

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding (M.O.U.) is entered into between the City of Athens Ohio (the Employer) and the F.O.P., Ohio Labor Council, Inc. (the Union) in order to address an issue that has arisen concerning Section 22.4 covering the annual conversion of sick leave, i.e. the payment of accrued, but unused sick leave.

**Whereas** the contract states that an employee may make a request on or before October 30th of each year to be paid in cash for accrued but unused sick leave accumulated in excess of nine hundred sixty (960) hours on a four (4) to one (1) of accumulation to pay basis (i.e. the annual sick leave conversion); and

**Whereas** such payment, when requested is made in the first pay of the month of December; and

**Whereas** the contract did in fact have a language change in Section 22.4 concerning the annual sick leave conversion; and

**Whereas** since the time the contract became effective several employees covered by this contract have indicated they are retiring in 2015;

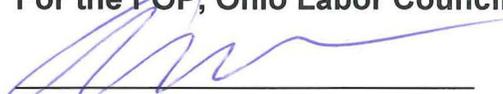
**Therefore the Parties agree** that under the circumstances as articulated in this MOU, any employee covered by this contract who retires in 2015 may make their request per contract Section 22.4 no less than thirty (30) days prior to their retirement date and said request shall be honored with payment made in their final paycheck.

This Agreement applies only to employees covered by this contract who are retiring in 2015; the language in section 22.4 shall cover and apply to all other employees covered by this contract.

This agreement does not serve as a precedent for either party nor does it bind either party to enter the same or similar agreements in the future.

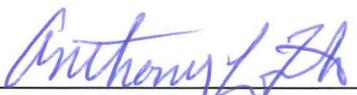
Date 5/8/15 2016

**For the FOP, Ohio Labor Council, Inc.:**

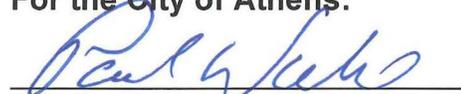
  
Andrea H. Johan, Senior Staff Representative

Mathew Warren, Member Patrol Unit

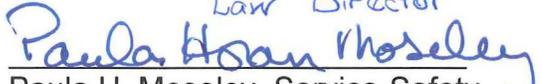
  
Sheena Deak, Member Communication Unit

  
Anthony Fish, Member Lieutenant Unit

**For the City of Athens:**

  
Paul Wiehl, Mayor

  
Lisa Eliason, Chief City Prosecutor  
Law Director

  
Paula H. Moseley, Service-Safety Director

  
Jennifer Galbraith, Human Resource Director