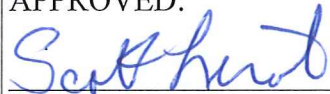


Description	Williams County Commissioners' Regular Session #6	
Date	Thursday - January 29, 2026	
Time	Speaker	Note
9:01:41 AM	SL	All right we will call the meeting to order and will begin with the Pledge please.
9:01:59 AM	Roll Call	TR: Yes; BW: Present; SL: Here; Quorum is met.
9:02:09 AM	Resolution 64	Approving the Minutes from January 27; BW: Motion; TR: Second; Roll Call: TR: Yes; BW: Yes; SL: Yes; Motion Carried.
9:02:55 AM	Resolution 65	Approving the amended agenda to add an Executive Session under 121.22(G)(4); TR: Motion; BW: Second; Roll Call: TR: Yes; BW: Yes; SL: Yes; Motion Carried.
9:03:38 AM	Resolution 66	Approving the payment of bills; BW: Motion; TR: Second; Roll Call: TR: Yes; BW: Yes; SL: Yes; Motion Carried.
9:04:17 AM	Resolution 67	Approving appropriations for various departments; BW: Motion; TR: Second; Roll Call: TR: Yes; BW: Yes; SL: Yes; Motion Carried.
9:04:54 AM	Resolution 68	Entering into agreement with EMS DEV Solutions on behalf of EMS; BW: Motion; TR: Second; Roll Call: TR: Yes; BW: Yes; SL: Yes; Motion Carried.
9:05:47 AM	Also Signed	Dog Warden Weekly Report for week of January 19; PERRP Summary Reports; CDBG Request for Release of Funds; Permit to work within County/Twp Road Right of Way Limit. SL: What are these? AR: PERRP Forms, they are like OSHA Forms in our world. So, Robin has to go through and compile all the injuries from each office and then you get to sign off. SL: So, I am looking at work related injuries that is what all these are. AR: Yup. SL: We have that many of them. AR: Some of them are probably 0 but yes. SL: Just an injury but maybe no time off is that what you are saying. AR: Sure. They are concerning the number of injuries, days off work, days on light duty, etc. SL: And you guys don't need to sigh those apparently. AR: Just you. SL: Okay I am going to look through them; TR: I wouldn't mind seeing this; AR: They were emailed yesterday; SL: Really; TR: Shocker; SL: From who? AR: Robin. TR: Got it thanks.
9:08:19 AM	Executive Session	BW: Motion to enter into Executive Session under 121.22(G)(4) for Collective bargaining matters with the Sheriff's Department; TR: Second; Roll Call: TR: Yes; BW: Yes; SL: Yes; Motion Carried.
9:52:38 AM	SL/TR/AR	We are coming out of Executive Session with Action. Madam Clerk do you have a Resolution for us. AR: Yes, give me a second.
9:52:52 AM	Resolution 69	Approving to enter into the Executive Summary regarding the contract negotiations with the Sheriff's Office; BW: Motion; TR: Second; Roll Call: TR: Yes; BW: Yes; SL: Yes; Motion Carried.
9:53:15 AM	AR	Do you want to recess until your 10 o'clock?
9:53:17 AM	RECESS	SL: We will recess until our 10 o'clock.

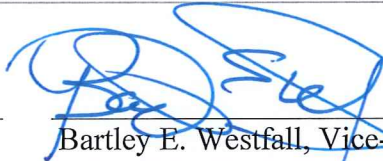
10:01:09 AM	SL	All right we are back in session and we are here with the Engineering Department to open some Asphalt Bids. Mr. Buda.
10:01:23 AM	Ron	Yes we have two bids one from Asphalt Materials and the other Klink Group
10:01:41 AM	Asphalt Materials	Bid Bond Included; No Addendums; Emulsified Asphalt Binder RS2: \$2.08 per gal; Emulsified Asphalt Binder RS2P \$2.22 per gallon; Emulsified Asphalt Fog Sealer SSP1H \$1.70 per gallon; Chip Block: No Bid.
10:03:07 AM	Klink Materials	Bid Bond Included; No Addendums; Emulsified Asphalt Binder RS2: \$2.031 per gal; Emulsified Asphalt Binder RS2P \$2.081 per gallon; Emulsified Asphalt Fog Sealer: No Bid; Chip Block: \$1.81 per gallon.
10:04:25 AM	Ron	That concludes the bids and those are all per gallon priced based on our 2026 Emulsion Usage
10:04:40 AM	Todd	That is it.
10:04:46 AM	BW	Thank you we will take those under advisement and get back to us once they are approved.
10:04:52 AM	RECESS	We stand in recess. BW: Thank you everybody. Thanks for coming.
10:15:42 AM	SL	We are back in session
10:15:46 AM	ADJOURNED	Now we stand adjourned.

