

FOP/
911

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14-MED-09-1105
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AGREEMENT BETWEEN
THE RICHLAND COUNTY SHERIFF, RICHLAND COUNTY 911

AND

FRATERNAL ORDER OF POLICE,
OHIO LABOR COUNCIL

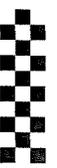


Emergency Management Dispatchers

WAGE REOPENER

Effective: January 1, 2015

Expires: December 31, 2017



ARTICLE 1

AGREEMENT

- 1.01 This agreement between the Richland County Sheriff (Richland County 911) (Employer) and the Fraternal Order of Police/Ohio Labor Council Incorporated (FOP/OLC) (Union) is entered into for the purpose of promoting cooperation and continuous harmonious relations between the Employer, its employees and their representatives.
- 1.02 The following shall be considered as subjects to be negotiated by the Employer with the Union for all members of the bargaining unit; wages; hours; terms and conditions of employment.
- 1.03 Should any part of this agreement be invalid by the operation of law existing now or promulgated in the future, or be declared invalid by any tribunal or competent jurisdiction, such invalidation shall not invalidate the remaining portions and they shall remain in full force and effect. In such event, and upon written request by either party, the parties to this agreement shall meet at a mutually agreeable time in an attempt to modify the invalid provisions of this agreement by good-faith negotiations.
- 1.04 The agreement shall be reduced to booklet form within 30 days from the execution date of this agreement with the costs being equally shared by both parties. The number printed shall be twenty (20) copies. The Union shall receive fifteen (15) copies. For employees entering this bargaining unit after the effective date of this agreement the Employer will provide copies of this agreement.

ARTICLE 2

RECOGNITION

2.3 Probationary Employees. A new employee whose position is otherwise covered under this Agreement shall be considered a probationary employee until he/she has successfully completed the one year (365 days) probationary period. Upon successful completion of a one year (365 days) probationary period, the employee shall have seniority computed from the date of his/her last hiring. A newly hired probationary employee may not accrue compensatory time or personal days. A probationary member may take unpaid time off provided it does not create an overtime situation. Any such "unpaid leave" request shall also be subject to time off requests by more senior dispatchers that were submitted at least fourteen (14) days in advance of the requested date. A newly hired probationary employee may be terminated at any time during his/her probationary period and shall have no right to appeal or grieve over such removal.

ARTICLE 21

WAGES

An increase of \$.35 will be added on January 1, 2016.

Employees will move through the steps based on the anniversary date of the employee.

Bargaining unit members in the TAC position will receive \$.75 per hour above their current rate.

The parties agree to a Wage re-opener for January 1, 2017 through December 31, 2017.

FIELD TRAINING OFFICER

Field Training Officer (F.T.O.): Any bargaining unit employee covered by this Agreement who is required to serve as a Field Training Officer or assigned in a similar capacity or manner, will be required to have the following qualifications:

- A. Minimum of five (5) years as a dispatcher. However, if there are not enough qualified members that have applied for the F.T.O. positions, the Employer may then solicit applications from members that only have three (3) years experience as a dispatcher.
- B. The employee will be required to attend a Field Training School to be certified as a Field Training Officer.
- C. The employee required to serve as a Field Training Officer or is assigned in a similar capacity or manner shall receive time and one quarter (1.25) their base pay for all hours worked as a Field Training Officer unless they were a former Lead Dispatcher.

MEMORANDUM OF UNDERSTANDING

The following agreement is entered into by the Richland County Sheriff and the Fraternal Order of Police:

1. The Lead Dispatchers will be eliminated and the current Lead Dispatchers will remain at their current rate of pay until the Dispatchers pay overtakes their pay. Management agrees to meet with the OLC regarding the pay scale if at a later date Management determines to fill the Lead Dispatchers position.
2. Any former Lead Dispatcher who returns to the position of Dispatcher shall retain their seniority within the Bargaining Unit.

IN WITNESS WHEREFOR, the parties have hereto executed this WAGE REOPENER to the Agreement in effect from January 1, 2016 through December 31, 2017.

FOR THE FOP/OLC:

FOR THE EMPLOYER:

SS/Brenda Goheen

Martins John

Ernest Rios

Geary Utter

[Signature]

Timothy A. Went

Shirley Jettie Sheldon

Kelly Christiansen

2.25.2016