

**RESOLUTION NO. 16-0561  
APRIL 26, 2016**

**RESOLUTION AUTHORIZING THE APPROVAL OF THE 2016 WAGE REOPENER OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD OF MONTGOMERY COUNTY COMMISSIONERS AND THE PROFESSIONALS GUILD OF OHIO**

WHEREAS, the Montgomery County Board of Commissioners and the Professionals Guild of Ohio engaged in good faith bargaining; and

WHEREAS, such good faith bargaining will serve to resolve differences to the mutual satisfaction of the parties and create a harmonious working relationship for all parties concerned.

NOW, THEREFORE, BE IT RESOLVED that the Resolution authorizing the approval of the 2016 Wage Reopener of the Collective Bargaining Agreement between the Board of Montgomery County Commissioners and the Professionals Guild of Ohio be and is hereby approved.

BE IT FURTHER RESOLVED that the Clerk of Commission certify this Resolution and make an imaged copy of this Resolution available on the Montgomery County Ohio, website at <http://www.mcoho.org/>.

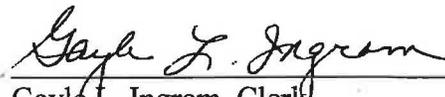
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Mr. Foley moved the adoption of the foregoing resolution. It was seconded by Mrs. Lieberman, and upon call of the roll the following vote resulted:

Mr. Foley, aye; Mrs. Lieberman, aye; Ms. Dodge, aye: Carried.

I hereby certify that the foregoing is a true and correct copy of a resolution duly adopted by the Board of County Commissioners of Montgomery County, Ohio, the 26<sup>th</sup> day of April, 2016.

THE BOARD OF COUNTY COMMISSIONERS HEREBY FINDS AND DETERMINES THAT ALL FORMAL ACTIONS RELATIVE TO THE ADOPTION OF THIS RESOLUTION WERE TAKEN IN AN OPEN MEETING OF THIS BOARD OF COUNTY COMMISSIONERS, AND THAT ALL DELIBERATIONS OF THIS BOARD OF COUNTY COMMISSIONERS, AND OF ITS COMMITTEES, IF ANY WHICH RESULTED IN FORMAL ACTION, WERE TAKEN IN MEETINGS OPEN TO THE PUBLIC, IN FULL COMPLIANCE WITH APPLICABLE LEGAL REQUIREMENTS, INCLUDING SECTION 121.22 OF THE REVISED CODE.

  
Gayle L. Ingram, Clerk  
Board of County Commissioners  
Montgomery County, Ohio

**REOPENER AGREEMENT**

**between**

**MONTGOMERY COUNTY BOARD OF COUNTY  
COMMISSIONERS**

**(DEPT. OF JOB AND FAMILY SERVICES - DIVISION OF  
CHILDREN SERVICES)**

**and**

**PROFESSIONALS GUILD OF OHIO**

**April 1, 2016 to March 31, 2017**

**Approved by the Montgomery County Board of County Commissions:**

**Dan Foley  
Deborah A. Lieberman  
Judy Dodge**

The Montgomery County Board of County Commissioners (hereafter referred to as the "County" or "Employer" or "Management") and the Professionals Guild of Ohio (hereinafter referred to as "Union") hereby agree to the following modification to the parties current Collective Bargaining Agreement:

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**Article 29 – Wages - Effective April 1, 2016**

**Section 4 – Wage Rates Year Three – 2.5% Increase**

All employees shall receive a \$250.00 lump sum payment within 30 days after ratification by the Union and approval by the Montgomery County Board of County Commissioners.

Job Classification	Pay Grade	Entry Level	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Clerk 1	P02	12.92	13.23	13.61	14.16	14.64	14.95	15.25	15.56
Data Entry Operator 2 Drive	P03	13.70	14.03	14.45	15.03	15.53	15.87	16.20	16.50
Clerk 2 Cottage Monitor Telephone Op.	P04	14.68	15.04	15.48	16.08	16.64	16.97	17.33	17.69
Account Clerk 2 Facilities Spec. Family Assistant Purchasing Spec. Secretary 1	P05	15.81	16.20	16.67	17.32	17.91	18.27	18.63	19.03
Account Clerk 3 Account Clerk 3 (CS) Family Supp. Wkr./Casewkr. 2 Foster Parent Inquiry Wkr. Data Entry Optr. 3 Secretary 2	P06	17.17	17.60	18.11	18.84	19.44	19.86	20.26	20.69
Benefits Eligibility Spec.	P07	18.79	19.24	19.79	20.59	21.27	21.71	22.18	22.62
JFS Program Specialist	P08	20.69	21.18	21.81	22.68	23.43	23.92	24.44	24.93
Nurse Specialist	P09	22.94	23.49	24.18	25.14	25.98	26.53	27.08	27.64

Database Spec. Network Spec. PC Support Spec. Programmer Social Program Specialist	P10	25.69	26.31	27.07	28.15	29.09	29.70	30.31	30.94
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**Child Welfare Caseworker  
Wage Rate - Year Three - 2.5%  
Increase**

Job Classification	Pay Grade	Entry Level	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Child Welfare Caseworker 1	PC1	19.60	20.06	20.64	21.47	22.19	22.66	23.12	23.60
Child Welfare Caseworker 2	PC2	21.55	22.07	22.72	23.64	24.42	24.93	25.46	25.97
Child Welfare Caseworker 3	PC3	23.71	24.28	24.99	25.98	26.84	27.42	27.99	28.56