WILLIAMS COUNTY COMMISSIONERS

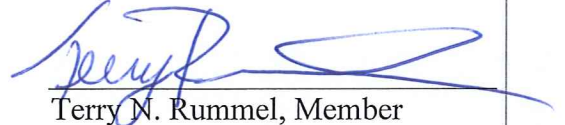
APPROVED:



Scott A. Lirot, President

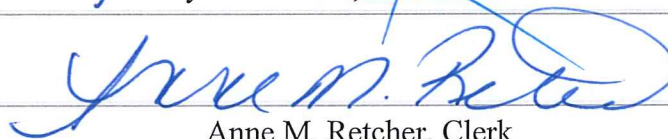


Bartley E. Westfall, Vice-President



Terry N. Rummel, Member

ATTEST:



Anne M. Retcher, Clerk

RESOLUTION 26-0064

COUNTY COMMISSIONERS' OFFICE
WILLIAMS COUNTY, BRYAN, OHIO
January 29, 2026

In the Matter of:
Approving Minutes from Regular Session

The Board of Williams County Commissioners met in regular session on the above date with the following members present:

Scott A. Lirot, Yes Bartley E. Westfall, Yes Terry N. Rummel, Yes

Commissioner Westfall moved adoption of the following resolution:

THEREFORE, BE IT RESOLVED, that after review, the Williams County Commissioners hereby approve the minutes of Regular Session(s) held on January 27, 2026 as presented; and

BE IT FURTHER RESOLVED, that it is further found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were so adopted in an open meeting of this Board and that all deliberations of this Board and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Commissioner Rummel seconded the motion.

The vote upon adoption resulted as follows:

Mr. Scott A. Lirot, yes

Mr. Bartley E. Westfall, yes

Mr. Terry N. Rummel, yes

WILLIAMS COUNTY COMMISSIONERS

Scott Lirot
President of the Board of Commissioners

Bartley Westfall
Vice-Pres of the Board of Commissioners

Terry Rummel
Member of the Board of Commissioners

RESOLUTION 26-0065

COUNTY COMMISSIONERS' OFFICE
WILLIAMS COUNTY, BRYAN, OHIO
January 29, 2026

In the Matter of:
Approving Payment of Bills

The Board of Williams County Commissioners met in regular session on the above date with the following members present:

Scott A. Lirot, Yes Bartley E. Westfall, Yes Terry N. Rummel, Yes

Commissioner Rummel moved adoption of the following resolution:

WHEREAS, the Williams County Auditor certifies that the money for the credit of the bills listed on the Disbursement List is in the Treasury for the credit of the Funds from which they are to be paid, and is not appropriated for any other purpose; therefore

BE IT RESOLVED, that the Board of Williams County Commissioners hereby approve the payment of bills as submitted; and

BE IT FURTHER RESOLVED, that it is further found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were so adopted in an open meeting of this Board and that all deliberations of this Board and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Commissioner Westfall seconded the motion.

The vote upon adoption resulted as follows:

Mr. Scott A. Lirot, Yes

Mr. Bartley E. Westfall, Yes

Mr. Terry N. Rummel, Yes

WILLIAMS COUNTY COMMISSIONERS

Scott Lirot
President of the Board of Commissioners

Bartley Westfall
Vice-Pres of the Board of Commissioners

Terry Rummel
Member of the Board of Commissioners

RESOLUTION 26-0066

COUNTY COMMISSIONERS' OFFICE
WILLIAMS COUNTY, BRYAN, OHIO
January 29, 2026

In the Matter of:
Approve Agenda as Amended or Presented

The Board of Williams County Commissioners met in regular session on the above date with the following members present:

Scott A. Lirot, Yes Bartley E. Westfall, Yes Terry N. Rummel, Yes

Commissioner Westfall moved adoption of the following resolution:

WHEREAS, Commission Staff, to the best of its ability, has prepared the agenda for the day, and

WHEREAS, the Board of County Commissioners has reviewed said agenda and find it to be satisfactory as presented or as officially amended on the record in open session; therefore

BE IT RESOLVED, that the Board of Williams County Commissioners hereby approves the agenda as amended or presented for today's date; and

BE IT FURTHER RESOLVED, that it is further found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were so adopted in an open meeting of this Board and that all deliberations of this Board and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Commissioner Rummel seconded the motion.

