

ARTICLE 28: WAGES

- A. Wage rates are set forth in Appendix A of this Agreement shall be effective throughout the life of this Agreement for bargaining unit members.

Effective September 2012, all bargaining unit members shall receive a one-time wage increase for calendar year 2012 of twelve hundred dollars (\$1,200.00) which shall not be added to the pay rates in Appendix A.

A wage re-opener for 2013 prior to October 1, 2013 will be negotiated between the parties starting in August 2013.

- B. Bargaining unit members shall be hired at Step 1 of the pay scale set forth in Appendix B or C of this Agreement, whichever is applicable. Upon completion of their probation, they shall be placed at Step 2 and shall proceed to the succeeding step annually thereafter. Subsequent step increases shall occur on the bargaining unit member's anniversary date of completion of probation until he/she has reached the top step of the pay range. The method of movement through the steps shall be the same for bargaining unit members hired prior to May 1, 1987. Bargaining unit members who are promoted shall be placed in the next succeeding step of their new job which provides him/her with a minimum of a four percent (4%) increase in wage promotion, and shall advance through the remaining steps (if any) in accordance with this section.
- C. Beginning on the first day of the pay period within which the bargaining unit members complete five (5) years of total service with the Employer, each bargaining unit member shall receive an automatic salary adjustment equivalent to two and one-half percent (2.5%) of the classification salary base to the nearest whole cent. Each bargaining unit member shall receive thereafter an annual adjustment equivalent to one-half of one percent (0.5%) of his/her classification salary base, to the nearest whole cent, for each additional year of qualified employment until a maximum of ten percent (10%) of the bargaining unit member's classification salary base is reached.
- D. The granting of longevity adjustments shall not be affected by promotion, demotion or other changes in classification held by the bargaining unit member, nor by any change in pay range for his/her class. Longevity pay adjustments

shall become effective at the beginning of the pay period within which the bargaining unit member completes the necessary length of service. Time spent on authorized leaves of absence shall be counted for this purpose.

- E. The Employer agrees to split any moneys received from the State of Ohio for low error rate among all employees of the Agency.

DATE SIGNED: 10-1-12

FOR THE UNION:

Mary Chatter
[Signature]

Teresa Salge
Aundria Bahk
Donna Green

FOR THE EMPLOYER:

W.D. W. [Signature]
Jondra Lawrence

Robert W. [Signature]
Consultant

FOR THE PIKE COUNTY BOARD OF COUNTY COMMISSIONERS:

Teddy West
Teddy West, Commissioner

Harry A. Rider
Harry Rider, Commissioner

Blaine Beekman
Blaine Beekman, Commissioner