

MEMORANDUM OF UNDERSTANDING

The Pickaway County Sheriff (Employer) and the Fraternal Order of Police, Ohio Labor Council (Union) are parties to two (2) collective bargaining agreements (Deputies and Sergeants 12-MED-05-0554 and 12-MED-05-0556; Dispatchers 12-MED-05-0555) which expire on August 15, 2015.

The Pickaway County Commissioners have authorized a mid-term raise of one and one-quarter percent (1.25%) for both agreements effective June 30, 2013 and an additional mid-term raise of one half percent (.5%), effective January 1, 2014.

Both parties agree to such mid-term wage increase and the new wage scales are attached to this M.O.U. as Appendix A.

FOR THE SHERIFF:



Robert Radcliff
Sheriff

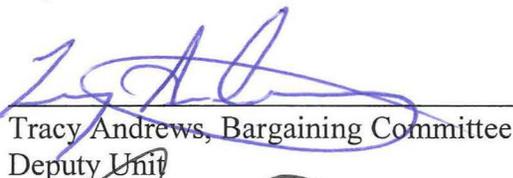


John Krock
Labor Consultant

FOR THE FOP/OLC:



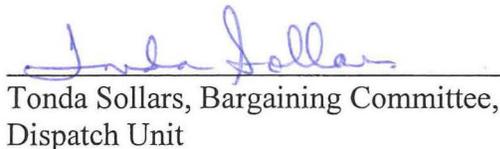
Andrea H. Johan, FOP/OLC Staff
Representative



Tracy Andrews, Bargaining Committee
Deputy Unit



Cory Bachnicki, Bargaining Committee
Sergeant Unit



Tonda Sollars, Bargaining Committee,
Dispatch Unit

Date Signed 8-20-13

APPENDIX A

Road Deputies/Detectives

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
January 1, 2013 (.5%)	\$17.83	\$18.53	\$19.70	\$20.69	\$21.35
June 30, 2013 (1.25%)	\$18.05	\$18.76	\$19.95	\$20.95	\$21.62
January 1, 2014 (.5%)	\$18.14	\$18.85	\$20.05	\$21.05	\$21.73

Step A is the starting rate of pay

Step B is earned after one (1) year of continuous service within the assigned classification.

Step C is earned after three (3) years of continuous service within the assigned classification.

Step D is earned after five (5) years of continuous service within the assigned classification.

Step E is earned after seven (7) years of continuous service within the assigned classification.

Notation: Deputies assigned to the Detective Division shall receive a seventy-five cents (\$.75) per hour supplement.

Deputies assigned as Firearms Officer will receive fifty cents (\$.50) an hour supplement for each hour of instruction.

Communication Sergeants, Jail Sergeants, Training Sergeants, Road Sergeants, Detective Sergeants, Civil Sergeants

	<u>Start</u>	<u>End of Probation</u>
January 1, 2013 (.5%)	\$22.20	\$22.84
June 30, 2013 (1.25%)	\$22.48	\$23.13
January 1, 2014 (.5%)	\$22.59	\$23.25

Notation: Sergeants assigned to the Detective Division shall receive a seventy-five cents (\$.75) per hour supplement.

Sergeants assigned as Firearms Officer will receive fifty cents (\$.50) an hour supplement for each hour of instruction.

HOURS OF WORK

PAGE: _____

Comp Time Max: _____ Hrs _____
Flex Time: (Y) _____
Call In: (Y) _____ Hrs _____
Court: (Y) _____ Hrs _____
Stand By: (Y) _____
Report In: (Y) _____ Hrs _____
Meal Time: _____ Min _____
Rest Break: _____ / _____ Min. _____
Overtime Cycle: _____ / _____

NO/A

SENIORITY AND ARBITRATION

Prob. Period: _____
Shift: (Y) _____
Recall Years: _____
Super Seniority (Y) _____
Arb: (Y) _____
Type: _____
Cost (E/L/O): _____
Mediation Step:(Y) _____

OTHER

Fairshare: (Y) _____
Residency: (Y) _____
Drug Test: (Y) _____
Fitness Std.: (Y) _____
Sub-Contract: (Y) _____
Min Staff: (Y) _____
Successor/Priv.: (Y) _____
MAD: (Y) _____

NO/A

WAGE INCREASE ACROSS BOARD

PAGE _____

Date of Increase 6/30/13
Percent 1.25%
Hourly \$ _____
Annual \$ _____
Lump Sum \$ _____
Comments _____

Date of Increase 1/1/14
Percent .5%
Hourly \$ _____
Annual \$ _____
Lump Sum \$ _____
Comments _____

Date of Increase _____/_____/_____
Percent _____%
Hourly \$ _____
Annual \$ _____
Lump Sum \$ _____

Comments _____
Date of Increase _____/_____/_____
Percent _____%
Hourly \$ _____
Annual \$ _____
Lump Sum \$ _____

Comments _____

BENCHMARKS

PAGE: _____

Job Title Deputy
 Date 6/30/13 1/1/14 / / / /
 Work Week: _____
 Hrs/Day: _____
 Entry \$ 18.05 \$ 18.14 \$ _____ \$ _____ Days/Yr: _____
 # Steps: _____
 Top \$ 21.63 \$ 21.73 \$ _____ \$ _____ Step Yrs: _____

Job Title Sergeant
 Date 6/30/13 1/1/14 / / / /
 Work Week: _____
 Hrs/Day: _____
 Entry \$ 22.48 \$ 22.59 \$ _____ \$ _____ Days/Yr: _____
 # Steps: _____
 Top \$ 23.13 \$ 23.25 \$ _____ \$ _____ Step Yrs: _____

Job Title _____
 Date ____/____/____ ____/____/____ ____/____/____ ____/____/____
 Work Week: _____
 Hrs/Day: _____
 Entry \$ _____ \$ _____ \$ _____ \$ _____ Days/Yr: _____
 # Steps: _____
 Top \$ _____ \$ _____ \$ _____ \$ _____ Step Yrs: _____

Job Title _____
 Date ____/____/____ ____/____/____ ____/____/____ ____/____/____
 Work Week: _____
 Hrs/Day: _____
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 # Steps: _____
 Top \$ _____ \$ _____ \$ _____ \$ _____ Step Yrs: _____

Job Title _____
 Date ____/____/____ ____/____/____ ____/____/____ ____/____/____
 Work Week: _____
 Hrs/Day: _____
 Entry \$ _____ \$ _____ \$ _____ \$ _____ Days/Yr: _____
 # Steps: _____
 Top \$ _____ \$ _____ \$ _____ \$ _____ Step Yrs: _____

STATE EMPLOYMENT RELATIONS BOARD

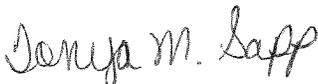
IN THE MATTER OF:

FRATERNAL ORDER OF POLICE,	}
OHIO LABOR COUNCIL, INC.,	} Case No(s): None
EMPLOYEE ORGANIZATION,	} (Mid-Term. Bargaining no MED filed)
	}
and,	}
	}
PICKAWAY COUNTY SHERIFF,	}
EMPLOYER.	}
	}

FILING OF MEMORANDUM OF UNDERSTANDING AS AN ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT
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Pursuant to Board Rule 4117-09-07, the F.O.P. Ohio Labor Council Inc. hereby files a copy of the Addendum to the Collective Bargaining Agreement executed between the parties in the above captioned case(s).

Respectfully Submitted,



Tonya M. Sapp
F.O.P., O.L.C.I.
222 East Town Street
Columbus, Ohio 43215
614-224-5700

cc: John Krock, Management Consultant, jkrock@clemansnelson.com
Sheriff Robert Radcliff, rradcliff@pickawaysheriff.com
R. Reeser, rreeser@pickawaysheriff.com