

EXHIBIT A

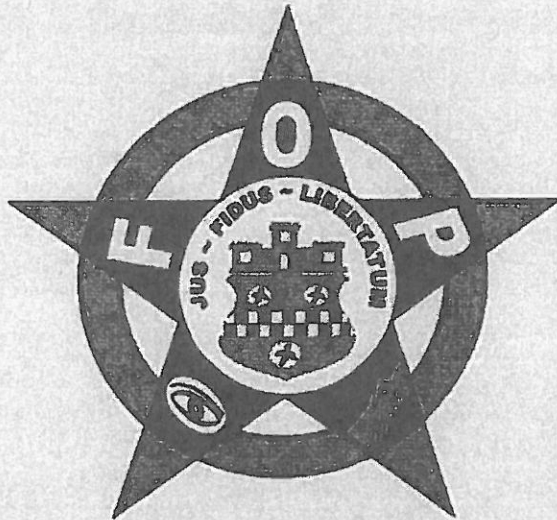
15-123

A COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**THE FRATERNAL ORDER OF POLICE,
OHIO LABOR COUNCIL, INC.**

AND



THE SUMMIT COUNTY SHERIFF'S OFFICE

(DEPUTIES' UNIT)

**EFFECTIVE: January 1, 2014
EXPIRES: December 31, 2016**

duty, re-credit the employee with an amount of vacation time that is equal to the Employer's obligation as outlined in this section.

In order for the employee to be compensated, the employee is required to submit to the Employer an order or statement from the appropriate military commander as evidence of such duty and proof of military wages at the earliest time possible. There is no requirement that the service be in one (1) continuous period of time. Employees are further required to submit to the Employer the order or statement releasing the employee back to work, or any other orders or statements affecting return to work at the earliest time possible.

Employees who are members of the uniformed services will be granted emergency leave for mob, riot, flood, civil defense, or similar duties when so ordered by the Governor to assist civil authorities. Such leave will be without pay if it exceeds authorized military leave for the year. The leave will cover the official period of the emergency.

Section 26.8. All employees are subject to the Summit County Family Medical Leave Policy and Procedures.

- A. Injury leave entitlements pursuant to Article 25 shall not be used concurrently with FMLA entitlements.
- B. An employee eligible for leave under FMLA who has forty (40) hours or less of accumulated sick leave remaining may elect to take unpaid leave under the FMLA rather than exhaust remaining sick leave.

ARTICLE 27
UNIFORMS AND EQUIPMENT

Section 27.1. Uniformed bargaining unit employees shall be entitled to the uniform allowance in the schedule listed below, pursuant to the Employer's rules, regulations, and procedures for the purpose of purchasing and maintaining uniforms and required leather equipment and whose uniforms meet B.S.S.A. standards:

| <u>Uniform Allowance Schedule</u> | |
|-----------------------------------|------------|
| For year 2014 | \$1,200.00 |
| For year 2015 | \$1,275.00 |
| For year 2016 | \$1,400.00 |

The uniform allowance is provided on a purchase requisition system and not on the basis of cash to the employee. Uniformed bargaining unit employees shall be entitled to purchase uniforms anywhere that accepts the County voucher system.

Plainclothes officers shall be eligible for uniform allowance according to the above schedule for use towards clothing determined by the Employer's rules, regulations and procedures. All requests for reimbursement by plainclothes employees must be accompanied by receipts.

Uniformed officers shall be permitted to purchase civilian clothes (to be used in court). All requests for reimbursement by uniformed officers must be accompanied by receipts.

Section 27.2. All equipment (including leather, but excluding shoes) purchased by the Employer is the property of the Employer and shall, upon termination of employment of an employee, be returned to the Employer in condition issued, allowing for reasonable wear and tear, prior to the issuance of any final compensation to the employee. Any issued item which is lost by an employee shall either be replaced or paid for at current market value by the employee, at the option of the employee.

Upon resigning or retiring in good standing, an employee may buy any and all equipment purchased for one dollar (\$1.00).

Section 27.3. Equipment and other items not issued or required by the Employer may be utilized or worn only with the permission of the Employer or his designee.

Section 27.4. Should the bargaining unit member not spend the sum allowed for uniform allowance as defined in Section 27.1, the unused sum shall be carried over to the following year, and a continuation of carryover shall apply. If on December 15, 2016, of this agreement any employee has not expended his allowance, such monies shall be returned to the Sheriff's budget.

Section 27.5. The Employer shall purchase (in addition to the uniform allowance) any newly enacted changes to the uniforms and equipment that the Employer requires to take place immediately, i.e., other than on a replacement basis.

