



Memorandum of Understanding

Date: May 15, 2024

To: Jeremy Andreano, Oak Harbor Police Association President

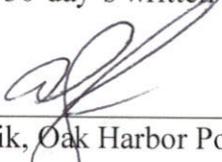
From: Tony Slowik, Police Chief
Emma House, Human Resources Director

Re: Compensatory Time

The City has considered the impact of recent negotiations with the Oak Harbor Police Association. This Memorandum of Understanding (MOU) is to confirm the City of Oak Harbor and the Oak Harbor Police Association (OHPA) agree to the following language for Article 8.6 Compensatory Time:

- 7.1 Compensatory Time – Any payable compensatory time given, in excess of one hundred twenty (120) hours, in lieu of paid overtime, will be by mutual agreement between the Department and the employee. A maximum of one hundred twenty (120) hours of payable comp time can be carried over from one month to the next. Any additional hours in excess of one hundred twenty (120) payable hours at the end of the year will be paid to the employee at their regular rate of pay or an employee may choose to deposit the payable hours into a Deferred Compensation Plan (DCP). The Department reserves the right to schedule this time off if the employee fails to schedule the excess time. Comp time must be used before vacation leave, ~~sick leave~~, and leave without pay. Upon termination or retirement, unused payable compensatory time will be paid to the employee at their regular rate of pay.

This MOU does not establish past practice for either party and does not change or limit management rights as defied by Article 4 of the CBAs. This MOU is not a modification to the current contract and will be in effect for the remainder of the year (2024) and will expire on December 31st, 2026, unless terminated earlier by either party (with 30-day’s written notice), extended by either party or modified/nullified by a new CBA.



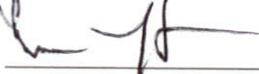
Tony Slowik, Oak Harbor Police Chief

5/15/2024
Date



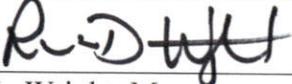
Jeremy Andreano, Oak Harbor Police Association President (OHPA)

5-15-24
Date



Emma House, Human Resources Director

5/15/2024
Date



Ronnie Wright, Mayor

5.21.2024
Date