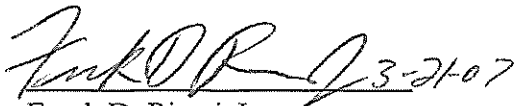


MEMORANDUM OF AGREEMENT
LAW ENFORCEMENT PROGRAM ONE BOOK CHAPTER

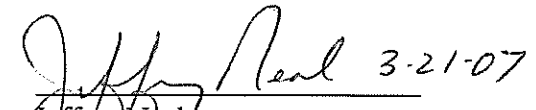
The Defense Logistics Agency (hereinafter referred to as DLA or Employer) and the American Federation of Government Employees Council 169 (hereinafter referred to as the Council or Union) hereby agree to make the following changes to the Law Enforcement Program One Book Chapter as proposed to Council 169 on October 6, 2006, and revised on February 2, 2007 with the updated Weapons Qualification Policy Document:

- 1) Police Policy Document #10-004, IIIC3: Add the following statement: "Employees may provide available medical information from their personal physician to the Employer's physician for his/her consideration concerning medical or physical fitness for the position. Expenses for such additional medical information will be the responsibility of the employee."
- 2) Police Policy Document # 10-005, IIIB5: Revise from, "...within one year from the date of this policy document being approved." to "...within eighteen months of this policy document being approved." In the event an employee cannot meet the physical fitness requirements after 18 months, the employer will retest the employee in 90 days. If the employee fails the retest, the employer will offer one last test after 90 days. The Employer will assist the officer in developing a fitness program.
- 3) Police officers may be excused for up to three hours per week to engage in fitness activities at the worksite or installation fitness facility where the employee is working. Fees or expenses for membership or use of fitness facilities are the responsibility of the employee. Release of the employee is contingent upon the supervisor's determination that workload permits the employee to engage in fitness activities.
- 4) In the event a police officer cannot meet the physical fitness requirements within the prescribed time limits, the Employer will conduct a job search in the commuting area in an effort to locate a vacant position for which the employee is qualified.
- 5) This memorandum of agreement becomes effective immediately upon signing.

For the Council:


Frank D. Rienti, Jr.
AFGE, Council 169

For DLA:


Jeffrey Neal
Director, Human Resources