

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into between the Licking County Department of Animal Control (the Employer) and the FOP, Ohio Labor Council, Inc. (the Union) for the purpose of modifying Section 32.3, Category B of Article 32 Compensation in the Collective Bargaining Agreement for the term September 1, 2014 through August 31, 2016 covering full time employees of the Department (SERB case numbers 2012-MED-06-0843).

Whereas the Agreement between the parties contains language that provides for additional compensation for performance; and

Whereas the parties believe and have mutually agreed to modify the standard to be reached on the Licking County Performance Appraisal in order to qualify for the additional compensation for performance;

The parties agree that Section 32.3, Category B of the Collective Bargaining Agreement shall be modified and amended to read as follows:

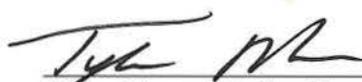
Category B. Performance Appraisal

	% of wage increase	Standard to be met
2015	1%	Achieving an average of 3.5 or higher in each category on the Licking Co. Performance Appraisal
2016	1%	Achieving an average of 3.5 or higher in each category on the Licking Co. Performance Appraisal
2017	1%	Achieving an average of 3.5 or higher in each category on the Licking Co. Performance Appraisal

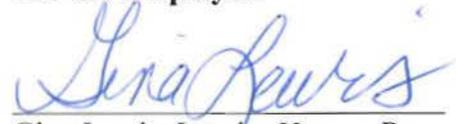
Date: 12-8-15

For the Labor Council:


 Andrea H. Johan, Staff Representative


 Tyler Moore, Union Team Member

For the Employer:


 Gina Lewis, Interim Human Resources
 Director


 David Shellhouse, Dog Warden