

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between the Fraternal Order of Police, Ohio Labor Council, Inc. (the Union) and the Pike County Sheriff (the Employer) for the purpose of memorializing the agreement reached between them concerning wages rates for 2012 for all bargaining unit members.

The parties agree that the wage rates as indicated in the "ARTICLE 36 WAGES" below shall be effective January 1, 2012 and that the parties shall engage in re-opener negotiations as indicated therein for 2013.

ARTICLE 36: WAGES

- A. The following wage scales will become effective January 1, 2011. Effective January 1, 2011, all Bargaining Unit members receive 30¢ per hour increase; effective January 1, 2012 all bargaining units members receive 30¢ per hour increase and all bargaining unit members pay rates will be negotiated in a re-opener for 2013.

Step	Completed Years	1/1/2010	1/1/2011	1/1/2012	1/1/2013
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Civilian Dispatchers/
Communications Officers hired prior to January 1, 2011

1.	Starting	11.47	11.77	12.07	Re-opener
2.	Six (6) Months	11.75	12.05	12.35	
3.	One (1) Year	12.05	12.35	12.65	
4.	Eighteen (18) Months	12.36	12.66	12.96	
5.	Two (2) Years	12.67	12.97	13.27	
6.	Over Six (6) Years		13.17	13.47	
7.	Corporal Dispatcher	12.98	13.48	13.78	

Civilian Dispatchers/
Communications Officers hired after to January 1, 2011

1.	Starting - 2 years		11.47	11.77	Re-opener
2.	3-4 years		11.75	12.05	
3.	5-6 years		12.05	12.35	
4.	6+ years		12.36	12.66	
5.	Corporal Dispatcher		12.98	13.28	

Deputy Dispatchers/
Corrections Officers

1.	0-2 Years	12.31	12.61	12.91	Re-opener
2.	3-4 Years	12.77	13.07	13.37	
3.	5-6 Years	13.49	13.79	14.09	
4.	6 + Years	14.09	14.39	14.69	
5.	Corporal	14.27	14.57	14.87	

All time with the Pike County Sheriff's Office shall be counted after the successful completion of the bargaining unit member's probationary period.

Road Deputies hired prior to January 1, 2011

1.	Starting	14.80	15.10	15.40	Re-opener
2.	One (1) Year	15.35	15.65	15.95	
3.	Eighteen (18) Months	15.93	16.23	16.53	
4.	Two (2) Years	16.41	16.71	17.01	
5.	After Six (6) Years		16.91	17.21	
6.	Corporal	16.60	17.10	17.40	
7.	Sergeant	16.72	17.22	17.52	
8.	Lieutenant	16.98	Frozen	Frozen	
9.	Captain	17.57	Frozen	Frozen	

Wages for Lieutenant and Captain to be frozen at the 2010 level until such time as either the ranks are eliminated or someone fills the position, whichever comes first.

Road Deputies hired after to January 1, 2011

1.	Starting - 2 years	14.80	15.10	Re-opener
2.	3-4 years	15.35	15.65	
3.	5-6 years	15.93	16.23	
4.	6+ years	16.41	16.71	
5.	Corporal	16.60	16.90	
6.	Sergeant	16.72	17.02	

B. Hazardous Duty Pay.

All bargaining unit members assigned to Road Patrol, or Correction Officer duties shall receive an additional 74¢ per hour as recognition for their hazardous duties. Any bargaining unit member, irrelevant as to job classification who receives and maintains an Emergency Medical Technicians (E.M.T.) certificate shall receive an additional 10¢ per hour over and above the hazardous duty recognition.

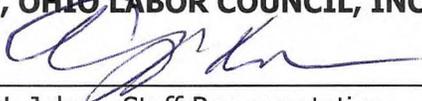
The award of hazardous duty recognition is not a waiver, or substitute for either the Employer's, or the bargaining unit members' recourse to any legal remedy in the event of a duty related disaster.

C. All Corrections Peace Officers in the Pike County Sheriff's Office who have completed the State of Ohio Certification for Jailers/Corrections Officers shall receive an additional 10¢ per hour pay to their current pay rate for as long as they maintain their certification for Corrections/Jail.

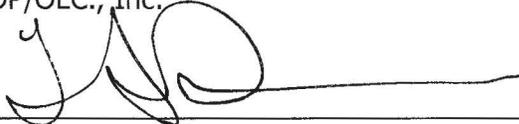
D. Re-opener for wages effective January 1, 2013 shall occur starting November 1, 2012 under the terms of Ohio Revised Code 4117.14 procedures.

Date _____

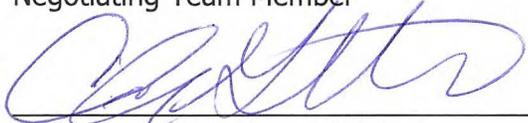
**FOR THE FRATERNAL ORDER OF
POLICE, OHIO LABOR COUNCIL, INC.:**



Andrea H. Johan, Staff Representative
FOP/OLC., Inc.

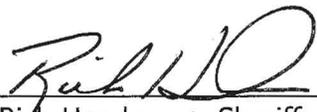


Timothy Dickerson, Sergeant Unit
Negotiating Team Member



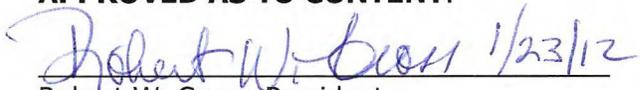
C. Aaron Gullett, Dispatcher Unit
Negotiating Team Member

FOR THE PIKE COUNTY SHERIFF:



Rich Henderson, Sheriff
Pike County Sheriff's Office

APPROVED AS TO CONTENT:

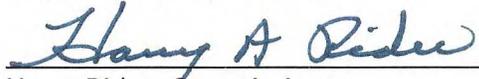


Robert W. Cross, President
Cross Management Consulting Services, Inc.

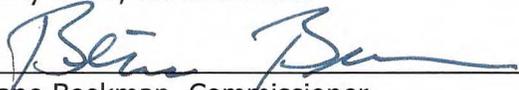
**FOR THE PIKE COUNTY BOARD
OF COMMISSIONERS:**



Teddy West, Commissioner

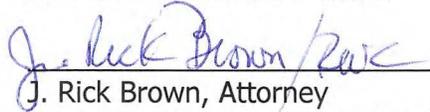


Harry Rider, Commissioner



Blane Beekman, Commissioner

APPROVED AS TO FORM:



J. Rick Brown, Attorney
Cross Management Consulting Services, Inc.