

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**RUSSELL TOWNSHIP (GEAUGA COUNTY)**  
**And**  
**OHIO PATROLMEN'S BENEVOLENT ASSOCIATION**

Russell Township (hereinafter referred to as "the Employer") and the Ohio Patrolmen's Benevolent Association (hereinafter referred to as "the Union"), and jointly referred to as "the Parties," hereby agree to the following Memorandum of Understanding ("MOU") which shall be an understanding and clarification regarding Article 19 Section 10 (Vacation) for bargaining unit member Officer Valerio.

Upon the signing of this MOU, Officer Valerio will be permitted to request the Township Trustees to consider the "buy-back" of one hundred and twenty (120) hours of earned vacation leave at his current rate of pay in exception to Article 19 Section 10 of the collective bargaining agreement between the Parties.

This MOU is only applicable to the current situation and current employee. It shall be deemed as non-precedent setting by the Union and the Employer and shall not be used as in any future proceeding between the Union and the Employer.

The Parties have accepted this MOU voluntarily and without coercion, and none of the Parties has been pressured to accept the provisions of this MOU because of any reason. Further, the Union agrees that ~~such modifications are permitted by the Parties' labor agreement and that~~ it will neither support, nor advance, any grievance submitted by any bargaining unit member with regard to the modifications in this document.

*TSADK*

FOR THE EMPLOYER:

FOR THE UNION:

\_\_\_\_\_  
\_\_\_\_\_

*Ben Kill*  
\_\_\_\_\_

Date: \_\_\_\_\_

Date: 8-6-15