

COMMUNICATION OFFICERS

08/16/2023
0122-01
20-MED-10-1230
K39910

ARTICLE 17

WAGES

Section 17.1 Wage Scales

Employees covered by this Agreement will be paid according to the following wage scale:

Effective Date of Increase	Start	1 Year	2 Years	3 Years	4 Years
1st day of 1st full pay period 2020 (2%)	22.49	23.56	24.79	26.65	28.51
1st day of 1st full pay period 2021 (2.25%)	22.99	24.09	25.35	27.25	29.15
1st day of 1st full pay period 2022 Subject to Wage Reopener (2.5%)	23.56	24.69	25.98	27.93	29.88
1st day of 1st full pay period 2023 Subject to Wage Reopener (2.25%)	24.09	25.25	26.56	28.56	30.55

~~The Union and the Employer agree to reopen the contract for the purpose of negotiating wages in the second and third year of the agreement in accordance with O.R.C. 4117.~~

Employees in the communication officer classifications will move through the steps based upon the anniversary of their date of hire.

PATROL OFFICERS/LIEUTENANTS

ARTICLE 17

WAGES

Section 17.1 Wage Scales

Employees covered by this Agreement will be paid according to the following wage scales:

A. Patrol Officers

Effective Date of Increase	Start	1 Year	2 Years	3 Years	4 Years
1 st day of 1 st full pay period 2020 (2%)	25.01	26.22	27.59	29.87	31.78
1 st day of 1 st full pay period 2021 (2.25%)	25.57	26.81	28.21	30.54	32.50
1 st day of 1 st full pay period 2022–Subject to Wage Reopener (2.5%)	26.21	27.48	28.91	31.30	33.31
1 st day of 1 st full pay period 2023–Subject to Wage Reopener (2.25%)	26.80	28.10	29.56	32.00	34.06

The Union and the Employer agree to reopen the contract for the purpose of negotiating wages in the second and third year of the agreement in accordance with O.R.C 4117.

Employees in the patrol officer/lieutenant classifications will move through the steps based upon the anniversary of their date of hire.

From: [Amy Brinck](#)
To: [Sapp, Licia](#)
Subject: RE: SERB question re: City of Athens and FOP/OLC (Police Unit) - ERID 122
Date: Wednesday, August 16, 2023 10:50:08 AM
Attachments: [image002.png](#)
[image004.png](#)
[FOP Reopener Language Changes 01102022.pdf](#)

Hi Licia,

The attachment has the wage increases for communication officers and patrol officers. Below is the wages for Lieutenants.

Lieutenant wage chart:

Effective Date of Increase	Start	After 6 Months
First day of 1 st full pay period of 2020 (2%)	35.59	38.14
1 st day of the pay period containing January 1, 2021 (2.25%)	36.40	39.00
1 st day of the pay period containing January 1, 2022- Subject to Wage Reopener (2.5%)	37.31	39.97
1 st day of the pay period containing January 1, 2023- Subject to Wage Reoener (2.25%)	38.15	40.87

Please let me know if you need anything else.

Thank you,

Amy Brinck (she/her)
Administrative Coordinator
Human Resources
City of Athens
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abrinck@ci.athens.oh.us

From: licia.sapp@serb.ohio.gov [mailto:licia.sapp@serb.ohio.gov]
Sent: Monday, August 14, 2023 12:44 PM
To: Amy Brinck
Subject: SERB question re: City of Athens and FOP/OLC (Police Unit) - ERID 122

Good afternoon, Amy:

We have the current contract between the City of Athens and FOP/OLC effective January 1, 2021 thru December 31, 2023. However, we have Jan 1, 2022 and Jan. 1 2023 both marked as possible wages reopeners, so the current wages we have were effective 1/1/2021.

A. Patrol Officers

Effective Date of Increase	Start	1 Year	2 Years	3 Years	4 Years
1 st day of 1 st full pay period 2020 (2%)	25.01	26.22	27.59	29.87	31.78
1 st day of the pay period containing January 1, 2021 (2.25%)	25.57	26.81	27.12	30.54	32.50
1 st day of the pay period containing January 1, 2022--Subject to Wage Reopener					
1 st day of the pay period containing January 1, 2023--Subject to Wage Reopener					--

Probationary lieutenants serving their six (6) month probationary period and/or a patrol officer who is required by the Employer to function in the capacity of a temporary lieutenant shall earn ten (10¢) more per hour than a top step patrol officer working out of rank as per Article 26.

Effective Date of Increase	Start	After 6 Months
First day of 1 st full pay period of 2020 (2%)	35.59	38.14
1 st day of the pay period containing January 1, 2021 (2.25%)	36.40	39.00
1 st day of the pay period containing January 1, 2022-Subject to Wage Reopener	--	--
1 st day of the pay period containing January 1, 2023- Subject to Wage Reopener	--	--

Would you kindly let me know if the 2021 wages are still in effect? Or, if there were wage reopeners, would you please email me a copy of the MOU/new salary-wage scales.

Thanks in advance!

Licia Sapp

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