

**Memorandum of Understanding Between  
The Montgomery County Sheriff and  
The Ohio Patrolmen's Benevolent Association  
January 1, 2016**

12-23-15  
13-MED-10-1260  
1711-03  
K31028

The following is a Memorandum of Understanding and Agreement between the Montgomery County Sheriff, "Employer", and the Ohio Patrolmen's Benevolent Association, "Union", for the purpose of implementing the transition of the Call Evaluator position to Civilian Dispatcher, Further, this Memorandum of Understanding will outline the plan for eligible employees who choose not to transition to the classification of Civilian Dispatcher.

The parties agree as follows:

Eligible Call Evaluators currently employed will have until January 23, 2016 to volunteer to begin the transition process. Eligible is defined as any Call Evaluator who has successfully completed his/her probationary period by December 31, 2015. If the eligible Call Evaluator attempts but is unable to transition, or does not desire to transition to Civilian Dispatcher, he/she will continue in their current classification of Call Evaluator and such position will be eliminated through attrition."

The purpose of the remainder of this Memorandum of Understanding is to outline the additional steps and issues to occur during the transition period.

1. An eligibility list is attached to this Memorandum of Understanding. From this current eligibility list, Call Evaluators who have successfully completed their probationary period may choose to voluntarily transition to Civilian Dispatcher. These employees must do so by January 23, 2016. Call Evaluators who have not successfully completed their probationary period by December 31, 2015, will be transitioned into the Civilian Dispatcher position effective January 1, 2016.
2. Eligible employees who have transitioned into the Civilian Dispatcher classification will begin their Field Training (FTO) in the order of seniority. These eligible employees may waive their opportunity to begin their Field Training and choose to train at a later date. All Field Training must be completed by January 1, 2018 unless it is not operationally feasible. Newly transitioned Civilian Dispatchers will serve a probationary period of three hundred sixty-five (365) days, beginning on the date that the employee begins their Field Training. The probationary period is in accordance with Article 6, Section 6.1 of the Collective Bargaining Agreement. Field Training will be scheduled based upon the availability of a Field Training Officer.
3. On the date that the Call Evaluator is assigned to the classification of Civilian Dispatcher, the employee will be placed in the step equivalent to the step that the employee currently holds in the Call Evaluator classification. Step progression for both the Call Evaluator and the Civilian Dispatcher will follow Article 26.1 for the duration of the current Collective Bargaining Agreement. Eligible employees will continue movement

