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MEMORANDUM OF UNDERSTANDING
BETWEEN
THE FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC.
SERGEANTS
AND
PERRY TOWNSHIP (STARK COUNTY), OHIO

This Memorandum of Understanding ("MOU") is made and entered into by and between Perry Township ("Employer") and the Fraternal Order of Police, Ohio Labor Council, Inc. ("Union").

Whereas the parties have previously entered into a Collective Bargaining Agreement dated January 1, 2016 through December 31, 2018, hereinafter referred to as the ("Agreement"), the parties now wish to enter into an MOU for the purposes of clarifying the payment of the Uniform Allowance to bargaining unit members as is referenced in Article 34, Uniform Allowance of the Agreement.

Now, therefore, the parties agree that upon execution of this MOU, each employee shall be responsible for payment for purchase or maintenance of uniform items and that the Employer shall reconcile each employee's Uniform Allowance account and within thirty (30) days, issue to each employee a separate check in the full amount of the unused balance of their 2016 Uniform Allowance.

Furthermore, the parties agree that the Employer shall henceforth issue a separate check to each employee in the full amount of one thousand, two hundred dollars (\$1,200.00) and in the time period specified in this Agreement. Beginning in 2017 and continuing annually thereafter, the Employer shall issue the annual uniform allowance during the first pay period of the year.

In the witness here whereof, the parties hereto have caused this MOU to be duly executed this 17th day of May, 2016.

FOR THE EMPLOYER
[Signature]
[Signature]
[Signature]

FOR THE UNION
[Signature]
[Signature]
[Signature]