

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between the Fraternal Order of Police/Ohio Labor Council, Inc. and the Fairfield County Sheriff's Office in accordance with the reopener provision in Article 30 of the collective bargaining agreement.

The parties agree to the following changes to the current collective bargaining agreement. This memorandum shall be considered a part of the current collective bargaining agreement.

All other provisions of the current agreement shall remain in full force and effect unless altered by this memorandum.

ARTICLE 18
WAGES

Section 18.1. Wage Rates

The Deputy pay plan shall consist of ten (10) individual steps within a single pay grade through which bargaining unit members shall move laterally (from step one to step ten) as depicted below:

Step 1 shall be a training rate and shall be the hiring rate except that the County may start a new hire at Step 2 if he/she is currently certified as having completed the Ohio Peace Officers Training Program and has proven law enforcement experience.

Bargaining unit members shall advance to each consecutive Step on the first day of the pay period following completion of noted years of service.

Effective the first pay period after January 1, 2012:

Step	Hire	2 Year	4 Year	6 Year	8 Year	9 Year	10 Year	11 Year	12 Year	13 Year
	Step									
Deputy	1	2	3	4	5	6	7	8	9	10
	\$16.33	\$16.66	\$16.98	\$17.66	\$18.36	\$19.10	\$19.87	\$20.66	\$22.24	\$23.25

Effective the first pay period after January 1, 2012:

Step	Hire	1 Year	3 Year	5 Year
	Step	Step	Step	Step
Corrections Officer	1	2	3	4
	\$15.39	\$16.01	\$16.66	\$16.98

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EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JANUARY 1, 2013- 2% WAGE INCREASE.

Effective the first pay period after January 1, 2013:

Step	Hire	2 Year	4 Year	6 Year	8 Year	9 Year	10 Year	11 Year	12 Year	13 Year
	Step									
Deputy	1	2	3	4	5	6	7	8	9	10
	\$16.66	\$16.99	\$17.32	\$18.01	\$18.73	\$19.48	\$20.27	\$21.07	\$22.68	\$23.72

Effective the first pay period after January 1, 2013:

Step	Hire	1 Year	3 Year	5 Year
	Step	Step	Step	Step
Corrections Officer	1	2	3	4
	\$15.70	\$16.33	\$16.99	\$17.32

EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JANUARY 1, 2014- 2% WAGE INCREASE.

Effective the first pay period after January 1, 2014:

Step	Hire	2 Year	4 Year	6 Year	8 Year	9 Year	10 Year	11 Year	12 Year	13 Year
	Step									
Deputy	1	2	3	4	5	6	7	8	9	10
	\$16.99	\$17.33	\$17.67	\$18.37	\$19.10	\$19.87	\$20.68	\$21.49	\$23.13	\$24.19

Effective the first pay period after January 1, 2014:

Step	Hire	1 Year	3 Year	5 Year
	Step	Step	Step	Step
Corrections Officer	1	2	3	4
	\$16.01	\$16.66	\$17.33	\$17.67

Section 18.6. Longevity Pay

Effective January 1, 2013, Longevity pay shall be thirty-five (\$35.00) for each year of service and shall apply to all employees who have completed ten (10) years of service.

ARTICLE 22
INSURANCES

Section 22.1. Health Insurance The Employer shall make available to bargaining unit employees general insurance and hospitalization, including supplemental benefits that are equal to the coverage provided to other non-bargaining unit employees of the county that are totally funded by the general fund.

Section 22.2. Selection of Coverage Employees electing supplemental benefits (e.g., vision, dental, prescription drug, etc.) may only elect the category, which corresponds to their health care category (i.e., single or family).

Section 22.3. Premium Sharing Bargaining unit employees shall pay fifteen percent (15%) of the monthly health insurance premium, provided that the employee's share for single coverage shall not exceed \$75 per month and for family coverage shall not exceed \$170 per month.

Effective 12-1-11 for coverage beginning 1-1-12, bargaining unit employees shall pay fifteen percent (15%) of the monthly health insurance premium, provided that the employee's share for single or family coverage shall not increase by more than ten percent (10%) from the 2011 employee contribution rate.

Effective 3-1-13, for coverage beginning 4-1-13, bargaining unit employees shall pay fifteen percent (15%) of the monthly health insurance premium, provided that the employee's share for single or family coverage shall not increase by more than ten percent (10%) from the 2012 employee contribution rate.

Effective 3-1-14 for coverage beginning 4-1-14, bargaining unit employees shall pay fifteen percent (15%) of the monthly health insurance premium, provided that the employee's share for single or family coverage shall not increase by more than ten percent (10%) from the 2013 employee contribution rate.

Section 22.4. Life Insurance The Employer agrees to provide, at no expense to the employee, term life insurance in the amount of the employees' yearly salary rounded up to the next one thousand dollars (\$1,000) not to exceed fifty thousand dollars (\$50,000).

Section 22.5. Modification to Coverage The determination of carriers and/or method of providing insurance rest with the Employer. Any change in carriers, coverage, or methods of providing insurance, which would affect the bargaining unit in any way, shall be discussed with the Labor Council prior to implementation. The Employer may periodically change the plan coverage, including deductibles, co-payments, etc., but will do so after notice, and discussions with the Labor Council. Minor adjustments of deductibles, co-pays, etc., shall not be considered as a reduction of benefits.

Section 22.6. Administrative Issues Employees who do not have sufficient compensation in any given pay period to cover their premium contribution shall be discontinued from coverage

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unless the employee makes a direct payment to the Employer for the employees' share of the health insurance premium.

Any re-enrollment or reinstatement of any employee to the insurance plan shall be subject to the re-enrollment provisions.

Section 22.7. Indemnification The Employer agrees to indemnify and defend any employee from actions arising out of the lawful performance of the employee's official and/or assigned duties in accordance with applicable law.

Section 22.8. Pre-Tax Plan Employees premium sharing shall be deducted prior to taxes as allowed by an I.R.S. 125 Plan.

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF :	}	
	}	
FRATERNAL ORDER OF POLICE,	}	CASE NO.(S): 11-MED-08-1055
OHIO LABOR COUNCIL, INC.,	}	(Deputies, et al)
EMPLOYEE ORGANIZATION,	}	
	}	
and,	}	
	}	(This will close the open case for
FAIRFIELD COUNTY SHERIFF,	}	Case No.(s): 12-MED-10-1118
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



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