The vote upon adoption resulted as follows:

Mr. Scott A. Lirot, yes

Mr. Bartley E. Westfall, yes

Mr. Terry N. Rummel, yes

WILLIAMS COUNTY COMMISSIONERS

Scott Lirot
President of the Board of Commissioners

Bartley E. Westfall
Vice-Pres of the Board of Commissioners

Terry N. Rummel
Member of the Board of Commissioners

RESOLUTION 26-0067

COUNTY COMMISSIONERS' OFFICE
WILLIAMS COUNTY, BRYAN, OHIO
January 29, 2026

In the Matter of:
Supplemental Appropriation(s)

The Board of Williams County Commissioners met in regular session on the above date with the following members present:

Scott A. Lirot, Yes Bartley E. Westfall, Yes Terry N. Rummel, Yes

Commissioner Westfall moved adoption of the following resolution:

BE IT RESOLVED, by the Board of Williams County Commissioners that we hereby approve Vickie L. Grimm, Williams County Auditor to create new lines and make supplemental appropriation(s) from and to the following funds:

Department: Williams County Board of Elections

From: 1001-40-130-506000 Contract Services \$2,920.70

To: 1001-40-130-509400 Remittance to State \$2,920.70

Reason: Unused grant funding from SOS-VR Data Integrity 2025-52

Department: Williams County Prosecutor's Office

From: 2010-40-350-503000 Supplies \$500.00

To: 2010-40-350-506000 Contract Services \$500.00

Reason: To cover foreclosure title costs

BE IT FURTHER RESOLVED, that it is further found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were so adopted in an open meeting of this Board and that all deliberations of this Board and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Commissioner Rummel seconded the motion.

The vote upon adoption resulted as follows:

Mr. Scott A. Lirot,

Yes

Mr. Bartley E. Westfall,

Yes

Mr. Terry N. Rummel,

Yes

WILLIAMS COUNTY COMMISSIONERS

Scott Lirot

President of the Board of Commissioners

Bartley Westfall

Vice-Pres of the Board of Commissioners

Terry Rummel

Member of the Board of Commissioners

RESOLUTION 26-0068

COUNTY COMMISSIONERS' OFFICE
WILLIAMS COUNTY, BRYAN, OHIO
January 29, 2026

In the Matter of
Entering into a Contract Agreement

The Board of Williams County Commissioners met in regular session on the above date with the following members present:

Scott A. Lirot, Yes Bartley E. Westfall, Yes Terry N. Rummel, Yes

Commissioner Westfall moved adoption of the following resolution:

WHEREAS, an agreement has been successfully negotiated between the Williams County EMS and EMS DEV Solutions for access to an App for EMS Protocols at a cost not to exceed \$2,750.00 (\$2,250 a year; \$500 Setup Fee). Term: 3 Years from date of signing; therefore,

BE IT RESOLVED, by the Board of Williams County Commissioners we do hereby enter into the agreement as set forth above and attached hereto. A copy of the agreement will be on file with Williams County EMS; therefore

BE IT FURTHER RESOLVED, that it is further found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were so adopted in an open meeting of this Board and that all deliberations of this Board and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Commissioner Rummel seconded the motion.

The vote upon adoption resulted as follows:

Mr. Scott A. Lirot, yes

Mr. Bartley E. Westfall, yes

Mr. Terry N. Rummel, yes

WILLIAMS COUNTY COMMISSIONERS

Scott Lirot
President of the Board of Commissioners

Bartley Westfall
Vice-Pres of the Board of Commissioners

Terry Rummel
Member of the Board of Commissioners

EMS Dev Solutions

Williams County Emergency Medical Service

Williams County Emergency Medical Service

05842 State Route 15

Bryan, Ohio 43506

United States

Reference: 20251031-161319502

Quote created: October 31, 2025

Quote expires: February 15, 2026

Quote created by: Sam Boyer

sam@emsdevsolutions.com

Kyle Brigle

kbrigle@wmsco.org

+14196366751

Comments from Sam Boyer

Products & Services

Item & Description	Quantity	Unit Price	Total
EMS Protocols To-Go 51-100 Users EMS Protocols to Go for 51 to 100, including all Part time and Full Time transport and non transport EMS and First Responders who will use the app.	1	\$2,250.00 / year	\$2,250.00 / year for 3 years
EMS Protocols To-Go Setup Fee Standard setup fee to setup your agency on the website for remote management.	1	\$500.00	\$500.00
Annual subtotal			\$2,250.00
One-time subtotal			\$500.00
Total			\$2,750.00

Purchase terms

Purchase terms

1. Permission to Use By engaging with our App, you (the user) are granted a non-exclusive, non-transferable right to use the App solely for your personal or internal business needs. This right is subject to these terms and conditions, and you must be authorized to agree to these terms and ensure that no one else uses the App on your device.

2. Ownership The App and all associated rights are the sole property of EMS Dev Solutions and its affiliates. This means all intellectual property rights, including copyrights, trademarks, and any other related rights, belong to EMS Dev Solutions. You're only granted the rights mentioned here and nothing more.

3. What You Can't Do You agree not to:

- Copy, rent, lease, sell, or transfer the App.
- Use the App in any illegal manner or beyond its intended use.
- Interfere with the App's functionality or access by others.
- Share or transfer your user account.
- Store or manage sensitive data or protected health information using the App.
- Modify, reverse-engineer, or disassemble the App, or create any derivative works.
- Merge the App with other software or redistribute it.
- Alter any copyright or proprietary notices within the App.

4. No Warranties The App is provided to you as-is, without any guarantees or warranties of any kind. EMS Dev Solutions does not make any promises about the accuracy, reliability, or completeness of the App. We disclaim all implied warranties, including those of fitness for a particular purpose and non-infringement.

5. Limitation of Liability EMS Dev Solutions is not responsible for any indirect, incidental, special, or consequential damages, including patient harm, that may result from using the App. The App is provided "as is" and "as available," without warranties of any kind, express or implied, including but not limited to fitness for a particular purpose, merchantability, or non-infringement.

Your sole and exclusive remedy for any dissatisfaction or claim related to the App is a refund of the amount you paid for it. In no event shall EMS Dev Solutions' total liability exceed the fees you paid for use of the App. These limitations apply to the fullest extent permitted by law and reflect a mutual agreement to fairly cap liability and risk.

6. Data Costs You are responsible for any data charges that may apply when using the App, including those imposed by your internet service provider or mobile carrier.

7. Responsibility for Data and Use

- Do not use the App's content for patient care unless you are certified and licensed appropriately.
- Keep up-to-date with treatment protocols independently of the App.
- User is not to store any confidential or HIPAA Protected data. Data will be isolated to the specific user only.
- This application will not share any personal data, uses or shared with any third party. Any data entered will be stored on your local device and not on any 3rd party server.
- App will not retain data, this app is only for reference use only and no data is to be entered into this app. Any sensitive user data will be secured locally on the local device and not stored on the cloud.
- App will not retain data, this app is only for reference use only and no data is to be entered into this app. Any sensitive user data will be secured locally on the local device and not stored on the cloud.
- The App is only a reference tool and should not be solely relied upon for patient care.
- Use your own judgment and have a backup source if the App fails or has errors.

- Remember you must be a licensed EMS provider, any direct care provided should be based on your own training, certification, and knowledge.

8. Third-Party Content Content provided by third parties may be outdated or incorrect. EMS Dev Solutions does not control or update third-party content and is not responsible for its accuracy.

9. Changes to Terms We may update these terms from time to time, especially as we update the App. It's your responsibility to review these terms regularly. Continued use of the App signifies your acceptance of any changes. Notifications about changes might be made via the App when connected to the internet.

10. Termination These terms are effective as soon as you accept them and remain in force until terminated. If you end your use of the App, you must stop using it immediately. Some obligations, such as those related to liability, will continue even after termination.

11. Data Security You are responsible for the security of any data you store using the App. The App is not intended to comply with HIPAA regulations and should not be used to store sensitive or protected health information.

12. Legal Disputes Any legal disputes arising from these terms or your use of the App must be handled in Des Moines County, Iowa.

13. Governing Law Iowa state law will govern these terms, excluding its conflict of law principles.

14. Acknowledgment By using the App, you confirm that you are authorized to agree to these terms and will prevent unauthorized use by others.

15. Claims Waiver You agree to waive any claims against EMS Dev Solutions related to your use of the App, including claims arising from third-party use, whether authorized or not.

16. App Changes and Fees We may alter or discontinue the App at any time and may introduce additional subscription fees.

17. Severability If any part of these terms is deemed unenforceable, the remaining provisions will continue to apply as if the unenforceable part were removed.

