

RESOLUTION NO. 14-12-1704

BOARD OF MIAMI COUNTY COMMISSIONERS
AND
MIAMI COUNTY COMMUNICATION CENTER

ENTER INTO MEMORANDUM OF UNDERSTANDING
WITH THE FRATERNAL ORDER OF POLICE/
OHIO LABOR COUNCIL, INC.
MODIFYING SECTIONS 21.2 AND 21.3
COLLECTIVE BARGAINING AGREEMENT - UNIT OF DISPATCHERS
(MIAMI COUNTY COMMUNICATIONS CENTER)

The Board of Miami County Commissioners, Miami County, Ohio, met in regular session this 11th day of December, 2014.

MEMBERS PRESENT: John W. O'Brien, President
 John F. Evans, Vice President
 Richard L. Cultice, Member

Mr. Cultice introduced the following resolution and moved for its adoption:

WHEREAS, Miami County Communication Center Director, Jeffrey Busch, is requesting that the Board of Miami County Commissioners agree to a Memorandum of Understanding to modify sections 21.2 and 21.3 of the Collective Bargaining Agreement between the Miami County Commission and the FOP/Ohio Labor Council, the bargaining unit for the dispatchers; and

WHEREAS, said modifications in the MOU are necessary to implement a 12-hour schedule for a trial period of 12 pay periods, with the pay period beginning on or about January 4, 2015 and ending on June 20, 2015, as a trial basis; and

WHEREAS, this modification has the potential to provide significant additional time off on weekends, as compared to current rotating day off schedules, resulting in more time off, which in turn may relieve stress and improve retention, as well as may also reduce use of leave on weekends, evenings, and allow the Communication Center to concentrate staffing levels during the busiest time periods. The current rotating schedule has a day when there is an additional person working, and may fall on any day of the week; and

WHEREAS, said MOU requires that both parties mutually agree to any continuation of the MOU after June 20, 2015, and it also provides that if staffing shortages make the schedule unworkable, both parties agree to revert to the current contract language, and thus, the Director would then determine a schedule based on the immediate needs of the County.

NOW, THEREFORE BE IT RESOLVED, by the Board of Miami County Commissioners, to hereby accept the tentative agreement and enter into a Memorandum of Understanding with the Fraternal Order of Police/Ohio Labor Council, Inc. (Miami County Communications Center) to modify sections 21.2 and 21.3 of the Collective Bargaining Agreement between the Miami County Commission and the FOP/Ohio Labor Council, the bargaining unit for the dispatchers which are necessary to implement a 12-hour schedule for a trial period of 12 pay periods, with the pay period beginning on or about January 4, 2015 and ending on June 20, 2015, as a trial basis. Both parties must mutually agree to any continuation of the MOU after June 20, 2015, and it also provides that if staffing shortages make the schedule unworkable, both parties agree to revert to the current contract language, thus, the Director would then determine a schedule based on the immediate needs of the County.

Mr. Evans seconded the motion and the Board voted as follows upon roll call:

Mr. O'Brien, Yea;

Mr. Evans, Yea;

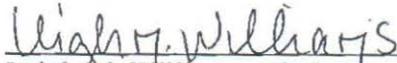
Mr. Cultice, Yea;

DATED: December 11, 2014

Agreement was signed this date and is on file in the Commissioners' Office.

CERTIFICATION

I, Leigh M. Williams, Clerk to the Board of Miami County Commissioners, do hereby certify that this is a true and correct transcript of action taken by the Board under the date of December 11, 2014.



Leigh M. Williams, Clerk

Cc: Journal
Files
Communication Center

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE MIAMI COUNTY COMMISSIONERS

AND

**THE FRATERNAL ORDER OF POLICE/
OHIO LABOR COUNCIL, INC.**

Whereas, the Miami County Commissioners, hereunder referred to as the Employer, and the FOP/OLC, hereunder referred to as the Union, are parties to a collective bargaining agreement; and

Whereas, the Union desires to try an alternative schedule which may be advantageous to both parties, and

Whereas, the collective bargaining agreement contains provisions in Article 21, Hours of Work/Overtime, that would preclude the implementation of an alternative schedule wherein a scheduled shift would exceed 8 hours, and

Whereas, the Union proposes to try the alternative schedule for a period of twelve (12) pay periods, beginning the first pay period of 2015.

Now, therefore, the parties agree to the following:

1. Changes to the collective bargaining agreement shall be in effect through the first 12 pay periods (June 20, 2015), unless it is mutually agreeable to extend the change until the expiration of the agreement on December 31, 2016. If it is not mutually agreeable to extend the changes, the parties agree to revert to current contract language.
2. Should staffing shortages necessitate reverting to the current schedule; the parties agree to revert to current contract language.
3. Section 21.2. Each employee's work schedule shall be determined by the Employer. The normal work schedule for full-time bargaining unit employees shall consist of forty (40) hours of work performed during a seven (7) day, 168 consecutive hour, work week. The starting and ending times may vary for each employee's work week to comply with the Fair Labor Standards Act.

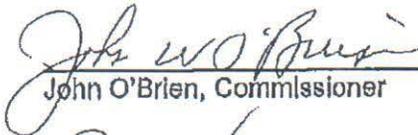
4. Section 21.3. When an employee is required to work in excess of their regularly scheduled work shift or forty (40) hours during the workweek, the employee shall be paid overtime pay for such work at the rate of one and one-half (1½) times the employee's regular hourly rate of pay. Hours of work for the purpose of this Article shall mean all hours in active pay status, which shall be defined as actual hours worked, hours on paid vacation, hours on paid sick leave and hours on paid personal leave. Compensation shall not be paid more than once for the same hours under any provision of this Article or Agreement.