**Grandfather Wage Rates  
Wage Rate - Year Three - 2.5%  
Increase**

Job Classification	Pay Grade	Entry Level	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Driver	GO14	13.57	13.98	14.39	14.82	15.27	15.74	16.21	16.69
Account Clerk 2 Data Entry Optr. 2 Family Assistant	GO15	15.70	16.18	16.67	17.16	17.67	18.19	18.75	19.31
Account Clerk 3 (CS) Benefits Spec. Family Supp. Wkr./Casewkr. 2 Foster Parent Inquiry Wkr. Telephone Optr.	GO16	17.31	17.82	18.38	18.92	19.49	20.08	20.67	21.29
Data Entry Optr. 3 Facilities Spec. Secretary 1	GO17	18.17	18.73	19.29	19.85	20.46	21.07	21.70	22.36

Secretary 2	GO18	20.04	20.64	21.26	21.90	22.55	23.23	23.93	24.65
Purchasing Specialist	GO19	21.04	21.67	22.32	22.99	23.68	24.40	25.12	25.88
PC Support Specialist	GO20	23.20	24.00	24.61	25.34	26.11	26.89	27.70	28.53
Nurse Specialist	GO21	25.57	26.34	27.13	27.93	28.78	29.65	30.53	31.45
Social Program Specialist	GO23	26.86	27.66	28.51	29.35	30.23	31.14	32.08	33.05
Database Spec. Network Spec. Programmer	GO22	28.20	29.04	29.92	30.81	31.74	32.69	33.66	34.70

Employees whose current wage rates as of March 31, 2016 exceed the Year Two Level 7 rates applicable to their Job Classification but will be less than the Level 7 rates as for Year Three shall be placed in the new Level 7 and receive the difference in the form of a lump sum payment on the first pay period after the Effective Date of this Agreement.

Employees whose current wage rates as of March 31, 2016 will continue to exceed the new Level 7 rates for Year Three shall receive a 2.5% lump sum payment on the first pay period after the Effective Date of this Agreement.

**Section 5. Longevity Bonus**

Employees who are currently placed at the top longevity step of their pay range are eligible to receive a nine hundred fifty dollar (\$950.00) special lump sum payment in December of alternating years during the term of this Agreement.

Longevity Bonuses will not be paid through the term of this Agreement.

**ARTICLE 30  
MERIT INCREASE**

**Section 1.**

An employee who receives a satisfactory annual performance evaluation and whose current salary does not exceed the maximum pay rate for his classification range shall be recommended for an anniversary merit increase. In the event an anniversary merit increase for such employee should result in a base pay rate above the maximum, such employee shall be placed at the maximum rate. Such increases shall be made effective at the beginning of the pay period immediately following the employee's anniversary date.

Anniversary Merit Increases will be suspended and not paid through the term of this Agreement.

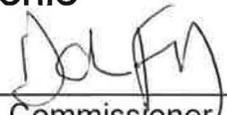
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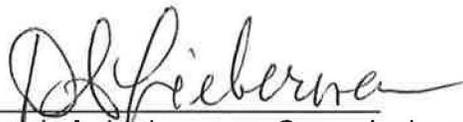
All other provisions of the parties' Collective Bargaining Agreement shall remain in full force and effect.

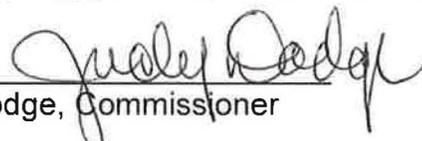
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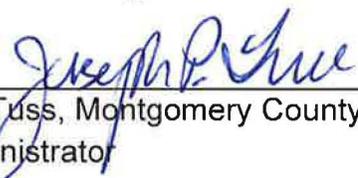
IN WITNESS WHEREOF, the Parties set their hands this 27<sup>th</sup> day of April, 2016.

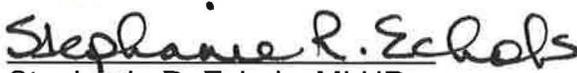
**BOARD OF COUNTY  
COMMISSIONERS OF MONTGOMERY  
COUNTY, OHIO**

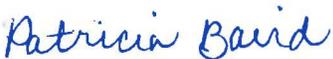
  
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Dan Foley, Commissioner

  
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Deborah A. Lieberman, Commissioner

  
\_\_\_\_\_  
Judy Dodge, Commissioner

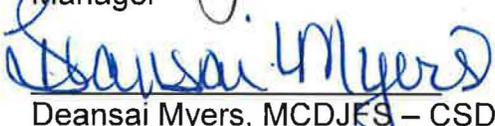
  
\_\_\_\_\_  
Joe Tuss, Montgomery County  
Administrator

  
\_\_\_\_\_  
Stephanie R. Echols, MLHR  
Montgomery County Human Resources  
Director

  
\_\_\_\_\_  
Patricia Baird, Montgomery County  
Human Resources Representative

  
\_\_\_\_\_  
Michelle Matthews, MCDJFS – CSD  
Human Resources Manager

  
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Lesley Keown, MCDJFS – CSD  
Manager

  
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Deansai Myers, MCDJFS – CSD  
HR Coordinator

**PROFESSIONALS GUILD OF OHIO**

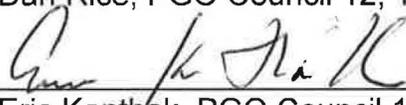
  
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Chauncey Mason, PGO Executive  
Director

  
\_\_\_\_\_  
L. Jane Hay, PGO Council 12, President

  
\_\_\_\_\_  
Debrah Wilson-Robinson, PGO Council  
12, Vice President

  
\_\_\_\_\_  
Charity Loranzan, PGO Council 12,  
Secretary

  
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Dan Rice, PGO Council 12, Treasurer

  
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Eric Kanthak, PGO Council 12, Member