

Letter of Agreement

Pursuant to the current Collective Bargaining Agreement (the Agreement) between the Ohio Civil Service Employees Association (OCSEA) and the State of Ohio, the Department of Rehabilitation and Correction (DRC), Department of Mental Health and Addiction Services (OMHAS), Office of Collective Bargaining (OCB) and OCSEA have reached the following agreement under Section 36.05. This agreement becomes effective upon the date of signature of the Deputy Director of OCB, or her designee:

Agreement

1. The Correction Officer classification (Job Code 46531) will be moved to Pay Range CO effective April 10, 2022. The pay range will be as follows:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Pay Range CO	20.76	21.36	22.15	22.99	23.99	25.05	26.15	27.30
FY 23	21.38	22.00	22.81	23.68	24.71	25.80	26.93	28.12
FY 24	22.02	22.66	23.49	24.39	25.45	26.57	27.74	28.96

The FY 23 and FY 24 amounts include the negotiated three percent (3%) increases.

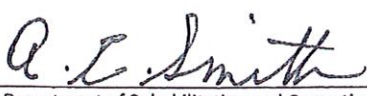
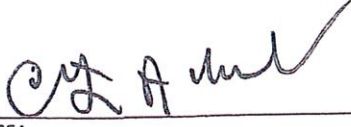
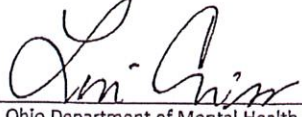

2. Each employee assigned to the Correction Officer classification will be placed at the same corresponding step in their new pay range (i.e., an employee currently at Step 1 will be placed in Step 1 of the new pay range, etc.). There will be no change to employee step dates for employees placed in steps 1 through 7. Any employee in this classification who has been in Step 7 of pay range 28 for more than 365 days as of April 10, 2022, will be moved to the new Step 8.
3. Employees rehired into the Correction Officer classification through February 29, 2024, will be placed in the same step in the pay range that the employee was in at the time the employee separated employment.
4. The Union agrees to waive the forty-five (45) day notice requirement for classification changes under Article 36.05 of the Agreement.
5. This letter of agreement resolves the Union's request for a classification review for the Correction Officer (Job Code 46531) classification. Pursuant to Article 36.05, these classifications cannot be reviewed at the Union's request for at least four (4) years from the date of final signature.

Scope of Agreement

This agreement constitutes the complete understanding of the parties and merges and supersedes all other discussions, agreements, and understandings, either oral or written between the parties with respect to the subject matter thereof. This letter of agreement is non-precedent setting and may be used by either party only to enforce its provisions and will not be used in any unrelated, hearing, grievance, mediation, arbitration or negotiation.

Termination and Modification

This agreement shall remain in effect through the duration of the 2021-2024 OCSEA Collective Bargaining Agreement and then be incorporated into the next OCSEA Collective Bargaining Agreement. Modifications of this agreement may be made by mutual written agreement of the parties.

 Ohio Department of Rehabilitation and Correction	<u>4/7/22</u> Date	 OCSEA	<u>4-7-2021</u> Date
 Ohio Department of Mental Health and Addiction Services	<u>4/7/2022</u> Date	 D.S., Office of Collective Bargaining	<u>4/7/22</u> Date