

The Scioto County Sanitary Engineer's Office
and
General Truck Drivers and Helpers Local Union No. 92

Date Proposed: January 4, 2012 (as proposed by Joe Delong to the men)
Proposal # #2

ARTICLE 24 - INSURANCE

Section 1.

The Scioto County Board of Commissioners shall have the sole determination of what health insurance plan(s) the Bargaining Unit members have available. The Commissioners will make this determination in compliance with O.R.C. 305.17.1. The plan(s) offered will contain substantially similar benefits as those presently being offered at the execution of this Agreement. The County will continue efforts at implementing cost containment measures to help maintain the cost of benefits. The Employer agrees to provide life insurance in the amount and under the conditions to coincide with the life insurance policy presently in place for other County employees.

Section 2.

The County will pay a share of the premiums for health, dental, vision, surgical, major medical, and life insurance coverage up to ~~\$1,532.05~~ **\$1,960.78** per month for a family plan and ~~\$581.04~~ **\$743.46** per month for a single plan. The Bargaining Unit member will be responsible for any amounts over this amount and shall make whatever arrangements, if any, to meet that obligation with the County Auditor.

Section 3.

In the event there is an increase in insurance premiums after the signing of this agreement, the Employer and the Employee agree to split the cost of increase at a rate of: 80% employers and 20% employee. In the event there is an increase in insurance premiums after the signing of this agreement and the County agrees to pay a higher rate than for other County General Fund employees then that same rate shall be applied to employees covered under this contract.

FOR THE UNION:

Dale Shiffa 1/17/2012

FOR THE EMPLOYER:

Robert W. Brown 1/19/12
Robert W. Brown 1/19/12
Commissioners Approval

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ARTICLE 25 - WAGES

Section 1.

As of January 1, 2008 ~~2008~~ **2012** the following wage rates will be established.

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>
Laborer	\$14.60	Wage Freeze	\$14.82	\$15.04
Bookkeeper / Operator Trainee	\$14.60	\$600 one time Payment	\$14.82	\$15.04
Maintenance Position (2 positions only for Pump Station Maintenance)	\$16.38		\$16.63	\$16.88
Class I Operator	\$16.64		\$16.89	\$17.14
Class II Operator	\$18.30		\$18.57	\$18.85
Class III Operator	\$19.94		\$20.24	\$20.54
Crew Leader	\$20.84		\$21.15	\$21.47
Electrician I	\$17.30		\$17.56	\$17.82
Electrician II (With certifications and licenses as set by Engineer)	\$18.30		\$18.57	\$18.85
Treatment Coordinator (Class II License)	\$18.30		\$18.57	\$18.85

Section 2.

~~Reopener for wages and health insurance for 2012 and 2013.~~

Any employee assigned the certified laboratory technician position shall receive an additional fifty cents (\$0.50) per hour incentive pay.

Any employee assigned a task requiring a CDL drivers license shall be paid an additional twenty cents (\$0.20) per hour while performing the assigned task. Seventy-

five percent (75%) of the employees must obtain a commercial drivers license by December 31, 2013. The County will pay for training for 1st test. If an employee does not possess a CDL, they will be demoted to Laborer's rate. Employees will receive a one-time \$250.00 payment when obtaining a CDL.

Any scheduled shift starting after 4:30 P.M. will be paid an additional forty cents (\$0.40) per hour

The County will pay for continuing education required by EPA to keep license current but County will have final say on courses taken.

Crew leaders are only appointed by the Sanitary Engineer on an as needed basis, solely at the discretion of the Engineer.

Section 3.

Longevity - all employees on the Sanitary Engineer's payroll who have the following service with the Sanitary Engineering Department or Scioto County Commissioners, with the longevity being paid on the first (1st) pay in December each year: Longevity is frozen for the duration of this contract at the rates listed below:

Year	1-5 years	6-10 years	11-15 years	16-20 years	21+ years
2010	\$400.00	\$500.00	\$600.00	\$675.00	\$700.00

Section 4.

Employees who have a degree that has been approved by the Sanitary Engineer as being work related and benefiting the County Sewer Department, and employees who complete the requirements for a degree that has been approved by the Sanitary Engineer that is work related or would benefit the Department during the term of this Agreement shall receive the following stipend on their hourly wage:

Bachelor of Arts (BA)/Bachelor of Science (BS) \$1.00 per hour
Associates Degree \$.50 per hour

FOR THE UNION:

Dale Shupe 1/17/2012

FOR THE EMPLOYER:

Robert W. Gray 1/17/12
Robert W. Gray 1/19/12
Commissioner's Approval

**STATE OF OHIO
BEFORE THE STATE EMPLOYMENT RELATIONS BOARD**

In the Matter of:

The General Truck Drivers and Helpers
Local Union No. 92

Employee Organization

-and-

The Scioto County Sanitary Engineering
Department

Employer

Case No.: No Case # found

**FILING OF ADDENDUM TO
COLLECTIVE BARGAINING AGREEMENT**

The Scioto County Sanitary Engineering Department, pursuant to Board Rule 4117-9-07, hereby files a copy of the Addendum to the Collective Bargaining Agreement entered into between the Employer and the Employee Organization in the above referenced case.



Robert W. Cross, Employer Representative
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