

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, one covering Deputies and Sergeants and the other covering Dispatchers which both expire on August 15, 2015.

Both collective bargaining agreements contain a contract re-opener for wages to be effective January 1, 2015 under the following case numbers:

Deputies	2014-MED-06-0880
Sergeants	2014-MED-06-0879
Dispatchers	2014-MED-06-0881

The Pickaway County Commissioners have authorized a mid-term raise of one and one-half percent (1.5%) effective July 1, 2014, that also serves as settlement of case number 2014-MED-06-0880 (Deputies). The new wage scale is attached to the M.O.U. as Appendix A. The other two (2) units (case number 2014-MED-06-0879, Sergeants and case number 2014-MED-06-0881, Dispatchers) were previously settled.

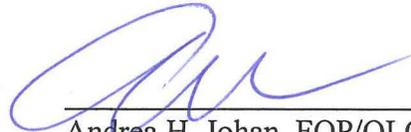
Both parties further agree this wage increase settles the wage reopener for the third (3rd) year of the contract covering the Deputies bargaining unit that will expire on August 31, 2015.

FOR THE SHERIFF:

FOR THE FOP/OLC:



Robert B. Radcliff
Sheriff



Andrea H. Johan, FOP/OLC
Staff Representative



John Krock
Labor Consultant



Tracy Andrews
Bargaining Committee Deputies

Date Signed 10-15-14

Date Signed 10-17-14

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
July 1, 2014 (1.5%)	\$18.41	\$19.13	\$20.35	\$21.37	\$22.06

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
July 1, 2014 (1.5%)	\$22.93	\$23.60

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.

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The Pickaway County Sheriff (Employer) and the Fraternal Order of Police, Ohio Labor Council (Union) are parties to two (2) collective bargaining agreements one covering Deputies and Sergeants and the other covering Dispatchers which both expire on August 15, 2015.

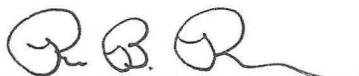
Both collective bargaining agreements contain a contract re-opener for wages to be effective January 1, 2015 under the following case numbers:

Deputies 2014-MED-06-0880
Sergeants 2014-MED-06-0879
Dispatchers 2014-MED-06-0881

The Pickaway County Commissioners have authorized a mid-term raise of one and one-half percent (1.5%) effective July 1, 2014, that also serves as settlement of case number 2014-MED-06-0879 (Sergeants) and case number 2014-MED-06-0881 (Dispatchers). Both parties agree to such mid-term wage increase and settlement of these two (2) cases. The new wage scales are attached to this M.O.U. as Appendix A.

Both parties further agree these wage increases settle the wage reopener for the third (3rd) year of the contract covering the Sergeant bargaining unit and the contract covering the Dispatcher bargaining unit that expire on August 31, 2015.

FOR THE SHERIFF:

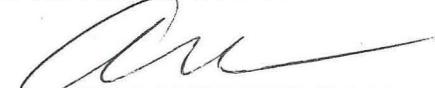


Robert Radcliff
Sheriff

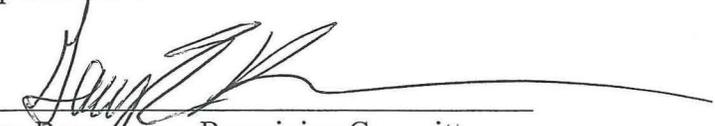


John Krock
Labor Consultant

FOR THE FOP/OLC:



Andrea H. Johan, FOP/OLC Staff
Representative



Gary Barrowman, Bargaining Committee,
Sergeant Unit



Tonda Sollars, Bargaining Committee
Dispatch Unit

Date Signed

10/3/14

APPENDIX A

Dispatchers/ Communication

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
January 1, 2013 (.5%)	\$13.79	\$14.49	\$15.25	\$16.00	\$16.79
June 30, 2013 (1.25%)	\$13.96	\$14.67	\$15.44	\$16.20	\$17.00
January 1, 2014 (.5%)	\$14.03	\$14.74	\$15.52	\$16.28	\$17.09
July 1, 2014 (1.5%)	\$14.24	\$14.96	\$15.75	\$16.52	\$17.35

Step A is the starting rate of pay.

Step B is earned after twelve (12) months of continuous service.

Step C is earned after twenty-four (24) months of continuous service.

Step D is earned after thirty-six (36) months of continuous service.

Step E is earned after forty-eight (48) months of continuous service.

Communications Officer assigned the duties of TAC Officer will receive fifty cents (\$.50) an hour supplement.

APPENDIX A

Road Deputies/Detectives

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January 1, 2014 (.5%)	\$18.14	\$18.85	\$20.05	\$21.05	\$21.73

Step A is the starting rate of pay

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

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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.

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

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