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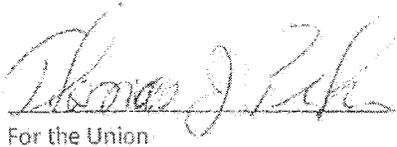
Memorandum of Understanding
Mandating Officers for Details

The Fraternal Order of Police, Ohio Labor Council, Inc. (Union) and the University of Cincinnati (University) agree as follows.

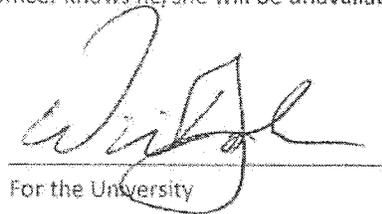
Whereas, the University has multiple special events occurring on campus with various groups and organizations. Many of these require police and/or security presence. A majority of them are smaller events and require one or few officers. Others, such as commencement, concerts, football games, etc., require many officers to provide a safe environment for the venue and the patrons. Invariably some of these occur on weekends or evenings, particularly the larger events.

Whereas, the University special events coordinator will first ask for volunteers to fill the posts. If the event requires more than the total number of officers who volunteered, the detail coordinator has up to five (5) days prior to the event to mandate officers.

Whereas, in order to alleviate the confusion and simplify the maintenance of the mandate list, a list will be created based on seniority. The officer with the lowest amount of seniority will be the first officer to be mandated. Once that officer is mandated to work a detail, he/she will move to the bottom of the list. The officer with the second least amount of seniority will then be at the top of the list and be the next in line to be mandated. The process continues indefinitely and will not be influenced by officers volunteering to work details. If the mandated officer calls in sick or is absence for his/her detail, the officer remains at the top of the list and will remain to be the first officer mandated for the next detail. If a mandated officer is able to find coverage on his/her own through another officer, he/she will have fulfilled his/her duty for covering the detail, and move to the bottom of the list. If extenuating circumstances prohibit the mandated officer from working his/her assigned detail, he/she must bring it to the attention of the captain over details first. If the captain is not available then the officer should contact the lieutenant in charge of the detail in question. It will be reviewed on a case-by-case basis to determine if the officer may be excused. If an officer knows he/she will be unavailable to work, he/she must notify the detail coordinator in advance.



For the Union



For the University