

**MEMORANDUM OF UNDERSTANDING BETWEEN  
DELAWARE COUNTY DEPARTMENT OF ENVIRONMENTAL SERVICES  
AND AFSCME LOCAL 2896, OHIO COUNCIL 8, AFL-CIO  
DATE: June 21, 2012**

The above, being parties to a Collective Bargaining Agreement, have agreed to the following:

1. To extend the current two year Collective Bargaining Agreement until December 31, 2013, as approved by the Board of County Commissioners and the Bargaining Unit for AFSCME Local 2896;
2. All other terms of the current Collective Bargaining Agreement are deemed to be incorporated and made part of the extended Collective Bargaining Agreement subject to the specific modifications listed below;
3. Effective January 1, 2013, subject to the terms of the Delaware County Compensation Management System Plan, members of the bargaining unit will receive a 2% percent wage increase, across the board;
4. Severe Emergency Situation. At the discretion of the Director, or his/her designee, whenever there is the need for three (3) or more bargaining unit employees at "a severe emergency situation" and three (3) or more bargaining unit employees are ordered to work outside their normally scheduled work hours for the severe emergency situation, such employees will be paid at the rate of one and one-half (1.5) times their regular rate of pay for hours actually worked outside their normally scheduled work hours. Any hours within their normally scheduled work hours shall be paid at the regular rate of pay.
5. Rest Period. Employees who are required to work sixteen (16) or more continuous hours may elect or be required to take a rest period. Rest periods shall not exceed eight (8) hours and the employee taking the rest period shall be paid, as hours worked, for any hours of the rest period that overlaps their normally scheduled work hours. Rest period hours in an employee's normally scheduled work hours shall be paid at the regular rate of

**MEMORANDUM OF UNDERSTANDING BETWEEN  
DELAWARE COUNTY DEPARTMENT OF ENVIRONMENTAL SERVICES  
AND AFSCME LOCAL 2896, OHIO COUNCIL 8, AFL-CIO  
DATE: June 21, 2012**

pay. Any hours of normally scheduled work hours that do not overlap the rest period may be worked by the employee or the employee may use vacation leave or compensatory time for their normally scheduled work hours.

6. Compensation. Employees who are designated as "on call" shall be paid for each of the periods as follows:

- Weekend – \$200
- Full Day Holiday – \$100
- Half Day Holiday – \$50
- Designated On Call Assignment - \$75

*Weekends* shall be defined as: End of scheduled shift on Friday to beginning of scheduled shift on Monday for employee designated as "on call."

*Holidays* shall be defined as: The holiday schedule contained in Article 18 of the CBA.

*Designated on call assignment* shall be defined as: Those dates as assigned by the Director or his/her designee.

7. Personal Leave. For the period of January 1, 2013 through December 31, 2013, personal leave will be included as "hours worked" for calculation of overtime in Section 16.4. It is understood that the inclusion of personal leave as hours worked will expire, or sunset, on December 31, 2013.

8. Expiration. The provisions of this M.O.U. expire on December 31, 2013.

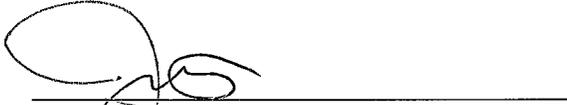
**MEMORANDUM OF UNDERSTANDING BETWEEN  
DELAWARE COUNTY DEPARTMENT OF ENVIRONMENTAL SERVICES  
AND AFSCME LOCAL 2896, OHIO COUNCIL 8, AFL-CIO  
DATE: June 21, 2012**

9. The Memorandum of Understanding is subject to ratification by the Bargaining Unit of Local 2896 and approval by the Board of County Commissioners.

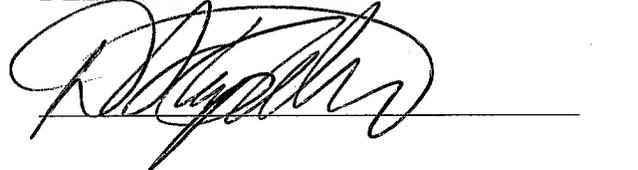
**EXTENSION/EXPIRATION**

Except for the provisions listed above, all other provisions of the 2010-2012 contract shall be extended through December 31, 2013.

AFSCME LOCAL 2896

  
\_\_\_\_\_  
  
\_\_\_\_\_  
  
\_\_\_\_\_

DELAWARE COUNTY

  
\_\_\_\_\_  
*Ken O'Sullivan*  
\_\_\_\_\_  
  
\_\_\_\_\_

DATE APPROVED BY AFSCME LOCAL 2896: 5/30/12

DATE APPROVED BY DELAWARE COUNTY BOARD OF COUNTY COMMISSIONERS:

6-21-12

