

COLLECTIVE BARGAINING AGREEMENT AMENDMENT
CORRECTION OFFICERS
SERB Case No. 11-MED-10-1602

Article 14 ("Wages") of the current collective bargaining agreement (January 1, 2010 – December 31, 2012) between Cuyahoga County and the Ohio Patrolmen's Benevolent Association, representing Correction Officers, currently provides:

Article 14: WAGES

SECTION 1. There shall be no increase in the hourly rate for calendar years 2010 and 2011. Current hourly wage rates are:

New Hire	\$12.35/hour
After 1 Year	\$13.62/hour
After 2 Years	\$14.88/hour
After 3 Years	\$16.15/hour
After 4 Years	\$17.41/hour
After 5 years	\$18.68/hour
After 6 Years	\$19.05/hour

SECTION 2. Wage rates for calendar year 2012 shall be determined through a single wage re-opener negotiation, which shall be governed by the same statutory negotiation and impasse resolution procedures as provided in Ohio Revised Code Chapter 4117.

Pursuant to the mediated conciliation award of Harry Graham, dated March 21, 2012, in the above 2012 wage re-opener, an increase of two percent (2.0%) for all steps on the wage scale was awarded. Further, as part of the mediated award, the parties agreed to extend all terms and conditions of the current (2010-2012) collective bargaining agreement for one (1) year, until December 31, 2013, with the following exceptions:

WAGES: Effective January 1, 2013, there shall be a three percent (3.0%) increase for all steps on the wage scale.

GROUP INSURANCE: Effective January 1, 2013, the Employer's proposed standard language shall be implemented.

DURATION: All other terms and conditions of the current agreement are extended until December 31, 2013.

In accordance with the foregoing, Article 14 ("Wages") shall be amended and revised Article 20 ("Group Insurance"), with an effective date of January 1, 2013, shall be inserted, as indicated below.

Article 14. WAGES

SECTION 1. There shall be no increase in the hourly rate for calendar years 2010 and 2011. Current hourly wage rates are:

New Hire	\$12.35/hour
After 1 Year	\$13.62/hour
After 2 Years	\$14.88/hour
After 3 Years	\$16.15/hour
After 4 Years	\$17.41/hour
After 5 years	\$18.68/hour
After 6 Years	\$19.05/hour

SECTION 2. Retroactive to January 1, 2012, there shall be a two percent (2.0%) increase in the hourly rate for all steps of the wage scale for calendar year 2012. The new hourly wage rates are:

New Hire	\$12.60/hour
After 1 Year	\$13.89/hour
After 2 Years	\$15.18/hour
After 3 Years	\$16.47/hour
After 4 Years	\$17.76/hour
After 5 years	\$19.05/hour
After 6 Years	\$19.43/hour

SECTION 3. Effective January 1, 2013, there shall be a three percent (3.0%) increase in the hourly rate for all steps of the wage scale for calendar year 2013. The new hourly wage rates are:

New Hire	\$12.98/hour
After 1 Year	\$14.31/hour
After 2 Years	\$15.64/hour
After 3 Years	\$16.96/hour
After 4 Years	\$18.29/hour
After 5 years	\$19.62/hour
After 6 Years	\$20.01/hour

Article 20. GROUP INSURANCE
(Effective January 1, 2013)

SECTION 1. An eligible Employee is defined as a full time Employee covered by this Agreement. The Flex Count Plan (the plan) is defined as the section 125 or cafeteria plan, which is provided by the Employer for health insurance, benefits for County employees. The Employer shall provide eligible Employees the opportunity to enroll in the plan once during each plan year at its annual open enrollment period. The plan year commences on January 1, and ends on December 31 of the calendar year, but is subject to change.

SECTION 2. Bi-weekly Employee contributions for medical and prescription drug benefits shall be determined as follows:

a) METROHEALTH PLAN

The County shall offer a plan through MetroHealth at no cost to employees.

b) OTHER BENEFIT PLANS

The biweekly health insurance contribution rates shall be as follows:

- 1) Effective January 1, 2013: Employer 90% of plan costs; Employee 10% plan costs;
- 2) Effective January 1, 2014: Employer 90% of plan costs; Employee 10% of plan costs; and

SECTION 3. The costs of the medical and prescription drug plans will be determined through an actuarially certified process that is verified through an outside party and that includes reserves necessary to sustain the plans. In successive plan years, the Employer may add to or delete plans/providers offered and/or Employees may be offered additional plans with reduced or increased benefit levels.

SECTION 4. Effective January 1, 2013, the Employer shall contribute 90% of the costs for the ancillary benefit plans (i.e. vision and dental) and the Employee shall contribute 10% of the cost for ancillary benefit plans.

SECTION 5. The Employer shall be entitled to increase the cost containment features of the Flex Count plans which may include, but are not limited to, deductibles, co-insurance, and spousal exclusion provisions.

SECTION 6. The Employer may implement or discontinue incentives for employees to participate in Employer-sponsored wellness programs, including,

but not limited to, the right to offer the opportunity to reduce employee contributions through participation in wellness programs as determined by the Employer.

SECTION 7. The Employer may offer incentives to encourage use of low cost providers/plans (including HSA plans) which may be discontinued or modified by the Employer in future plans years with notification to the Union.

SECTION 8. A waiting period of no more than one hundred twenty (120) calendar days may be required before new Employees are eligible to receive health and/or other insurance benefits. During the waiting period, the Employer may require Employees who desire coverage to purchase it through a third-party vendor instead of participating in the County plans that are offered to regular full-time Employees. New Employees shall be eligible to participate in the County plans on the first date of the first month following completion of the waiting period.

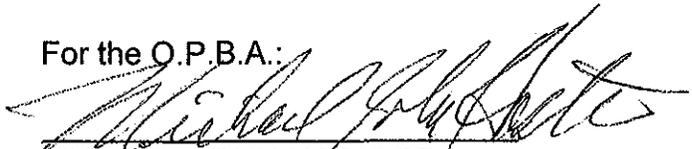
APPROVED:

For Cuyahoga County:



EDWARD FITZGERALD
Cuyahoga County Executive

For the O.P.B.A.:



MICHAEL JOHN HOSTLER
Ohio Patrolmen's Benevolent Assn.