

MEMORANDUM OF AGREEMENT

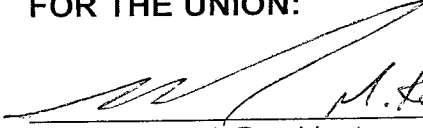
THE COUNTY OF WAYNE - AND - SEIU-LOCAL 502

RE: PROBATIONARY POLICE OFFICERS

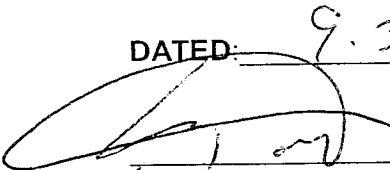
In the event the current budget situation necessitates the County of Wayne to separate from employment any probationary police officers currently employed by the County, the parties mutually understand and agree to the following terms and conditions contained in this Memorandum of Agreement.

1. All probationary police officers currently on the active payroll with the County as of the execution date of this Memorandum of Agreement, who are separated from County service due to the current budget situation, will retain their probationary service credit with the County for time worked retroactive to their most recent date of hire for a period not to exceed two (2) calendar years from the date of their separation.
2. All probationary police officers covered under this Agreement will not be eligible for or receive any additional benefits or consideration, including but not limited to, back pay, benefits or service credit for the period of their separation.
3. No terms or conditions of the Collective Bargaining Agreement between the County and Local 502 nor any existing practices or procedures will be amended, modified, altered or changed by the execution of this Agreement.
4. The Union agrees not to subsequently initiate a grievance, *unfair labor practice* charge, claim or action on behalf of the Union membership or any past, present or future members of the Local 502 bargaining unit regarding any issue that is in any way related to the subject matter of this Agreement.
5. This Agreement will not serve as precedent in any other matter and is without any evidentiary value, except as may arise from the application or enforcement of this Agreement. The Union agrees not to use or cite this Agreement in any other proceeding of any kind.

FOR THE UNION:

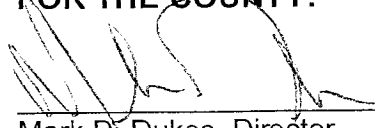

Michael Royal, President
SEIU-Local 502

DATED: 9.30.08

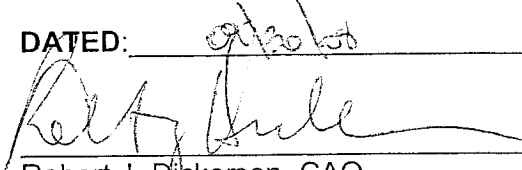

#1438
Vice President
SEIU-Local 502

DATED: 9.30.08/Tues.

FOR THE COUNTY:


Mark D. Dukes, Director
Labor Relations Division

DATED: 9/30/08


Robert J. Dickerson, CAO
Sheriff's Office

DATED: 9/30/08