

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between the Knox County Board of Commissioners (Employer) and the Fraternal Order of Police, Ohio Labor Council, Inc. (Union) for the purpose of modifying Article 23 Holidays, Section 23.1 of the Collective Bargaining Agreement between them covering the period of January 1, 2016-December 31, 2018.

The parties agree that Section 22.1 shall be amended and shall read as follows:

Section 22.1. All bargaining unit employees shall be paid their regular days (eight [8] hours) holiday pay for the following holidays:

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|------------------------|------------------------------|
| New Year's Day | First Day in January |
| Martin Luther King Day | Third Monday in January |
| President's Day | Third Monday in February |
| Memorial Day | Last Monday in May |
| Independence Day | Fourth Day in July |
| Labor Day | First Monday in September |
| Columbus Day | Second Monday in October |
| Veteran's Day | Eleventh Day in November |
| Thanksgiving Day | Fourth Thursday in November |
| Christmas Day | Twenty-Fifth Day in December |

In order to receive holiday pay, an employee must be in paid status on the employee's scheduled day before, during and after the holiday, unless otherwise approved by the Director. Sick leave shall not count as paid status for this section. Holiday pay will be paid with the pay period in which it occurs, or an employee may request another day off within the same pay period. However, if an employee requests and is approved to take another day off (in lieu of holiday) and that day off is earlier in the same pay period and the employee subsequently is not in paid status according to this section, the employee shall be required to substitute vacation leave for the holiday; if the employee has no vacation leave available then personal leave shall be substituted; if the employee has no personal time available then comp time shall be substituted; if the employee has no comp time available eight hours of straight time pay shall be lost.

Date 3-30-16

For the FOP, Ohio Labor Council:

For the Knox County 911:

Andrea H. Johan, Senior Staff Representative

Richard Dzik, Director

John Young, Bargaining Team Member Dispatch Unit

John J. Krock, Management Representative

Kathy Trowbridge, Bargaining Team Member Dispatch Supervisor Unit