

Date: November 28, 2016

To: Fiscal Officer, Charles Walder

Cc: Trustee, Justin Madden

Trustee, Gary Gabram

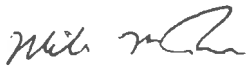
Trustee, James Mueller

Dear Fiscal Officer Charles Walder

I am writing to you to request a "sell-back" on forty hours (40) of accrued vacation time. If possible I would appreciate receiving the check, separate from my regular payroll check.

Thank you for your consideration in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael A. McIvor".

Michael A. McIvor

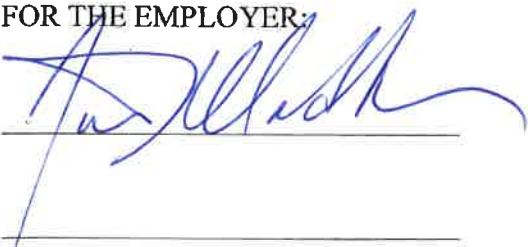
MEMORANDUM OF UNDERSTANDING
between
RUSSELL TOWNSHIP (GEAUGA COUNTY)
And
OHIO PATROLMEN'S BENEVOLENT ASSOCIATION

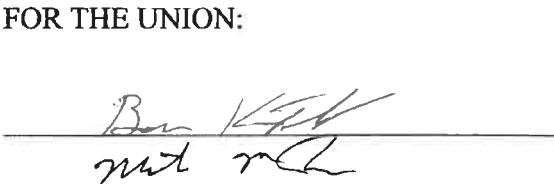
Russell Township (hereinafter referred to as "the Employer") and the Ohio Patrolmen's Benevolent Association (hereinafter referred to as "the Union"), and jointly referred to as "the Parties," hereby agree to the following Memorandum of Understanding ("MOU") which shall be an understanding and clarification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

Upon the signing of this MOU, Michael A. McIvor will be permitted to request the Township Trustees to consider the "buy-back" of 40 (Forty) 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 it will neither support, nor advance, any grievance submitted by any bargaining unit member with regard to the modifications in this document.

FOR THE EMPLOYER:


FOR THE UNION:


Date: 12/7/16

Date: 11-28-16