



Hocking County Sheriff's Office
25 East Second Street, Logan, Ohio 43138
Phone: 740-385-2131 Fax: 740-380-2121

Memorandum of Understanding
Between
Hocking County Sheriff
&
The Fraternal Order of Police,
Ohio Labor Council, Inc.

This letter is a Memorandum of Understanding for Article 27, Section 27.11, Compensatory Time. Section 27.11 is listed below with changes listed in red bold print. These changes reflect the new agreement between the management and bargaining units in which bargaining unit members were under old language, allowed members to take compensatory time in four (4) hour increments to the newly agreed upon one (1) hour increments. This agreement is for this contract period and is open for negotiations in the next contract.

Section 27.11 Compensatory Time

Employees may accrue compensatory time in lieu of overtime at the same rate at which overtime is paid. Employees shall use compensatory time in amounts of not less than one (1) hour increments upon a reasonable period of notice to, and approval by the Sheriff or his designee.

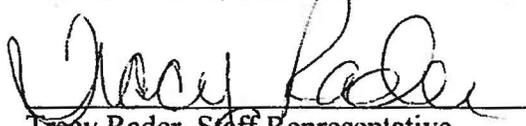
Employees will not be allowed to carry over unused compensatory time from year to year, but shall be paid for all unused compensatory time at the end of each calendar year. As a general practice compensatory time leave may not be used in conjunction with any other leave whether vacation, personal time leave, or otherwise including combinations such as vacation leave followed by days off and ending with the use of compensatory time. Compensatory time leave used in conjunction with other leave is permissible, however, if such combinations are approved in advance by the Sheriff. Where consideration of leave requests requires advance notice of the request for leave, the longer (or longest) notice period will be applied in the consideration of leave combination requests.

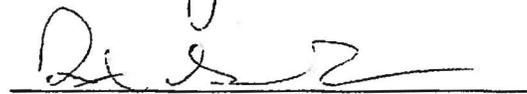
When an employee separates from employment with the HCSO, he shall be paid for all accrued but unused compensatory time at the time of separation. In the case of separation by death, payment shall be made to the Employee's surviving spouse or estate, as appropriate.

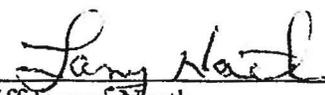
SIGNATURE PAGE

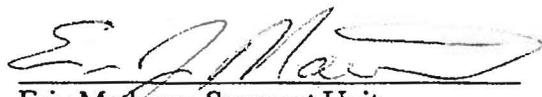
IN WITNESS WHEREOF, the undersigned parties pursuant to proper authority have caused this Agreement to be signed this 21 day of November 2011.

For the F.O.P., Ohio Labor Council, Inc.:


Tracy Radcr, Staff Representative


Dustin Grove, Deputy Unit


Sheriff Lanny North


Eric Matheny, Sergeant Unit


Jerrod Alford, Captain Unit

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

FRATERNAL ORDER OF POLICE,	}	
OHIO LABOR COUNCIL, INC.	}	Case No(s): 10-MED-09-1273
EMPLOYEE ORGANIZATION,	}	10-MED-09-1274
	}	10-MED-09-1275
and,	}	10-MED-09-1276
	}	
HOCKING COUNTY SHERIFF,	}	
EMPLOYER.	}	
	}	

FILING OF COLLECTIVE BARGAINING AGREEMENT
(Addendum)

Pursuant to Board Rule 4117-09-07, the F.O.P., Ohio Labor Council, Inc. hereby files a copy of the addendum to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted



Tara M. Crawford
Paralegal
F.O.P., O.L.C.I.
222 East Town Street
Columbus, Ohio 43215
614-224-5700

cc: Mr. Lanny North
25 East Second Street
Logan, Ohio 43138