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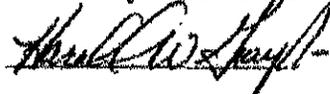
MEMORANDUM OF UNDERSTANDING

7-7-09 The parties City of Circleville and Ohio Patrolmen's Benevolent Association desire to enter an understanding related to the amendment of the Collective Bargaining Agreement between the parties covering Police Communications Officers/Jailers, Parking Enforcement Officer and the Police Patrol Officers.

Specifically, the parties desire to amend Article XXI, Section 21.01, only as follows:

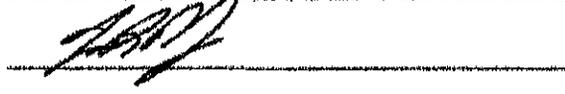
1. The parties agree that employees may accrue and utilize "flex-time" at the straight time rate of pay in lieu of overtime.
2. The "flex-time" may only be accrued upon mutual agreement of both parties. The Employer may not require the Employee to accrue "flex-time" under any circumstances. Nor may the Employee accrue "flex-time" without the express consent of the Employer. The accrual of "flex-time" shall be considered on a case-by-case basis.
3. The employee must request the accrual of "flex-time" at the time he or she exceeds eight (8) hours in a day or forty hours in a week. If the Employer mutually agrees to the accrual of "flex-time", the employee will notify the employer within twenty-four (24) hours of the date and time that the Employee desires to take the "flex-time" off. "Flex-time" must be utilized by the Employee within the pay period in which it is earned, except upon mutual agreement of the parties. Requests to utilize "flex-time" may not be unreasonably denied. Any "flex-time" that cannot be utilized in the pay period in which it is earned for operational reasons will be paid as overtime or converted to comp. time.
4. This Memorandum of Understanding contains the complete agreement of the parties on this subject.
5. Except as set forth herein, the collective bargaining agreement between the parties remains in full force and effect pursuant to its written terms.

For the City of Circleville

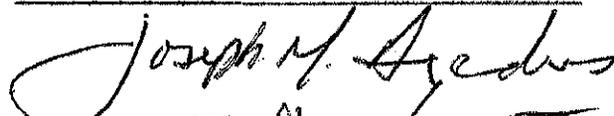


Dated: 7-7-09

For the Ohio Patrolmen's Benevolent Association



5-12-15



5-8-2015