

**FACT-FINDING TRIBUNAL OF THE
STATE EMPLOYMENT RELATIONS BOARD**

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RELATIONS BOARD

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IN THE MATTER OF:

**FRATERNAL ORDER OF POLICE,
OHIO LABOR COUNCIL, INC.**

**Employee Organization,
and**

**FAIRFIELD COUNTY SHERIFF
Employer.**

REPORT OF FACT FINDER

**CASE NO.: 00-MED-08-0834
DISPATCHERS**

DATES OF HEARING: December 18, 2000

PLACE OF HEARING: Lancaster, Ohio

FACT FINDER: Charles W. Kohler

APPEARANCES:

FOR THE EMPLOYEE ORGANIZATION:

Ross Rader, Staff Representative

FOR THE EMPLOYER:

Marc A. Fishel, Attorney at Law

INTRODUCTION

On August 1, 2000, the State Employment Relations Board ("SERB") appointed the undersigned as fact finder pursuant to Ohio Administrative Code Rule 4117-9-05(D). This matter involves the negotiation of an initial collective bargaining agreement between the Fairfield County Sheriff ("Employer") and the Fraternal Order of Police, Ohio Labor Council, Inc. ("Union"). A fact-finding hearing was held on December 18, 2000, in Lancaster, Ohio. . The report and recommendations of the fact finder are to be served upon the parties no later than January 3, 2001, pursuant to the mutual agreement of the parties.

The following findings and recommendations are offered for consideration by the parties; were arrived at pursuant to their mutual interests and concerns; are made in accordance with the data submitted; and in consideration of the following statutory criteria as set forth in Rule 4117-9-05 of the Ohio Administrative Code:

1. Past collectively bargained agreements, if any, between the parties;
2. Comparison of the unresolved issues relative to the employees in the bargaining unit with those issues related to other public and private employees doing comparable work, giving consideration to factors peculiar to the area and classification involved;
3. The interest and welfare of the public, the ability of the public employer to finance and administer the issues proposed, and the effect of the adjustments on the normal standard of public service;
4. The lawful authority of the public employer;
5. Any stipulations of the parties;
6. Such other factors, not confined to those listed above, which are normally or traditionally taken into consideration in the determination of the issues submitted to mutually agreed-upon dispute settlement procedures in the public service or in private employment.

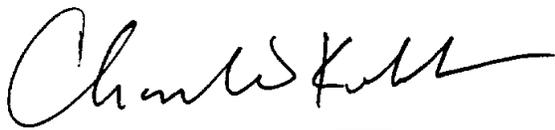
FACTUAL BACKGROUND

The Union represents a bargaining unit composed of all full-time dispatchers. The bargaining unit was certified on August 4, 2000.

Prior to the fact-finding hearing, the parties engaged in three formal negotiation

sessions. All of the disputed issues were resolved and have been tentatively approved by the negotiators. A copy of the tentative agreement was submitted to the fact finder as part of the Union's pre-hearing submission. The tentative agreements of the parties on these issues are hereby incorporated by reference into this report and shall be considered as the recommendations of the fact finder.

Respectfully Submitted,



Charles W. Kohler
Fact Finder

CERTIFICATE OF SERVICE

I do hereby certify that on this 3rd day of January 2001, a copy of the foregoing Report and Recommendations of the Fact Finder was served upon Catherine A. Brockman, Assistant Executive Director, Fraternal Order of Police, Ohio Labor Council, Inc., 222 East Town Street, Columbus, Ohio 43215; and upon Marc A. Fishel, Downes & Hurst, 300 South Second Street - 2nd Floor, Columbus, Ohio 43215; each by Airborne Express overnight delivery; and upon George M. Albu, Administrator, Bureau of Mediation, State Employment Relations Board, 65 East State Street, 12th Floor, Columbus, Ohio 43215-4213 by regular U.S. Mail, postage prepaid.



Charles W. Kohler, Fact Finder