

## MEMORANDUM OF UNDERSTANDING

This agreement entered into on the day and date below written by and between the Washington County Police Officers' Association ("WCPOA" or the "Association") and Washington County (the "County") is for the purpose of amending the current Family Medical Leave Policy.

WCPOA and the County are parties to a collective bargaining agreement that expires June 30, 2013.

For and in consideration of the mutual promises hereinafter stated, the parties agree to the following:

- 1) Effective January 1, 2011 the County will use a calendar year (January to December) when calculating available leave for the employee. Generally, eligible employees will be allowed up to twelve (12) weeks of qualifying leave between January 1<sup>st</sup> and December 31<sup>st</sup> of each year.
- 2) The Policy shall remain in effect through June 30, 2013

SIGNED AND DATED THIS 16<sup>th</sup> DAY OF December, 2010.

WASHINGTON COUNTY

WASHINGTON COUNTY POLICE  
OFFICERS ASSOCIATION

  
\_\_\_\_\_  
Don Bohn, Assistant County Administrator

  
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Murray Rau, Association President