

AMENDMENT TO CONTRACT
SCIOTO COUNTY DEPARTMENT OF JOB AND FAMILY SERVICES
AND SCIOTO COUNTY COMMISSIONERS
AND THE OHIO COUNCIL 8
AMERICAN FEDERATION OF STATE,
COUNTY & MUNICIPAL EMPLOYEES, AFL-CIO
AND LOCAL #3501

ARTICLE 28
INSURANCE

Section 28.1. Employees who opt for coverage agree to contribute by payroll deduction up to fifteen (\$15.00) dollars per month for single, and up to thirty (\$30.00) dollars per month for family, towards the cost of health insurance premiums.

Section 28.2. The Employer shall retain the ability to determine the carrier and nature of the plan to be provided to employees and to implement cost containment provisions or procedures. Where there are changes in the health insurance carrier or plan the Employer shall notify the Union and employees of the changes and provide the Union with the opportunity for review and comment if requested.

Section 28.3. The Employer agrees to pay to the AFSCME Care Plan the amount of \$73.25 per bargaining unit employee per month for the following coverages: Dental 2, Vision 3, Hearing, Prescription, and Life.

Section 28.4. The Employer agrees to pay \$3,600.00 to employees who do not utilize the Health Insurance Plan offered. The employee must be full-time, cannot carry the medical insurance offered by the agency and must provide proof of other medical insurance to be eligible for the payout.

Payment will be made the second pay in January, for the previous year, provided the employee completed the entire year without being on the Employer's Health Insurance Plan and submits proper paperwork for the payout.

If an employee is on the plan and his or her spouse is also an employee of the county, neither qualifies for the payment. There is also no partial payment for new hires.

If an employee has opted-out of health insurance but a qualifying event has occurred causing the employee to go back on health insurance, the employee will receive a pro-rated amount at \$300.00 per month for each month the health insurance was not carried.

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**ARTICLE 29
WAGES**

Section 29.1. Effective the first day of the pay period following September 22, 2012 all permanent bargaining unit employees shall receive a three percent (3%) per hour across-the-board wage increase to those pay ranges and steps as is now identified in Appendix 2.

Section 29.2. Effective the first day of the first full pay period following January 1, 2014 all permanent bargaining unit employees shall receive 1% across-the-board wage increase to those pay ranges and steps as identified in Appendix 2.

Section 29.3. Effective the first day of the first full pay period following January 1, 2015 all permanent bargaining unit employees shall receive a two and one-half percent (2.5%) per hour across-the-board wage increase to those pay ranges and steps as identified in Appendix 2.

Section 29.4. Employees shall be hired at Step 1. Employees will move from Step 1 to Step 2 upon completion of their probationary period. After one (1) year of service in Step 2 the employee will move to Step 3. Further step movement will continue each year until the employee has reached the top step in the pay range. Employees who are promoted (to a position with a higher pay range) shall be placed in the next succeeding step in their new job's pay range which provides them with a minimum of four percent (4%) increase in wage, and shall advance through the remaining steps (if any) in accordance with this article.

Section 29.5.

- A. Beginning on the first day of the pay period within which the employee completes five (5) years of total service with the Employer, each employee shall receive an automatic salary adjustment equivalent to two and one-half percent (2.5%) of the base rate. Each employee shall receive thereafter an annual adjustment equivalent to one-half of one percent (.5%) of his or her applicable longevity base rate, until a maximum of ten percent (10%) of the employee's classification longevity base rate is reached.
- B. In the calculation of any wage increase or supplement, including the minimum wage rate increase following a reclassification, pursuant to Article 28, or a reassignment pursuant to Article 15, the longevity pay supplement shall not be included in the base rate or wage rate.

- C. Longevity pay adjustments shall become effective at the beginning of the pay period within which the employee completes the necessary length of service. Time spent on authorized leave of absence shall be counted for purposes of longevity pay.

APPENDIX 2
PAY RANGE

For the period beginning September 22, 2012 to December 31, 2012, the following shall reflect a three percent (3%) wage increase for bargaining unit employees.

Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
02	13.72	13.95	14.23	14.49	14.80		
03	14.09	14.36	14.66	14.94	15.27		
04	14.52	14.81	15.14	15.46	15.78		
05	15.01	15.33	15.67	16.01	16.25		
23	13.81	14.09	14.36	14.66	14.94	15.27	
25	14.70	14.98	15.30	15.64	15.97	16.23	
26	15.18	15.52	15.85	16.28	16.46	16.77	
27	15.73	16.08	16.30	16.66	17.00	17.37	17.78
28	16.37	16.70	17.05	17.42	17.85	18.33	18.84
29	17.09	17.47	17.93	18.39	18.89	19.50	20.07

Effective January 1, 2013, the following pay ranges and steps reflect the same rates in effect December 31, 2012 for bargaining unit employees.

Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
02	12.79	13.05	13.72	13.95	14.23	14.44	14.80		
03	13.14	13.41	14.09	14.36	14.66	14.94	15.27		
04	13.54	13.82	14.52	14.81	15.14	15.46	15.78		
05	13.99	14.28	15.01	15.33	15.67	16.01	16.25		
23	12.88	13.14	13.81	14.09	14.36	14.66	14.94	15.27	
25	13.70	13.98	14.70	14.98	15.30	15.64	15.97	16.23	
26	14.16	14.45	15.18	15.52	15.85	16.28	16.46	16.77	
27	14.66	14.96	15.73	16.08	16.30	16.66	17.00	17.37	17.78
28	15.26	15.57	16.37	16.70	17.05	17.42	17.85	18.33	18.84
29	15.93	16.26	17.09	17.47	17.93	18.39	18.89	19.50	20.07

Newly hired employees hired after January 1, 2013 shall be placed at Step 1 on the above scale. Employees hired prior to January 1, 2013, shall be placed at the step on their Pay Range which reflects the same wage rate they were earning on December 31, 2012.

Effective January 1, 2014 the following pay rates and step reflect a one percent (1.0%) wage increase for bargaining unit employees.

Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
02	12.92	13.18	13.86	14.09	14.37	14.58	14.95		
03	13.27	13.54	14.23	14.50	14.81	15.09	15.42		
04	13.68	13.96	14.67	14.96	15.29	15.61	15.94		
05	14.13	14.42	15.16	15.48	15.83	16.17	16.41		
23	13.01	13.27	13.95	14.23	14.50	14.81	15.09	15.42	
25	13.84	14.12	14.85	15.13	15.45	15.80	16.13	16.39	
26	14.30	14.59	15.33	15.68	16.01	16.44	16.62	16.94	
27	14.81	15.11	15.89	16.24	16.46	16.83	17.17	17.54	17.96
28	15.41	15.73	16.53	16.87	17.22	17.59	18.03	18.51	19.03
29	16.09	16.42	17.26	17.64	18.11	18.57	19.08	19.70	20.27

Newly hired employees hired after January 1, 2013 shall be placed at Step 1 of the above scale.

Effective January 1, 2015, the following pay ranges and steps shall reflect a two and one-half percent (2.5%) increase of the base rate for bargaining unit employees.

Pay Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
02	13.24	13.51	14.21	14.44	14.73	14.94	15.32		
03	13.60	13.88	14.59	14.86	15.18	15.47	15.81		
04	14.02	14.31	15.04	15.33	15.67	16.00	16.34		
05	14.48	14.78	15.54	15.87	16.23	16.57	16.82		
23	13.34	13.60	14.30	14.59	14.86	15.18	15.47	15.81	
25	14.19	14.47	15.22	15.51	15.84	16.20	16.53	16.80	
26	14.66	14.95	15.71	16.07	16.41	16.85	17.04	17.36	
27	15.18	15.49	16.29	16.65	16.87	17.25	17.60	17.98	18.41
28	15.80	16.12	16.94	17.29	17.65	18.03	18.48	18.97	19.51
29	16.49	16.83	17.69	18.08	18.56	19.03	19.56	20.19	20.78

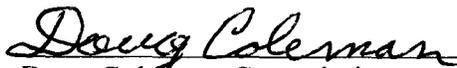
SIGNATURE PAGE

IN WITNESS WHEREOF, the parties have hereunto signed by their authorized representative this 11th day of December, 2014.

FOR THE SCIOTO COUNTY
DEPARTMENT OF JOB AND FAMILY
SERVICES

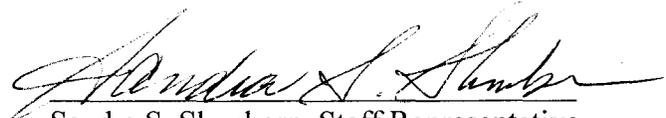

Paige Robbins, Director
Scioto County DJFS

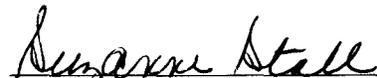

Mike Crabtree, Commissioner

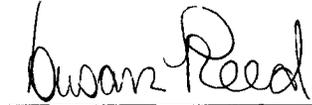

Doug Coleman, Commissioner


Brian Butcher, Labor Consultant
Clemans, Nelson & Associates

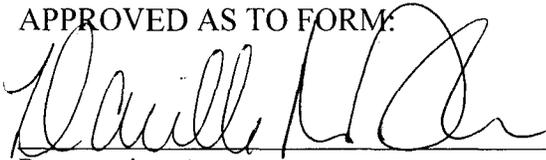
FOR AFSCME, OHIO COUNCIL 8


Sandra S. Shonborn, Staff Representative
AFSCME/Ohio Council 8


Suzanne Stall, President


Susan Reed, Vice President

APPROVED AS TO FORM:


Prosecuting Attorney
Danielle M. Parker (00764179)
Assistant Prosecuting Attorney

APPROVED

BOARD OF COUNTY COMMISSIONERS
SCIOTO COUNTY, OHIO

Commissioners Journal

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Date 12-11-14