

STATE OF OHIO STATE EMPLOYMENT
BEFORE THE STATE EMPLOYMENT RELATIONS BOARD

2005 DEC 14 A 11: 02

In the Matter of the Fact-Finding Between

The Fraternal Order of Police,
Ohio Labor Council, Inc.

Employee Organization

and

The Jackson County Sheriff

The Employer

Case Nos. 05-MED-02-0135
05-MED-02-0136
05-MED-02-0137
05-MED-02-0138 ✓
05-MED-02-0139
05-MED-02-0140

Fact-Finder: Jerry B. Sellman
Date of Report: December 12, 2005

APPEARANCES:

FOR THE EMPLOYEE ORGANIZATION:

Mark E. Drum - Designated Representative for The Fraternal Order of Police, Ohio Labor Council, Inc.

FOR THE EMPLOYER:

Jonathan D. Blanton, Esq. - Jackson County Prosecutor, representing the Jackson County Sheriff

John Shasteen - Jackson County Sheriff, Witness

I. INTRODUCTION

This matter concerns a fact-finding proceeding between the Jackson County Sheriff (hereinafter referred to as the Employer) and the Fraternal Order of Police, Ohio Labor Council, Inc. (hereinafter referred to as the “FOP” or “Union”). The State Employment Relations Board (SERB) duly appointed the undersigned as Fact-finder in this matter. A Fact-finding hearing was held on December 6, 2005.

The fact-finding proceedings were conducted pursuant to the Ohio Collective Bargaining Law as well as the rules and regulations of the State Employment Relations Board, as amended. During the Fact-finding proceeding, this Fact-finder provided the parties the opportunity to present arguments and evidence in support of their respective positions on the issues remaining for this Fact-finder’s consideration.

In making the recommendations in this report, consideration was given to all reliable evidence presented relevant to the outstanding issues before him and consideration was given to the following criteria listed in Rule 4117-9-05 (K) of the State Employment Relations

Board:

- (1) Past collectively bargaining 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 issues submitted to mutually agreed-upon dispute settlement procedures in public service or in private employment.

II. BACKGROUND

The FOP represents all of the bargaining units of the Jackson County Sheriff's office, which units consist of (1) Captains and Lieutenants, (2) