

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.

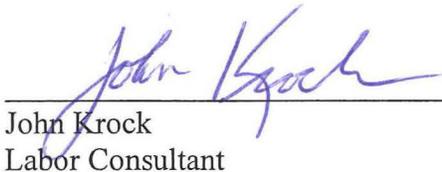
The Pickaway County Commissioners have authorized a mid-term raise of one and one-quarter percent (1.25%) for both agreements effective June 30, 2013 and an additional mid-term raise of one half percent (.5%), effective January 1, 2014.

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

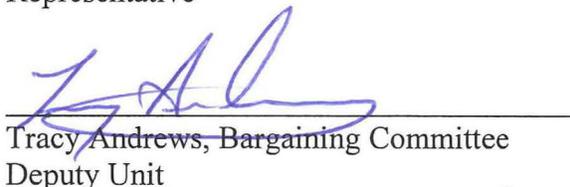


John Krock
Labor Consultant

FOR THE FOP/OLC:



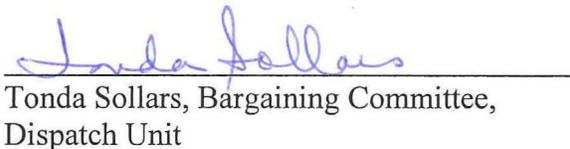
Andrea H. Johan, FOP/OLC Staff
Representative



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

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 |

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.

STATE EMPLOYMENT RELATIONS BOARD

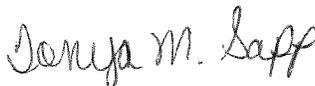
IN THE MATTER OF:

| | | |
|----------------------------|---|-------------------------------------|
| 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. | } | |
| | } | |
| | } | |

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| <p>FILING OF MEMORANDUM OF UNDERSTANDING AS AN ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT</p> |
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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