

MEMOROANDUM OF UNDERSTANDING

A Binding Agreement Between the

Travis County Sheriff's Law Enforcement Association

and the

Travis County United Sheriff's Officers Association

An agreement designed to outline the merger of the TCSUOA into the TCSLEA which is supported by the amended TCSLEA By-Laws and the TCSLEA PAC By-Laws.

First Draft

September 27, 2011

Revised By TCUSOA on

September 28, 2011

Final Version

October 31, 2011

MEMORANDUM OF UNDERSTANDING

I. History:

In 2001, the Travis County Sheriff's Law Enforcement Association and PAC, hereinafter referred to as the TCSLEA was formed by members of the Law Enforcement Division, after they resigned their membership from the Travis County Sheriff's Officers Association, hereinafter referred to as the TCSOA.

Since 2001, the TCSLEA voting membership has been comprised primarily of Law Enforcement Division employees.

The TCSLEA has approximately 275 full members.

In April 2011, the Travis County United Sheriff's Officer's Association and PAC, hereinafter referred to as the TCUSOA was formed by members of the Corrections Division, after they resigned their membership from the TCSOA.

The TCUSOA's membership is comprised primarily of Corrections Division employees.

The TCUSOA has approximately 250 members.

In August 2011, the leadership of the TCSLEA and TCUSOA met to discuss merging the TCUSOA into the TCSLEA.

In the August and September 2011, Monthly TCSLEA General Membership Meetings the members approved the Executive Board to continue merger negotiations with the TCUSOA Executive Board and agreed to a "First Draft By-Laws" to submit to the TCUSOA.

II. Goal:

The goal of the TCSLEA membership and the TCUSOA membership is merge the TCUSOA into the TCSLEA. Whereby, the TCSLEA will recruit from all division within the Office, in order to rapidly grow into the largest most effected Association in the Sheriff's Office. Ultimately, work to obtain and control a Collective Bargaining Contract for our Office.

III. Intent of the Merger:

- A. Join the TCUSOA membership and funds into the TCSLEA.
- B. Incorporate TCUSOA Executive Board Members into the TCSLEA Executive Board.
- C. Enhance the professional quality and scope of services offered to the membership.

IV. Intent of the By-law changes:

- A. The President must be elected from the Law Enforcement Division
- B. The President must be elected from the LE Bureau and; served the last seventy two months within the Law Enforcement Bureau; successfully passed the Law Enforcement Patrol Field Training Program; hold a minimum rank of Senior Deputy and maximum rank of a Sergeant in the Law Enforcement Bureau.
- C. Vice President must be elected from and by the Corrections Division
- D. Second Vice President must be elected from and by the Law Enforcement Division
- E. The PAC will have Co-PAC Chairmen- (1) Chairman will be elected from and by the LE Division. (1) Chairman elected from and by the Corrections Division
- F. The PAC Board will have an equal number of representatives from each Division elected by their respective Divisions (Law Enforcement and Corrections)
- G. PAC Board tie votes on any motion will invoke a President vote
- H. The Secretary must be elected from and by the Corrections Division
- I. Co-Treasurers- (1) Co- Treasurer will be elected from and by the Corrections Division. (1) Co-Treasurer will be elected from and by the Corrections Division
- J. The Corrections Division Co-Treasurers can maintain a ledger and track funds and expenses. It is the intent of the TCSLEA board and membership to approve all fiscally prudent expenditures which are brought forth by TCUSOA board/members
- I. The TCUSOA will transfer their General Fund bank account(s) into the TCSLEA General Fund
- J. The TCUSOA will transfer their PAC account(s) into the TCSLEA PAC Account
- K. Upon the merging membership and bank accounts, all checks will be issued from the TCSLEA Treasurer(s) and accounts
- L. Four Field Representatives- Representatives to be placed as the Board of Directors deems necessary
- M. Corrections Division members will elect their representatives to the Executive Board
- N. Law Enforcement Division members will elect their representatives to the Executive Board. Members from the Corrections Division WILL vote for the LE President position
- O. PAC Endorsement for the Office of Sheriff: 50.01% of the Law Enforcement Bureau and 50.01% of the Corrections Bureau must agree on the same candidate to endorse for the Office of Sheriff. Otherwise, no endorsement can be given in this race.

- P. Once Collective Bargaining is obtained the Law Enforcement Division will lead the Bargaining Committee for the first contract
- Q. The Second Collective Bargaining Contract will have a Bargaining Unit which is comprised with equal representation from Law Enforcement and Corrections Officer members

V. Action(s) Which Will Void the Merger:

The following actions will immediately void this agreement. Whereby, causing said By-laws to revert back to the pre-merger meaning and effect, causing the Law Enforcement Bureau Members to maintain the TCSLEA name, money, and all associated assets.

- A. Altering any word or the changing the basic meaning or intent of any By-law which is addressed in this MOU.
- B. The loss of 50.01% of the original number of "250" Corrections Division membership due to resignation or cancelation of their membership within three months. (The loss of 126 members)
- C. No more than 10% of the total amount in the TCSLEA General Account can be voted on to be expended at any one given General Membership meeting on any one voting item. Any amount that exceeds 10% on any one voting item must be voted on by the General Membership and receive three quarters of the General Memberships approval. Voting will be conducted in the same manner as any regular posted voting item.

VI. Voting Process to Determine a Breach of the MOU

- A. A Breach of the MOU and or the By-laws shall require a two thirds (2/3) vote from the Regular Membership (Associate Members are excluded) who are in good standing from the Law Enforcement Bureau.
- B. An independent 3rd Party (Non-TCSO employee or relative) will be hired to conduct a secure, secret ballot in either an; A). Electronic or online vote or by B). Paper ballot.
- C. A notice of the polling vote/motion must be posted on the TCSLEA website homepage 48 hours prior to the opening of the polls.
- D. Electronic voting polls must run for Seventy Two (72) continuous hours.

E. Paper ballot polling must have polling locations at the East, West, and Central Commands which are open from 6am until 6pm for three consecutive days.

F. The Election Judge must certify the Election results in writing or electronic mail.

G. The election results are final.

Agreed upon on this date: November ____, 2011.

_____	_____
TCSLEA President Signature	TCUSOA President Signature
_____	_____
TCSLEA Vice President Signature	TCUSOA Vice President Signature
_____	_____
TCSLEA Treasurer Signature	TCUSOA Treasurer Signature
_____	_____
TCSLEA Secretary Signature	TCUSOA Secretary Signature
_____	_____
TCSLEA PAC Chairman	TCUSOA Sergeant At-Arms
_____	_____
TCSLEA Past President	TCUSOA PAC Chairman
_____	_____
TCSLEA Field Representative	TCUSOA Place 1
_____	_____
TCSLEA Field Representative	TCUSOA Place 2
_____	_____
TCSLEA Field Representative	TCUSOA Place 3

TCUSOA Place 4