CLEVELAND METROPARKS
established 1917
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March 22, 2015

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0557-06
K31732

Otto J. Holm, Jr.
Fraternal Order of Police
Ohio Labor Council, Inc.
14918 Triskett Road
Cleveland, Ohio 44111

Re: Letter of Understanding – FOP Special Assignment Opportunities

Dear Mr. Holm:

This letter is to confirm the agreement reached between Cleveland Metroparks and FOP/OLC, Inc. whereby Cleveland Metroparks shall oversee the selection process and per hour premium increases to dispatchers, rangers and ranger sergeants assigned to the roles of Terminal Agency Coordinator (TAC), Assistant Terminal Agency Coordinator (ATAC), or Local Agency Security Officer (LASO). Cleveland Metroparks retains its management rights to determine the overall methods, processes, means or personnel by which Cleveland Metroparks' operations are to be conducted. Rather, this letter is intended to clarify the terms and conditions of employment relating to the implementation of the TAC, ATAC and LASO special assignments.

TAC, ATAC and LASO special assignments shall be available to qualified full-time Cleveland Metroparks dispatchers, rangers and ranger sergeants that have a minimum of three (3) years of experience with Cleveland Metroparks. Ranger Department employees that possess at least three (3) years of experience may submit a written expression of interest to the Chief Ranger. An interview/selection process shall be utilized in order to match candidates to the qualifications associated with each role (please refer to the LEADS administrative policy manual for specific details). If selected, the special assignment requires a three (3) year commitment. Assignment to any role is at the sole discretion of the Chief Ranger. The Chief Ranger reserves the right to reassign an employee at any time regardless of the three (3) commitment. The parties agree to meet and discuss any changes prior to effectuating a change.

Employees selected to the role of TAC shall receive a $.60 per hour premium in addition to their base rate of pay. Employees selected to the ATAC or LASO shall receive a $.40 per hour premium in addition to their base rate of pay. Employees are prohibited from receiving more than one (1) premium increase at any given time.

Respectfully,

Harold Harrison
Chief Human Resources Officer

It is hereby agreed:

Otto J. Holm, Jr.

4/21/15
Date

COME OUT & PLAY