

MEMORANDUM OF UNDERSTANDING

WHEREAS, the City of Fremont (the "City") and Ohio Patrolmen's Benevolent Association ("OPBA") are parties to a collective bargaining agreement ("CBA") with effective dates January 1, 2014 – December 31, 2016;

WHEREAS, the CBA covers two bargaining units – Unit A – all full-time Patrol Officers, and Unit B – all Dispatchers and Records Clerks;

WHEREAS, the parties desire to amend the current CBA to more accurately reflect the Tentative Agreement of the parties;

WHEREFORE: The City and OPBA hereby agree as follows:

1. Article 12, Section 12.4. shall be amended to replace the language in the CBA with the following language:

Section 12.4. Vacation Scheduling. Vacation scheduling shall be arranged with the prior approval of the Chief of Police or his designee. Insofar as practicable, vacation time off shall be granted at the times most desired by each employee, with the order of preference being determined on the basis of seniority by rank. Regularly scheduled vacation shall take precedence over deferred vacation. Vacation may be taken in increments of no more than twenty (20) consecutive days at a time and no less than ~~one (1) day~~ **four (4) hours** at a time. An employee who takes a vacation increment of five (5) days or more shall be entitled to select and receive the two (2) days immediately following the conclusion of the vacation increment as his regular days off that week. Employees shall be entitled, subject to the foregoing requirements, to utilize vacation leave during all of the fifty-two (52) calendar weeks in the year.

Vacation Scheduling for Unit B Employees. Vacation for Unit B employees will be taken in accordance with General Operating Procedures Section 4.6. Unit B. employees may take vacation in increments of no more than 24 consecutive days at a time and no less than ~~one (1) day~~ **four (4) hours** at a time.

2. Article 25, Section 25.4. shall be amended to replace the language in the CBA with the following language:

Section 25.4. Effective in ~~2004~~ 2014 the City will provide each bargaining unit employee with the ~~equivalent of either a single or a family~~ annual pass to the Fremont Recreation Center. Entitlement to a family membership will be consistent with the definition of immediate

family recognized in the policies, regulations or rules of the Fremont Recreation Center.

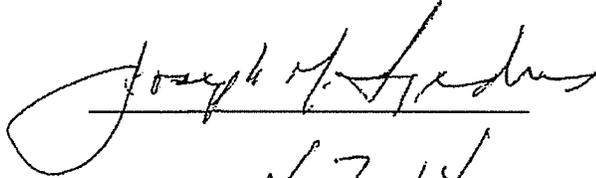
3. Except as set forth above, the remainder of the CBA shall remain in full force and effect as currently written.

FOR THE CITY



Dated: 4-10-14

FOR THE OPBA



Dated: 4-7-14