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Agreement for Carroll County Sheriff & FOP/OLC for Dispatchers August 5, 2015 draft

**CARROLL COUNTY SHERIFF'S OFFICE AND FOP/OLC  
DISPATCHER'S BARGAINING UNIT  
ADOPTION OF AGREEMENT AND ALTERNATE PROVISIONS  
AND ADDENDUM TO THE AGREEMENT BETWEEN THE PARTIES**

**August , 2015**

**\*\*CORRECT CASE # 2015-MED-02-0134\*\***

A bargaining unit of Dispatchers was certified by the State Employment Relations Board, 2014-REP-09-0113. A notice to negotiate was filed by the union, 2015-MED-02-2015.

The parties previously met and agreed to the terms and conditions of the current collective bargaining agreement between the parties for the period of January 1, 2015 through December 31, 2017 will by this Addendum to the Agreement include the Dispatchers' bargaining unit subject to the additional or modified provisions identified in this Addendum to the Agreement.

If there is not a specific additional or modified provision then it is assumed and understood that the terms of the 2015-2017 Agreement will apply to Dispatchers. The parties agree and understand that if there are any issues or questions regarding the application of terms of the 2015-2017 Agreement to the Dispatchers bargaining unit that the parties will meet to discuss those issues or questions prior or immediately subsequent to the filing of a grievance but that the discussions do not waive, toll, or alter the required timelines for filing a grievance.

The parties have met and negotiated the following additional or modified provisions to the collective bargaining agreement.

1. Section 2.1. Bargaining units. The parties agree to include the bargaining unit of the Dispatchers in the Carroll County Sheriff's Office in the multi-unit collective bargaining agreement currently in effect in the Carroll County Sheriff's Office for the period beginning with the ratification and approval of this Addendum to the Agreement through the expiration of the Agreement, December 31, 2017. The parties agree and understand that this Addendum to the Agreement includes Dispatchers' bargaining unit in the bargaining agreement does not bind either party to engage in multi-unit bargaining for successor agreements.
2. Section 3.1. Employee representatives. The dispatchers' bargaining unit will have one (1) employee union representative which will be in addition to the three (3) representatives identified in section 3.1. All other provisions of Article 3 will apply to the Dispatcher's unit employee representative.

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3. Section 12.2 Labor management committee. The labor representatives may include a member of the civilian Dispatchers bargaining unit however the total number of labor representatives will not increase.
4. Section 17.5 Equalization of Overtime. The parties agree that this section shall not apply to the Dispatchers' bargaining unit.
5. Sections 18.1 through 18.4 Layoff. The parties agree that Dispatchers are subject to this article and that displacement of dispatchers may occur in the event of a layoff by other employees in classifications with higher rank and pay provided the employee seeking to displace a dispatcher is immediately able and qualified to perform the duties of the position of a dispatcher.
6. Section 23.2 Uniform payments. The parties agree that Dispatches will receive \$320 per year.
7. Sections 28.1 through 28.4 Probationary Period. The parties agree that the employees of the Dispatchers bargaining unit are subject to the one (1) year probationary period.
8. Section 32.1 Duration. The parties agree that this Addendum to the Agreement for the Dispatchers' bargaining unit will become effective upon ratification by the bargaining unit and approval by the County and will expire on December 31, 2017.
9. Appendix A Wages. The wage scale for the Corrections Officers will be amended to include the Dispatchers. The effective date for the wage increases for the Dispatchers 2015 wage increase shall be August 23, 2015. Dispatchers employed as of August 23, 2015, will also receive a one-time payment of \$500.

Wage Scale Implementation

The wage scale for the Corrections Officers will be amended to include the Civilian Dispatchers. The effective date for the wage increases for the Civilian Dispatchers 2015 wage increase shall be August 23, 2015. The increases for 2016 and 2017 will be effective the first full pay of January.

The wage scale below replaces the wage scale included in the Agreement for the Corrections Officers to include the civilian dispatchers.

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**APPENDIX - WAGE SCALE CORRECTIONS OFFICERS, CIVILIAN DISPATCHERS**

Except for 2015, the following scales shall be effective the first full pay period to occur in January of the respective years for full time employees in the classifications of Corrections Officer or Civilian Dispatcher.

Increases in steps/service within the wage scale for employees shall be effective the first full pay period following the service time within the classification specified for each service level. Service for the wage scale shall be the service time within the classification with the Carroll County Sheriff's Office as a sworn, full-time employee. The Sheriff may, at his discretion, place a new employee at an advanced step if the employee has prior experience as a corrections officer or as a dispatcher or other relevant experience.

YEARS SERVICE	2015		January-2016		January-2017	
	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
0 TO 1	\$34,736.00	\$16.70	\$35,776.00	\$17.20	\$36,857.60	\$17.72
1 TO 2	\$35,672.00	\$17.15	\$36,732.80	\$17.66	\$37,835.20	\$18.19
2 TO 3	\$36,441.60	\$17.52	\$37,544.00	\$18.05	\$38,667.20	\$18.59
3 PLUS	\$37,606.40	\$18.08	\$38,729.60	\$18.62	\$39,894.40	\$19.18

Lump Sum Payment Civilian Dispatchers included in this Addendum to the Agreement and working continuously between January 1, 2015 and at the time of the execution of this Addendum will receive a \$500 lump sum one-time payment.

The parties met and negotiated the terms of this Addendum to the Agreement subject to the ratification by the bargaining unit, agreement by the Carroll County Sheriff and approval by the Carroll County Board of County Commissioners.

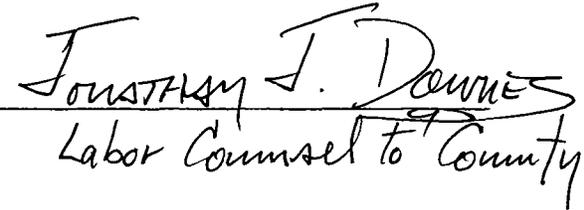
For the FOP/OLC





For the Carroll County Sheriff's Office



  
 Labor Counsel to County