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MEMORANDUM OF UNDERSTANDING

The Monroe County Sheriff (Employer) and the Fraternal Order of Police/Ohio Labor Council, Inc., (Union) hereby agree to the following:

Section 1. Effective 8-9-15, employees in the classifications of Deputies and Sergeants, on a temporary trial basis, will be scheduled to work twelve (12) hour shifts.

Work hours/shifts will be determined by the Sheriff.

Section 2. For purposes of this Memorandum of Understanding, a work period shall be defined as fourteen (14) consecutive work days consisting of six (6), twelve (12) hour shifts and one (1) eight (8) hour shift, with at least three (3) consecutive days off during each seven (7) day period.

Section 3. During this trial period, sick leave, vacation leave, and personal leave approved by management and taken by an employee shall be charged/deducted to correspond with the hours scheduled for that particular shift.

Section 4. On those holidays where an employee is not scheduled to work, he will receive eight (8) hours of holiday pay.

If scheduled to work on a holiday, the employee will be paid time and one-half (1 1/2) for all hours worked.

This section will replace Article 25, Holidays, subsections 25.2, 25.3, and 25.4.

Section 5. Funeral leave that is deducted from sick leave shall be granted pursuant to the definition of immediate family (Article 19, Section 19.2 (B), (C)) to a maximum of forty-four (44) hours.

It is understood and agreed that the twelve (12) hour shifts shall be implemented on a trial basis for a period of 6 Months. Upon mutual agreement between the Sheriff and the Union, the above-referenced trial period may be extended. Prior to the expiration of the trial period, the parties shall meet to determine whether the twelve (12) hour shifts shall continue for any additional time.

For the Monroe County Sheriff

Charles R Black Jr

6-24-15
Date Signed

For the FOP/OLC

Sgt Jason Aaron Rull

Dep. Joe Kress

6-24-15
Date Signed

FOP/OLC
7-6-15

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