

Resolution of the Wage, Longevity and Hospitalization Re-Openers for 2011 and 2012

1. Article 24 – Wages – The parties have agreed to a three percent (3%) wages increase, effective January 1, 2011 (see attached wage schedule). There shall be no increase in the wage scale for 2012.
2. Article 25 – Longevity – The current (2010) longevity rates shall stay in effect during the life of this agreement.
3. Article 26 – Hospitalization – The parties have agreed that “Effective April 1, 2011, the Employer shall contribute ninety one percent (91%) of health plan costs per employee per month, and the participating employee shall be responsible for the remaining nine percent (9%) of the cost.”
4. Article 38 – Duration – The parties agree there shall be no re-opener in November 2011.

FOR COLUMBIANA COUNTY:









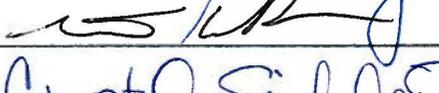
Date Signed 5-11-11

FOR THE FOP:











ARTICLE 24
WAGES

Section 1. Wage Scale. The Current Wage Scale is reflected in Appendix A of this agreement and shall be the pay rate effective January 1, 2010. Effective January 1, 2011, members shall receive a three percent (3%) wage increase and no additional wage increase in 2012, as reflected in Appendix B

Section 2. For the duration of this agreement, there shall be a rank differential of eight percent (8%) between the rank of Lieutenant and Sergeant and Sergeant and Senior Deputy (after five (5) years of service).

Section 3. Shift Differential. Shift differential pay is hereby established, effective as of the date of this Agreement, and as follows:

\$.20 for hours worked from 1500 hours to 2400 hours
\$.30 for hours worked from 2400 hours to 0800 hours

Shift differential pay shall be provided for any eight (8) or more hour scheduled work day for which the majority of work hours occur during the time periods designated above, and to members normally assigned to such hours regardless of the shift hours they actually work, for all hours in paid status.

Shift differential pay shall be paid for all hours in paid status. Shift differential shall be paid for any hours of leave with pay. If shift differential is applicable under terms of this article to an eight (8) or more hour work day, the shift differential shall be paid for each hour of overtime worked. The shift differential shall be added to the base hourly rate prior to computing the overtime rate. Shift differential is applicable to court appearance time and is applicable to hours worked when called back to duty, if the member otherwise qualifies for the shift differential pay. Shift differential pay will be paid on a bi-weekly basis and will not be cumulative.

Section 4. Acting Pay. The Employer may temporarily assign an employee to replace an absent Road Patrol employee or fill a vacant Road Patrol position within the bargaining unit. If such an assignment exceeds four (4) hours, the employee will be paid the lowest rate for the classification he/she is assigned to for all hours worked. Any position filled in this manner for one (1) month shall be posted as a vacancy unless the vacancy is caused by illness from which the employee is expected to return to work.

Section 5. Emergency Medical Dispatching. Should the current dispatchers be required to obtain the training and perform the duties required of an Emergency Medical Dispatcher (EMD) the members shall receive an hourly stipend of seventy-five cents (\$0.75) per hour for all hours in paid status.

ARTICLE 25
LONGEVITY

Section 1. Based on years of service with the Columbiana County Sheriff, employees covered by this agreement shall earn longevity as follows:

| | |
|--|------------|
| beginning of the 5 th year through the completion of the 9 th year | \$350 /yr |
| beginning of the 10 th year through the completion of the 13 th year | \$600 /yr |
| beginning of the 14 th year through the completion of the 18 th year | \$850 /yr |
| beginning of the 19 th year through the completion of the 22 nd year | \$1100 /yr |
| beginning of the 23rd year | \$1350 /yr |

Section 2. Employees hired after the execution date of this Agreement shall have their longevity determined from their date of hire.

Section 3. Payment of longevity will be paid in a lump sum check to the employee only once per year. The employee shall make a written request at least thirty (30) days before the date the employee wishes to receive his longevity payment. Said request shall be made to the Chief Deputy, who shall be responsible for the verification of the amount due the employee. Employees who do not request their longevity payment prior to November 15th of any year shall have their longevity paid in the last pay of December.

ARTICLE 26
HOSPITALIZATION

Section 1. The Employer shall make available to all bargaining unit employees the same hospitalization and health care insurance and life insurance plans that are available to non-bargaining unit Columbiana County employees. The parties recognize that coverage and benefit levels are determined by the Columbiana County Board of Commissioners. Any change in the plan/coverage will be shared with the Union within seven (7) calendar days of the Sheriff receiving notice of a change.

Section 2. Contributions toward the cost of health plan coverage shall be paid by the Employer except that commencing January 1, 2010, the Employer shall contribute ninety-five percent (95%) of health plan costs per employee per month, and the participating employee shall be responsible for the remaining five percent (5%) of the cost. Effective April 1, 2011, the Employer shall contribute ninety one percent (91%) of health plan costs per employee per month, and the participating employee shall be responsible for the remaining nine percent (9%) of the cost. However, the employee health care contributions shall be waived if ANY other general fund employees, with the exception of the recorder's office employees, are not required to participate in such cost sharing.