SIGNATURES

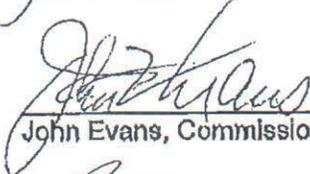
IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be duly executed as of the 11th day of December, 2014.

FOR THE BOARD OF MIAMI
COUNTY COMMISSIONERS

FOR THE FOP/OLC:


John O'Brien, Commissioner

Barry Gray, Staff Representative

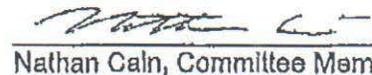

John Evans, Commissioner


Kelli Richhart, Committee Member


Richard L. Cullice, Commissioner


Randi Clarke, Committee Member


Jeffery Busch, Director


Nathan Cain, Committee Member


Fred Lord, Management Consultant

RESOLUTION NO. 15-07-873

BOARD OF MIAMI COUNTY COMMISSIONERS
AND
MIAMI COUNTY COMMUNICATION CENTER

ENTER INTO AN EXTENSION OF THE MEMORANDUM OF UNDERSTANDING
WITH THE FRATERNAL ORDER OF POLICE/
OHIO LABOR COUNCIL, INC.
COLLECTIVE BARGAINING AGREEMENT - UNIT OF DISPATCHERS
(MIAMI COUNTY COMMUNICATIONS CENTER)

The Board of Miami County Commissioners, Miami County, Ohio, met in regular session this 2nd day of July, 2015.

MEMBERS PRESENT: John F. Evans, President
 Richard L. Cultice, Vice President
 John W. O'Brien, Member

Mr. O'Brien introduced the following resolution and moved for its adoption:

WHEREAS, on December 11, 2014, by Resolution No. 14-12-1704, the Board of Miami County Commissioners accepted a tentative agreement and entered into a Memorandum of Understanding (MOU) with the Fraternal Order of Police/Ohio Labor Council, Inc. (Miami County Communications Center) to modify sections 21.2 and 21.3 of the Collective Bargaining Agreement between the Miami County Commission and the FOP/Ohio Labor Council, the bargaining unit for the dispatchers, which was necessary to implement a 12-hour schedule for a trial period of 12 pay periods, with the pay period beginning on or about January 4, 2015 and ending on June 20, 2015, as a trial basis. It provided that both parties have to mutually agree to any continuation of the MOU after June 20, 2015, and it also provided that if staffing shortages make the schedule unworkable, both parties agree to revert to the current contract language, thus, the Director would then determine a schedule based on the immediate needs of the County; and

WHEREAS, Miami County Communication Center Director, Jeffrey Busch, is requesting that the Board of Miami County Commissioners extend said MOU with the Union through the end of the Collective Bargaining Agreement, which is December 31, 2016. The Communication Center has found the alternative schedule to be beneficial to the County, as overtime has been reduced; and

WHEREAS, the Miami County Communication Center Board of Directors approved said extension at their meeting on May 27, 2015; and

WHEREAS, the FOP/OLC approved and signed said Extension of MOU.

NOW, THEREFORE BE IT RESOLVED, by the Board of Miami County Commissioners, to hereby authorize and sign the attached *Extension to the Memorandum of Understanding between the Miami County Commissioners and the Fraternal Order of Police/Ohio Labor Council, Inc.*, which extends the previously approved Memorandum of Understanding with the FOP/OLC, modifying sections 21.2 and 21.3 of the Collective Bargaining Agreement necessary to implement a 12-hour schedule, through the end of the Collective Bargaining Agreement, which is December 31, 2016.

Mr. Cultice seconded the motion and the Board voted as follows upon roll call:

Mr. Cultice, Yea; Mr. O'Brien, Yea; Mr. Evans, Yea;.

DATED: July 2, 2015

CERTIFICATION

I, Leigh M. Williams, Clerk to the Board of Miami County Commissioners, do hereby certify that this is a true and correct transcript of action taken by the Board under the date of July 2, 2015.

Leigh M. Williams
Leigh M. Williams, Clerk

Cc: Journal
 Files
 Communication Center

**EXTENTION OF THE MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MIAMI COUNTY COMMISSIONERS
AND
THE FRATERNAL ORDER OF POLICE/
OHIO LABOR COUNCIL, INC.**

Whereas, the Miami County Commissioners, hereunder referred to as the Employer, and the FOP/OLC, hereunder referred to as the Union, are parties to a collective bargaining agreement; and

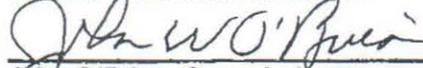
Whereas, the Union desires to extend the Memorandum of Understanding agreed to with the Employer on December 11, 2014 through the end of the current collective bargaining agreement as provided for in paragraph 1 of the MOU,

Now, therefore, the parties agree to extend the provisions of the MOU agreed to by the Employer in Resolution No. 14-12-1704 through December 31, 2016.

SIGNATURES

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be duly executed as of the 2nd day of ~~June~~^{July}, 2015.

FOR THE BOARD OF MIAMI ⁰⁷⁻⁰²⁻²⁰¹⁵
COUNTY COMMISSIONERS



John O'Brien, Commissioner



John Evans, Commissioner



Richard L. Cultice, Commissioner



Jeffrey Busch, Director

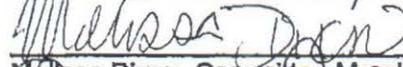


Fred Lord, Management Consultant

FOR THE FOP/OLC:



Barry Gray, Staff Representative



Melissa Dixon, Committee Member



Shannon Adams, Committee Member



Joseph Gordon, Committee Member