18 Payment Terms

18.1 Agreement Term

This Agreement is effective as of the date signed by the Customer ("Effective Date") and shall remain in force for **three (3) years**, unless earlier terminated in accordance with this section.

This Agreement shall automatically renew for successive one (1) year terms upon expiration of the initial three (3) year term, unless either party provides written notice of its intent not to renew at least sixty (60) days prior to the expiration of the then-current term.

18.2 Annual Payment Obligations

The Customer agrees to pay EMS Dev Solutions the **annual fee specified in this Agreement**. The first annual payment is due **within seven (7) calendar days of the Effective Date**. Thereafter, annual payments are due **no less than thirty (30) days prior to each successive anniversary of the Effective Date**. All payments are non-refundable and failure to remit payment does **not relieve the Customer of the obligation to pay**.

18.3 Non-Payment and Service Suspension

EMS Dev Solutions reserves the right to **suspend or disable access to the App** in the event of non-payment. EMS Dev Solutions is not liable for any **service interruptions, data loss, or consequences arising from suspension due to overdue balances**.

18.4 Termination Rights

Either party may terminate this Agreement only in the event the other party materially breaches its obligations under this Agreement, provided that:

- (i) the non-breaching party delivers written notice of the breach,
- (ii) the breaching party is provided sixty (60) days to cure such breach, and
- (iii) the breaching party fails to cure the breach within that period.

Upon termination, the Customer must immediately cease all use of the App and, if requested in writing, provide written certification that access has been terminated and all App-related data and materials (if any) have been deleted or returned.

18.5 Interest and Collection

Any unpaid balance will accrue interest at the rate of **1.5% per month**, or the maximum permitted by applicable law, whichever is lower.

18.6 No Setoffs or Deductions

All amounts due under this Agreement shall be paid in full **without deduction or setoff** of any kind by the Customer.

Updated 1/15/2026

Signature

Choose a profile to start the e-signature process.

Kyle Brigle

kbrigle@wmsco.org

Questions? Contact me



Sam Boyer

sam@emsdevsolutions.com

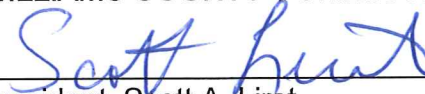
EMS Dev Solutions

600 N Main Street

Burlington, Iowa 52601

USA

WILLIAMS COUNTY COMMISSIONERS



President, Scott A. Lirot



Vice-President, Bartley E. Westfall



Member, Terry N. Rummel

1-29-26

Date

1-29-26

Date

1-29-26

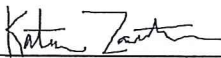
Date

SIGNATURE PAGE

Agreement Title: EMS Dev Solution

WILLIAMS COUNTY PROSECUTOR

This Agreement is approved as to form, with deletion of any indemnity clauses and attorney fee provisions in accordance with Ohio Attorney General Opinions 99-049 and 2005-007.



Katherine J. Zartman, Williams County Prosecutor

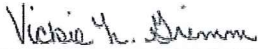
1/12/26

Date

FISCAL OFFICER'S CERTIFICATE

5705.41 O.R.C.

The undersigned, County Auditor of Williams County, hereby certifies that the amount required to meet this contract has been lawfully appropriated for such purpose, and is in the treasury or in the process of collection to the credit of an appropriate fund, free from any previous encumbrances.



Vickie Grimm, Williams County Auditor

01/27/2026

Date

RESOLUTION 26-0069

COUNTY COMMISSIONERS' OFFICE
WILLIAMS COUNTY, BRYAN, OHIO
January 29, 2026

In the Matter of
Williams County Sheriff
Contract Negotiations

The Board of Williams County Commissioners met in regular session on the above date with the following members present:

Scott A. Lirot, Yes Bartley E. Westfall, Yes Terry N. Rummel, Yes

Commissioner Westfall moved adoption of the following resolution:

WHEREAS, on January 28, 2026, Chief Deputy, Ben Baldwin submitted to the Williams County Commissioners the Executive Summary of the contract negotiations between Williams County Sheriff's Office and the International Union of Police Associations (IUPA). The agreements are effective upon signing through December 31, 2028; therefore

BE IT RESOLVED, by the Board of Williams County Commissioners that we do hereby approve to enter into the Agreements as set forth above. A copy of the Agreements will be on file with the Williams County Sheriff's Office; and therefore

BE IT FURTHER RESOLVED, that it is further found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were so adopted in an open meeting of this Board and that all deliberations of this Board and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Commissioner Rummel seconded the motion.