Appendix B Wages

| | 2010-2012 | | | | | | | |
|-------------------------|-----------|-------------|--|---------|-------------|--|---------|-------------|
| | Hourly | Annual | | Hourly | Annual | | Hourly | Annual |
| | 2010 | | | 2011 | | | 2012 | |
| Lieutenant | \$24.06 | \$50,044.80 | | \$24.78 | \$51,546.14 | | \$24.78 | \$51,546.14 |
| Sergeant | \$22.28 | \$46,342.40 | | \$22.95 | \$47,732.67 | | \$22.95 | \$47,732.67 |
| Detective Sgt. | \$22.28 | \$46,342.40 | | \$22.95 | \$47,732.67 | | \$22.95 | \$47,732.67 |
| Deputy | 2010 | | | 2011 | | | 2012 | |
| Start | \$14.32 | \$29,785.60 | | \$14.75 | \$30,679.17 | | \$14.75 | \$30,679.17 |
| 6 months | \$15.59 | \$32,427.20 | | \$16.06 | \$33,400.02 | | \$16.06 | \$33,400.02 |
| 1 year | \$16.97 | \$35,297.60 | | \$17.48 | \$36,356.53 | | \$17.48 | \$36,356.53 |
| 2 years | \$18.56 | \$38,604.80 | | \$19.12 | \$39,762.94 | | \$19.12 | \$39,762.94 |
| 3 years | \$19.45 | \$40,456.00 | | \$20.03 | \$41,669.68 | | \$20.03 | \$41,669.68 |
| 5 years | \$20.63 | \$42,910.40 | | \$21.25 | \$44,197.71 | | \$21.25 | \$44,197.71 |
| Radio Operator | 2010 | | | 2011 | | | 2012 | |
| Start | \$13.63 | \$28,350.40 | | \$14.04 | \$29,200.91 | | \$14.04 | \$29,200.91 |
| 6 months | \$14.31 | \$29,764.80 | | \$14.74 | \$30,657.74 | | \$14.74 | \$30,657.74 |
| 1 year | \$14.87 | \$30,929.60 | | \$15.32 | \$31,857.49 | | \$15.32 | \$31,857.49 |
| 2 years | \$15.85 | \$32,968.00 | | \$16.33 | \$33,957.04 | | \$16.33 | \$33,957.04 |
| 3 years | \$16.19 | \$33,675.20 | | \$16.68 | \$34,685.46 | | \$16.68 | \$34,685.46 |
| 5 years | \$16.97 | \$35,297.60 | | \$17.48 | \$36,356.53 | | \$17.48 | \$36,356.53 |
| Account Clerk | 2010 | | | 2011 | | | 2012 | |
| Start | \$12.98 | \$26,998.40 | | \$13.37 | \$27,808.35 | | \$13.37 | \$27,808.35 |
| 1 year | \$13.76 | \$28,620.80 | | \$14.17 | \$29,479.42 | | \$14.17 | \$29,479.42 |
| 3 years | \$14.51 | \$30,180.80 | | \$14.95 | \$31,086.22 | | \$14.95 | \$31,086.22 |
| 5 years | \$15.29 | \$31,803.20 | | \$15.75 | \$32,757.30 | | \$15.75 | \$32,757.30 |
| Technical Typist | 2010 | | | 2011 | | | 2012 | |
| Start | \$12.72 | \$26,457.60 | | \$13.10 | \$27,251.33 | | \$13.10 | \$27,251.33 |
| 1 year | \$13.43 | \$27,934.40 | | \$13.83 | \$28,772.43 | | \$13.83 | \$28,772.43 |
| 3 years | \$14.18 | \$29,494.40 | | \$14.61 | \$30,379.23 | | \$14.61 | \$30,379.23 |
| 5 years | \$14.98 | \$31,158.40 | | \$15.43 | \$32,093.15 | | \$15.43 | \$32,093.15 |

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

| | | |
|----------------------------|---|------------------------------------|
| IN THE MATTER OF : | } | |
| | } | |
| FRATERNAL ORDER OF POLICE, | } | CASE NO.(S): 09-MED-09-0926 |
| OHIO LABOR COUNCIL, INC., | } | 09-MED-09-0927 |
| EMPLOYEE ORGANIZATION, | } | 09-MED-09-0928 |
| | } | |
| and, | } | |
| | } | (This will close the open case for |
| COLUMBIANA COUNTY SHERIFF, | } | Case No.(s): 10-MED-09-1152, |
| EMPLOYER. | } | 10-MED-09-1153 |
| | } | 10-MED-09-1154) |

FILING OF EXTENSION TO COLLECTIVE BARGAINING AGREEMENT
(Addendum)

Pursuant to Board Rule 4117-09-07, the F.O.P. Ohio Labor Council Inc. hereby files a copy of an addendum and amendment to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted



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cc: Mr. Jeremy Iosue
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