

COLLECTIVE BARGAINING AGREEMENT AMENDMENT
PROTECTIVE SERVICES SERGEANTS
SERB Case No. 10-MED-06-0808

The current collective bargaining agreement (January 1, 2012 – December 31, 2014) between Cuyahoga County and the Ohio Patrolmen's Benevolent Association, representing Protective Services Sergeants, does not contain a "longevity" article or provision. However, the fact-finding report of Nels E. Nelson, dated January 3, 2012, contained the following recommendation at page 23:

Recommendation – The Fact Finder recommends the following contract language:

There shall be no longevity payments for the term of the agreement except if the Protective Services Officers negotiate longevity payments or obtain them through fact finding or conciliation, those payments shall be granted to the Sergeants at the same time and under the same terms.

The Nelson fact-finding report was unanimously accepted by Cuyahoga County Council on January 10, 2012.

In SERB Case No. 11-MED-09-1358, the October 10, 2012 conciliation decision for Protective Services Officers awarded the Union's final offer on the issue of "longevity":

Award - The Conciliator awards the union's final offer. It is as follows:

Effective January 1, 2012, Employees who have five (5) years of continuous, uninterrupted service with Cuyahoga County shall be paid a longevity allowance of \$187.50. Longevity will be paid by separate check in the pay period in which the anniversary date occurs. The Employee shall also be paid the amount of \$37.50 for each year of full continuous service after the initial five (5) years and is to be added to the original amount set forth the five (5) year period. The said amounts, previously covered, shall be paid every year until the Employee retires. In the year of retirement, said allowance shall be paid but include the full years and prorated months in the retirement year.

Subsequent to issuance of the conciliation award, the parties agreed to delete the phrase "by separate check".

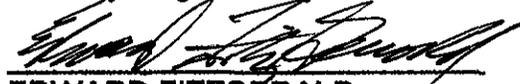
Therefore, pursuant to the proceedings above, a new article shall be incorporated into the existing collective bargaining agreement between Cuyahoga County and the Ohio Patrolmen's Benevolent Association, representing the Protective Services Sergeants' bargaining unit, as follows:

Article 13A. LONGEVITY

SECTION 1. Effective January 1, 2012, Employees who have five (5) years of continuous, uninterrupted service with Cuyahoga County shall be paid a longevity allowance of \$187.50. Longevity will be paid in the pay period in which the anniversary date occurs. The Employee shall also be paid the amount of \$37.50 for each year of full continuous service after the initial five (5) years and is to be added to the original amount set forth the five (5) year period. The said amounts, previously covered, shall be paid every year until the Employee retires. In the year of retirement, said allowance shall be paid but include the full years and prorated months in the retirement year.

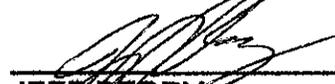
APPROVED:

For Cuyahoga County:



EDWARD FITZGERALD
Cuyahoga County Executive

For the Union:



JEFF PERRY
Ohio Patrolmen's Benevolent Assn.