

Memorandum of Understanding

Regarding the establishment of a holiday bank for lieutenants, the parties agree as follows:

1. The current terms of the Holiday article shall remain in effect through the end of 2015.
2. Beginning in 2016 a separate holiday compensatory time bank shall be established. The holiday compensatory time shall be considered separately from overtime compensatory time.
3. Employees will be credited with fourteen (14) holidays. Employees shall be credited for ten (10) hours or eight (8) hours at time and one-half (1.5), depending upon their assignment.
4. Employees shall work on holidays designated by the university as on any other normal work day.
5. The parties shall meet no less than bi-monthly during 2015 to develop the terms of this process.

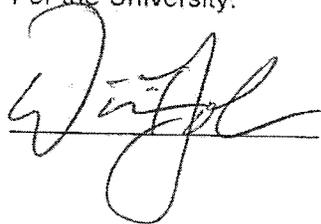
For the Union:



Mark A. Smith

Date: 4/13/15

For the University:



Date: 4/13/15