

LETTER OF UNDERSTANDING

between

City of Essexville

and

Police Officer's Labor Council – Public Safety Officers Bargaining Unit

Re: Self Directed Continuing Education Allowance

WHEREAS the City of Essexville ("the Employer") and the Police Officer's Labor Council ("the Union") have entered into a collective bargaining Agreement ("the Agreement") which is effective July 1, 2005 through June 30, 2008; and,

WHEREAS the terms of the Agreement allow the Employer and the Union to amend the Agreement by mutual written consent; and,

WHEREAS the Employer and the Union wish to clarify the intent and the scope of providing an allowance for self directed continuing education for each non-probationary employee covered by the terms of the Agreement;


IT IS THEREFORE AGREED AND UNDERSTOOD that, as an allowance for self directed continuing education, each non-probationary employee covered by the terms of the collective bargaining agreement shall receive two one-time lump sum payments in the amount of three hundred dollars (\$300.00) each; one payment in the first pay period in December 2006 and the second payment in the first pay period in December 2007. The Employer shall not require as a condition of such payments, documentation of such continuing education from any employee. Except as provided herein, the Employer shall not be obligated to make any other such payments.

Such lump sum payments shall not be considered a part of the employee's base pay and shall not be used for the purpose of calculating overtime, holiday pay, or vacation pay or any other compensation or benefit paid to the employee.

IT IS ALSO AGREED AND UNDERSTOOD this letter of understanding is strictly limited in scope to the terms and conditions recited herein and all other terms and conditions of the Agreement not expressly modified by this letter of understanding shall remain as written.

CITY OF ESSEXVILLE

POLICE OFFICER'S LABOR COUNCIL




Thomas R. Rehmus, Mayor
Mayor



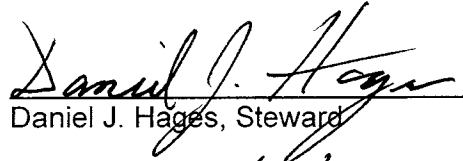
Jerry Caster, Labor Representative

Dated: 12-13-05

Dated: 12-17-05

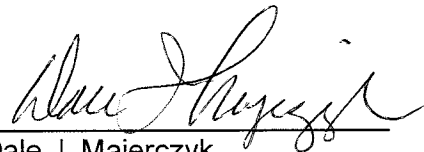

Lois E. Englehardt, CMC City Clerk

Dated: 12/13-05



Daniel J. Hages, Steward

Dated: 12/12/2005

Approved as to Substance:


Dale J. Majerczyk
City Manager

Approved as to Form:


Gerald Pergande
City Attorney