal Order of Police, Ohio Labor Council, Inc.**

This MEMORANDUM OF UNDERSTANDING is hereby made and entered into by and between Sugarcreek Township ("Township") and the Fraternal Order of Police, Ohio Labor Council, Inc. ("Union"), collectively the "parties".

WHEREAS, the parties recognize that pursuant to Article 20, Section 20.3 of the Collective Bargaining Agreement ("Agreement"), employees shall be eligible to receive longevity payments based upon their time of service with the Sugarcreek Township Police Department.

WHEREAS, the Agreement currently calls for longevity payments to be made according to the following schedule:

Ten (10) years of service:	\$350
Fifteen (15) years of service:	\$500
Twenty-Five (25) years of service:	\$750

WHEREAS, the parties recognize that circumstances have arisen wherein the above referenced schedule needs updated to more accurately reflect an incentive commensurate with the work performed by Township employees.

THEREFORE, the parties hereby agree to a new schedule replacing the above referenced schedule in Article 20, Section 20.3 of the Agreement. The new schedule is as follows:

Eight (8) to Eleven (11) years of service:	\$350
Twelve (12) to Fifteen (15) years of service:	\$500
Sixteen (16) to Twenty (20) years of service:	\$750
Twenty-One (21+) or more years of service:	\$1000

The parties agree and understand that longevity payments will be remitted in December to those employees who have completed the requisite years of service by December 1st of that year, as has been the practice.

The parties agree and understand that the remainder of Article 20, Section 20.3 of the Agreement will retain its full force and effect in its current form.

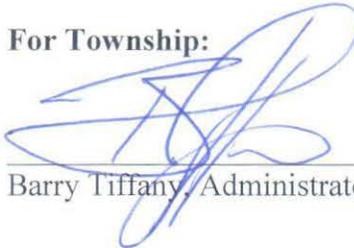
The parties further agree that this Memorandum is not precedent setting and cannot be used as evidence in any future grievances, arbitrations, fact-finding or conciliation hearings, or other administrative or legal matters except as may be necessary to enforce this Memorandum.

The parties acknowledge that they have had an opportunity to consult with respective legal counsel and as such they understand and accept the terms and conditions contained herein.

The parties further acknowledge that this Memorandum of Understanding will expire and have no further force and effect on March 31, 2017.

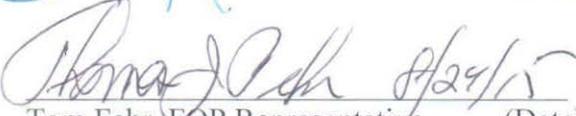
The parties, Sugarcreek Township and the Fraternal Order of Police, Ohio Labor Council, Inc., agree to this Memorandum of Understanding on August 18, 2015, by the parties signed below:

**For Township:**

  
Barry Tiffany, Administrator 8/19/15  
(Date)

**For Union:**

  
8-19-15  
(Date)

  
Tom Fehr, FOP Representative 8/29/15  
(Date)