

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into between the Employer (City of Athens) and the Union (Fraternal Order of Police, Ohio Labor Council, Inc.) (Patrol Officer and Lieutenant Bargaining Units) for the purpose of modifying Section 16.8 Compensatory Time in the Collective Bargaining Agreement (CBA) between them covering the period January 2018 through December 2020; case numbers 2017-MED-10-13012017-MED-10-1302.

Whereas it was brought to the attention of the parties that the sixty-eight (68) hours of overtime referenced in the first sentence of the first paragraph of the above-referenced section does not mathematically correspond with the maximum of one hundred and four (104) hours in the fourth line of the third paragraph of the above-referenced section; and

Whereas it was also brought to the attention of the parties that the rate of pay to be used for the Annual Compensatory payout as stated in this section is inaccurate; and

Whereas the parties wish to correct both of these errors in Section 16.8, they agree that Section 16.8 of the above-referenced CBA shall be amended as follows:

Section 16.8 Compensatory Time Bank

Employees, at their option, may convert up to sixty-nine and thirty-three hundredths (69.33) hours of overtime to compensatory time per calendar year. Time will accumulate at the rate of one and one-half (1½) hours for each overtime hour worked. Upon separation from service for any reason, members shall be paid at their current rate of pay for all accumulated hours of time. When a member dies while in paid status in the City Service, any unused compensatory time to his credit shall be paid in a lump sum to the surviving spouse or the estate of the deceased.

Minimums of compensatory time may be used in three (3) hour segments. Requests for the use of compensatory time must be submitted forty-eight (48) hours in advance and be approved by the Chief or his designee. The Chief or his designee may waive the advance notice. Lieutenants may approve increments of less than three (3) hours if it does not create an overtime situation.

Employees shall, at the time they work in an overtime capacity, declare whether they desire overtime or compensatory time. From the beginning of the first pay period of a year to the end of the last pay period of that year, an employee shall have the right to accumulate and maintain up to a maximum of one hundred and four (104) hours compensatory time. Annual compensatory payout will be based on the balance as of the first pay period in February to be paid the second pay of February. The compensatory time shall be paid at the employee's current rate of pay.

Bargaining unit employees may request additional compensatory time payouts outside of the second pay of February. Any request for compensatory time payout must be in writing to the Chief or his designee and shall be paid in the next full pay period after the Chief's or Designee's approval. Requests for compensatory time payouts outside of the "Annual Compensatory" payout shall be for no less than twenty (20) hours per request. Compensatory time payouts shall be paid on the next regular pay on a separate check or deposit.

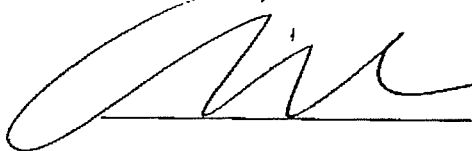
The parties further agree that any and all other articles and sections and all other contract language in this CBA not specifically modified by this MOU shall remain as current contract language and will remain in full force and effect for the balance of this CBA term.

Date: 8-30-18

For the FOP, Ohio

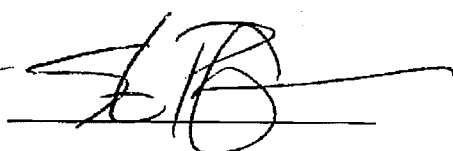
For the City of Athens:

Labor Council, Inc.:

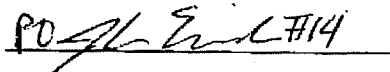


Andrea H. Johan,

Senior Staff Representative



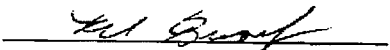
Steve Patterson, Mayor



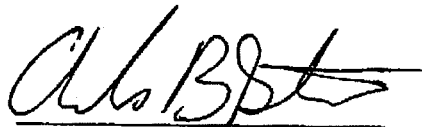
Jeremy Emerick, Member Patrol Unit



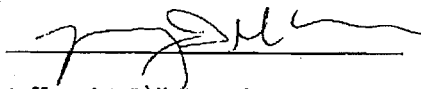
Lisa Eliason, City Law Director



Ron Brooks, Member Patrol Unit



Andy Stone, Service-Safety Director



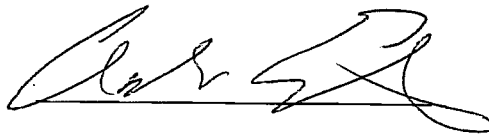
Jeffrey McCall, Member

Lieutenant Unit



Rebeca Marsh, Human Resources

Director



Andrew Esposito, Labor Relations

Consultant for City of Athens

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into between the City of Athens (Employer) and the FOP, Ohio Labor Council (Union) concerning certain understandings about vacation leave in the Collective Bargaining Agreement (contract) for the term January 2018 to December 2020 covering the Lieutenant and Patrol Officer bargaining units, case numbers

2017-MED-10-13012017-MED-10-1302.

Whereas it has come to the attention of the parties that the members in these bargaining units may not have fully understood the impact of the fact finder's recommendation concerning vacation; and

Whereas some members may have lost some vacation accrual,

The parties agree:

1. That members whose vacation accumulation went over the maximum allowed under the new contract between the date the Auditor implemented the new vacation provision and the date of execution of this MOU will have their lost accrual re-credited to them.
2. Once re-credited those hours will be placed into the member's "Vacation Overage" (VO) Bank"
3. The hours placed into the VO Bank will be treated in the same manner as any other hours already in the member's VO Bank.

Date 8-30-18

For the FOP, Ohio Labor Council:



Andrea H. Johan,
Senior Staff Representative

For the City of Athens:



Steve Patterson, Mayor

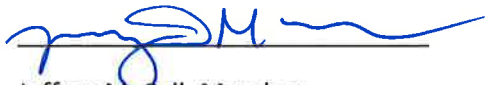


Jeremy Emerick, Member Patrol Unit

Joe Magnew M'Grew



Ben Brooks, Member Patrol Unit



Jeffrey McCall, Member

Lieutenant Unit



Lisa Eliason, City Law Director



Andy Stone, Service-Safety Director



Rebeca Marsh, Human Resources

Director