

MEMORANDUM OF UNDERSTANDING  
LIMITED WAIVER/ADJUSTMENT FOR OVERTIME CALCULATION

This memorandum of understanding is between the Jackson Township Board of Trustees (Employer) and FOP/OLC. The parties agree that the language contained below shall temporarily be adjusted and administered to include all paid time as hours worked for overtime eligibility. This adjustment shall be effective the first full pay period following ratification and shall expire on August 30, 2018 and be removed from the parties agreement. Thereafter, it may be renewed by mutual agreement of the parties. Below is the adjusted contract language.

ARTICLE 23  
UNIFORM ALLOWANCE

Section 1. Uniform/Equipment Purchases. All employees shall receive an annual uniform allowance credit (in January of each year) in the amount of one thousand dollars (\$1,000.00). The uniform allowance shall take the form of an account to be maintained by the Employer where the Employee will make a request to the Employer to purchase uniform clothing and/or required equipment. If the Employer approves the request, the employee can purchase the item under a blanket purchase order from any law enforcement supply company. Upon receipt of the invoice, the Employer shall apply the invoice amount to the Employee's uniform allowance credit set forth in the preceding sentence. Each Bargaining Unit Member shall have the option of converting up to \$500.00 of their credit allowance to cash in December of each year. An employee can also carry forward unused uniform allowance up to two hundred fifty dollars (\$250.00) per year. During each contract term, no more than one firearm may be approved for purchase using these funds. Upon approval of the Chief/designee, additional firearms purchases may be approved based upon specialized assignment or operational need.

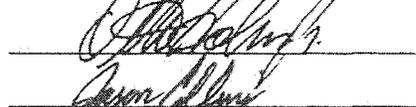
Section 2. Vests. The Employer shall provide each employee with a bulletproof vest purchased from a recognized manufacturer. Employees shall be allowed to select their own vest, taking into consideration, the weapon they carry. Employees must wear them while assigned to uniform patrol duties. All vests shall remain Township property. Vests will be replaced pursuant to manufacturer specifications.

FOR THE EMPLOYER



DATE SIGNED 6/14/16

FOR THE UNION



DATE SIGNED 6/1/16