

**PATASKALA WAGE REOPENER 2012**  
**ARTICLE 18**  
**WAGES**

**18.1 Wage Rates** Wages, effective as of the first full pay period in January of 2012, will reflect a 4.25% increase over the base rate for 2011. Wages, effective as of the first full pay period in January of 2013 will reflect a 3.75% increase over the base rate for 2012.

**18.2 Wage Pay Scale** Starting the first pay period following January 1, 2011, the wage step increases for the Patrol Officers for the City of Pataskala shall be as follows:

After Completion of Probation (i.e., after 1 year) - 5% increase of the employee's rate of compensation at that time upon anniversary date of hire.

After Probation plus one additional year (i.e., after 2 years) - 5% increase of the employee's rate of compensation at that time upon anniversary date of hire.

After three years - 3% increase of the employee's rate of compensation at that time upon anniversary date of hire.

After four years - 3% increase of the employee's rate of compensation at that time upon anniversary date of hire.

**ARTICLE 31**  
**HEALTH INSURANCE**

**Section 31.1 Major Medical Insurance** The Employer shall offer group major medical insurance coverage for each employee in the classified services of the City. It is agreed and understood that the schedule of benefits for employees shall be as set forth in the health plan offered by the City, including all conditions and payments specified or required by individual carriers/providers of the health insurance plan.

It is further agreed and understood that during the term of this Agreement, individual carriers/providers may, through no fault of the City, Union, or employees, cease coverage. Additionally, it is agreed and understood that during the term of this Agreement, specific carriers/providers under the plan may unilaterally institute or modify payments or conditions which modifications will be required for subscription to the plan provided by that carrier/provider.

It is further agreed and understood that the Employer may modify the terms of the insurance coverage and may reduce coverage levels if such reductions are made to maintain or reduce costs. Furthermore, modifications to co-payments and/or deductibles under the City shall not be deemed a modification of coverage.

**Section 31.2 Premiums** Employees in the classified service will be required to

contribute through payroll deduction to the premium for the major medical health plan in the amount established in the City plan. It is understood that employees will be required to contribute a maximum of 10% of the monthly premium amounts as their share of the major medical health insurance premiums.

Premium costs for 2012 will be capped as follows:

1. Starting January 1, 2012 through April 30, 2012, family premium cost will be capped at \$73.00 per pay. The family premium cost starting May 1, 2012 through April 30, 2013 will escalate up and be capped at \$80.00 per pay if necessary to maintain a level of premium cost participation equal to 10%. The family premium cost starting May 1, 2013 through December 31, 2013 will escalate up and be capped at \$88.00 per pay. In no event however shall the employee pay more than the maximum amounts per pay set forth herein.
2. For single coverage, the premium cost beginning January 1, 2012 through April 30, 2012 shall be capped at \$26.00 per pay. The single coverage premium cost starting May 1, 2012 through April 30, 2013 will escalate up and be capped at \$28.00 per pay. The single coverage premium cost starting May 1, 2013 through December 31, 2013 will escalate up and be capped at \$31.00 per pay. In no event however shall the employee pay more than the maximum amounts per pay set forth herein.
3. The Employee/Child premium amounts will be capped at \$48.00 per pay starting January 1, 2012 through April 30, 2012. The Employee/Child premium amounts starting May 1, 2012 through April 30, 2013 will escalate up and be capped at \$53.00 per pay. The Employee/Child premium amounts starting May 1, 2013 through December 31, 2013 will escalate up and be capped at \$58.00 per pay. In no event however shall the employee pay more than the maximum amounts per pay set forth herein.
4. For Employee/Spouse coverage, starting January 1, 2012 through April 30, 2012, the premium amounts will be capped at \$49.00 per pay. The Employee/Spouse premium amounts starting May 1, 2012 through April 30, 2013 will escalate and be capped at \$54.00 per pay. The Employee/Spouse premium amounts starting May 1, 2013 through December 31, 2013 will escalate and be capped at \$59.00 per pay. In no event however shall the employee pay more than the maximum amounts per pay set forth herein.

Employees shall be notified in advance of any modifications in premium contributions. The City will notify the Union of any proposed changes in employee premium contributions and agrees to meet with the Union to discuss such changes in advance of such changes becoming affective.

**Section 31.3 Additional Insurance Coverage** Employees of the City shall be provided with the opportunity to obtain insurance coverage for dental, vision and life policies under such terms and conditions as are afforded to all employees within the City. An employee's participation in such plans is optional. All employees who participate in such plans will be required to contribute through payroll deduction to the premium for the

plans as determined by the City. The contribution rate for 2012 and 2013 shall be 10% of the premium costs for the plans.

**Section 31.4 Eligibility** Employees in the classified service shall be eligible for health insurance coverage after completion of the waiting period established by the health insurance plan. Employees who have a spouse employed by the City, whether with the Employer or another office in the City, who is eligible for and/or who has coverage under the City plan shall be eligible for family or dual (two person) coverage under the plan or as otherwise allowed by the City plan. The coverage will be designated for one employee of the City under the City health plan.

FOR THE OLC:

FOR THE EMPLOYER

/s/ Brenda J. Goheen 2/16/12

*Rufus B. Hurst*

---

Rufus B. Hurst

2/16/12

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF :	}	
	}	
FRATERNAL ORDER OF POLICE,	}	CASE NO.(S): 10-MED-09-1080
OHIO LABOR COUNCIL, INC.,	}	(Patrol Officers)
EMPLOYEE ORGANIZATION,	}	
	}	
and,	}	
	}	(This will close the open case for
CITY OF PATASKALA,	}	Case No.(s): 11-MED-09-1248)
EMPLOYER.	}	
	}	

FILING OF COLLECTIVE BARGAINING AGREEMENT  
(Addendum)

Pursuant to Board Rule 4117-09-07, the F.O.P. Ohio Labor Council Inc. hereby files a copy of an addendum and amendment to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted



Tara M. Crawford  
Paralegal  
F.O.P., O.L.C.I.  
222 East Town Street  
Columbus, Ohio 43215  
614-224-5700

cc: Mr. Rufus Hurst  
hurst.r.b@gmail.com