ARTICLE 28 **EXPENSES**

Section 28.1. When an employee's duty requires him to travel outside of Summit County, the Employer shall reimburse the employee for all reasonable and necessary expenses actually incurred by the employee in the performance of his duty, subject to the Employer's rules and regulations and subject to established limits and rates, upon presentation to the Employer of receipts showing the employee's payment for same.

Section 28.2. When an employee is authorized by the Employer to travel outside of Summit County on official business and to drive his own automobile, the Employer shall reimburse the employee for all miles actually driven for official business by the employee in his automobile at the rate established by County Council.

Section 28.3. When an employee is ordered to change assignments from one post to another during his tour of duty, and such change requires the employee to drive his personal automobile, the employee shall be reimbursed for the mileage between the posts at the rate established by County Council.

SCSO UNIFORM VOUCHER COMPANIES

GALL's - John Gajardo 1-800-876-4242x2363 Gajardo-john@galls.com

AKRON UNIFORM - Drew Davidson 330-434-3033 drew@akronuniforms.com
4410 Manchester Rd., New Franklin Fax 1-234-571-0085

RED DIAMOND - Joe 330-270-9654 fax 1-330-270-9654

4437 Mahoning Ave., Youngstown, OH
dweiss@reddiamondonline.com

SHUTTLE'S - Judy Wyar 1-216-739-9600 Fax 216-739-9605

1850 Snow Rd., Parma, OH

TDT - cfranks@tacticaldefensetraining.com

2215 6th Street SW, Canton, OH 330-701-9762, FAX 1-330-970-9775

D & G UNIFORM - Barb or Brian Limbert 330-434-9950, FAX 330-434-9970

788 Evans Ave., Akron, OH Barb@DandGUniforms.com
Brian@DandGUniforms.com

LEVINSON'S UNIFORMS - Laurel or Bill 330-923-8888, F-330-922-0911

2231 Front St., Cuyahoga Falls, OH IBurch@Levinsonsuniforms.com

AKRON FELT & CHENILLE - 330-733-7778, FAX 330-733-7780

1205 George Washington Blvd., Akron, OH 44312

DOBRANSKY FIREARMS - Dave Dobransky 330-830-4026

4400 Portage St. NW, Suite E, North Canton, OH 44720

AT THIS TIME THE PROCESS TO PURCHASE FIREARMS IS THAT YOU MUST HAVE PRIOR APPROVAL AND PAY FOR THE PURCHASE UP FRONT. HOWEVER, YOU CAN USE A UNIFORM VOUCHER TO PURCHASE SUPPLIES AND EQUIPMENT THAT IS ON THE AUTHORIZED EQUIPMENT LIST.



Sheriff Steve Barry

County of Summit • State of Ohio

**SUMMIT COUNTY SHERIFF'S OFFICE
STEVE BARRY, SHERIFF**

Order # 7

**UNIFORM EQUIPMENT AND DRESS CODE
APRIL 8, 2014**

UNIFORM EQUIPMENT AND DRESS CODE

Uniform Vouchers are now available for pickup by deputies. (Supervisors are still in negotiations) Please keep in mind that some of the newly established vendors are not currently set up for purchases by members using our voucher system. This should be remedied within the next couple of weeks and you will have several more choices in vendors to purchase uniform items.

With the contract being ratified and deputies being able to make purchases using the new uniform allowance system from the new vendors that will be available, this memo is to advise all sworn employees that the Uniform, Equipment, and Dress Code Policy is currently under review. Although there may be some variations, the new guidelines will be more closely based on BSSA standards as identified in O.A.C. 311-1 (1-15).

All sworn employees will be responsible to comply with proper uniform dress codes within the new policy. Many items that have been purchased in the past outside of the current policy will no longer be permitted to be worn (i.e. certain jackets, shoes, caps etc.). Therefore, deputies may need to purchase new uniform items. The way supervisors wear rank insignia may also be changing (refer to O.A.C. 311-1-14)

Until such time as the Uniform, Equipment, and Dress Code Policy is updated, no supplemental uniform allowance purchases will be approved.

The Uniform Committee is working diligently to complete the updating of the policy as quickly as possible.

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Administration / Operations • 53 University Avenue • Akron, Ohio 44308-1679
Phone 330-643-2181 • Fax 330-434-2701
Summit County Jail • 205 East Crosier Street • Akron, Ohio 44311-2351
Phone 330-643-2171 • Fax 330-253-4138



Sheriff Steve Barry

County of Summit • State of Ohio

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UNIFORM EQUIPMENT
AND DRESS CODE

While the current policy is under review, Deputies will still be responsible to comply with the proper uniform dress established in the current policy (2.5.0 effective 4/4/2003).

A handwritten signature in cursive script that reads "Steve Barry".

Steve Barry Sheriff, County of Summit

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