The vote upon adoption resulted as follows:

Mr. Scott A. Lirot, yes

Mr. Bartley E. Westfall, yes

Mr. Terry N. Rummel, yes

WILLIAMS COUNTY COMMISSIONERS

Scott Lirot
President of the Board of Commissioners

Bartley Westfall
Vice-Pres of the Board of Commissioners

Terry Rummel
Member of the Board of Commissioners

**EXECUTIVE SUMMARY
OF THE CONTRACT NEGOTIATIONS BETWEEN
WILLIAMS COUNTY SHERIFF'S OFFICE
AND
THE INTERNATIONAL UNION OF POLICE ASSOCIATIONS (IUPA)**

The parties met on October 30th, and December 17th, 2025, before reaching a tentative agreement on January 16th, 2026. Below you will find an explanation of all issues resolved through the collective bargaining process. Any article not mentioned below will remain unchanged in the Successor Agreement. Any issue that only pertains to one of the bargaining units will be specifically identified in each Article.

TENTATIVELY AGREED TO ARTICLES:

ARTICLE 1, RECOGNITION — Both articles still referenced multiple bargaining units. This was a holdover from the change from the OPBA to the IUPA. This has been changed in both agreements.

ARTICLE 4, NON-DISCRIMINATION — The reference to “handicap” has been deleted as it is no longer used in the discrimination laws (replaced with disability).

ARTICLE 6, GRIEVANCE PROCEDURE — There is a reference to Section 7.4 which should be 6.4. This typo is the result of the union changeover and the deletion of the prior Article designation for the Preamble.

ARTICLE 7, DISCIPLINE — Currently Section 7.9 requires the Sheriff to pay the employee's health insurance premium when an employee is charged with, or under indictment for, a felony or any offense which renders the employee unable to carry a firearm.

This Section has been amended to require the employee to pay the employee's portion of the premium in order to consider eligibility for County health insurance.

ARTICLE 17, VACATION — Section 17.5 has been modified by requiring approval of leave when such leave is submitted ten (10) calendar days in advance even if the leave creates overtime, unless there is an emergency.

A new incentive has been included in Section 17.12 for employees that have more than 960 hours of accumulated but unused sick leave. In such a case, the employee trade sick leave days to personal days at a ratio of 2 to 1 up to a maximum of five (5) days. The sick leave balance cannot fall below 960 hours.

The requirement to submit leave fourteen (14) days in advance has been modified to ten (10) days. This mirrors the requirement found in Section 17.5.

ARTICLE 18, HOLIDAYS — The effective date for Juneteenth (6/19/2024) has been deleted.

ARTICLE 19, WAGES — The wage increases for the successor agreement are four percent (4%), effective January 1, 2026, four percent (4%) effective the first full pay period following January 1, 2027, and three percent (3%) effective the first full pay period following January 1, 2028. The wage increases will only be applied to the Deputy wage scale due to the negotiation of wage differentials.

New Wage Differentials: Effective the first full pay period following January 1, 2026

Employees assigned to Detective will be paid at a rate of five percent (5%) above the Deputy wage scale.

Employees promoted to Sergeant will be paid at a rate of nine percent (9%) above the Deputy wage scale.

Employees promoted to Lieutenant will be paid at a rate of eighteen- and one-half percent (18.5%) above the Deputy wage scale.

Language has also been added that gives either party the right to reopen the wages for 2027 and/or 2028 if the State of Ohio removes property taxes from the tax code.

ARTICLE 23, HEALTH INSURANCE — The percentage maximums for premiums has been deleted and replaced with a commitment that the bargaining unit employees will pay the same amount in premiums as non-bargaining unit employees under the jurisdiction of the Board of Commissioners.

ARTICLE 31, K-9 PAY — The FLSA requirements for employees assigned to K-9 duty have been modified. An employee assigned one dog shall be paid an additional fifty dollars (\$50) from two hundred dollars (\$200). An employee assigned two dogs shall be paid an additional fifty dollars (\$50) from two hundred and fifty dollars (\$250).

ARTICLE 32, FIELD TRAINING OFFICER COMPENSATION — When a bargaining unit employee is actively serving as a field training officer the employee shall be paid an increased rate of twenty five dollars (\$25) from the current twenty dollars (\$20).

ARTICLE 40, DURATION OF AGREEMENT — This Agreement is effective upon signing and in effect until December 31, 2028.