

**AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN
HARDIN COUNTY SHERIFF'S OFFICE AND OHIO PATROLMEN'S BENEVOLENT
ASSOCIATION EFFECTIVE JANUARY 1, 2013 THROUGH DECEMBER 31, 2015**

1. In satisfaction of the parties' re-opener on wages for 2014 in SERB Case Nos. 13-MED-10-1360, and 1361, the Hardin County Sheriff's Office and Ohio Patrolmen's Benevolent Association agree that the following shall replace and supersede Article 20, Wages/Longevity.

ARTICLE 20 WAGES / LONGEVITY

Section 20.1 Wages.

- A. Effective January 1, 2014, employees shall receive a three percent (3%) wage increase over their respective 2013 base rate of compensation.
- B. On or after October 1, 2014, either party may re-open the agreement for purposes of negotiating wages for 2015. The re-opener shall be commenced by either party filing a notice to negotiate with the State Employment Relations Board. These negotiations shall be conducted in accordance with Chapter 4117 of the Ohio Revised Code except that Section 4117.14 (G) (11) of the Ohio Revised Code shall not apply and is expressly waived.
- C. The negotiations for the re-opener will commence upon dates to be established by the parties during the fourth calendar quarter of 2014. Those negotiations may include only 2015 wages.
- D. The parties acknowledge that all employees in the Deputy Sheriff Bargaining Unit who have been Detectives since January 1, 2011, were paid an hourly base rate of compensation of \$18.35 per hour effective May 1, 2011, and that such wage was increased by general wage increases thereafter and shall additionally be increased by general wage increases identified herein and by future general wage increases afforded to all Deputy Sheriffs. If such Deputy Sheriffs leave or are removed from the position of Detective, but remain Deputy Sheriffs or are promoted to the Sergeant Bargaining Unit, their base rate of compensation shall not be reduced. In such cases, these Deputy Sheriffs shall be paid all rank increases and/or general wage increases on top of their base rate of compensation paid as Detectives.

All employees in the Deputy Sheriff Bargaining Unit, excluding those identified in the above paragraph, who are made Detectives on or after May 1, 2011, shall be paid an additional \$2.00 per hour, which shall be added to and included in their base rate of compensation. Such Deputy Sheriffs shall receive all general wage increases identified herein and future general wage increases afforded to all

Deputy Sheriffs. If such Deputy Sheriffs leave or are removed from said position, but remain Deputy Sheriffs or are promoted to the Sergeant Bargaining Unit, their base rate of compensation shall be reduced by \$2.00/hour and such employees' base rate of compensation shall be subject to all rank increases and/or to all general wage increases.

Section 20.2 Longevity Pay. Employees shall receive a longevity pay increase which shall be rolled into their regular earnings, based upon years of continuous service as follows:

Two years of continuous service -	\$600
Five years of continuous service -	\$600
Eight years of continuous service -	\$1200
Twelve yeas of continuous service -	\$1500
Fifteen years of continuous service -	\$2000

Such increase shall be effective upon the employee's departmental anniversary date.

**HARDIN COUNTY
SHERIFF'S OFFICE**

**OHIO PATROLMEN'S BENEVOLENT
ASSOCIATION**

David P. Evershart

Chas. R. Lee

Date: 12-30-13

J. Mas

Date: 12-28-13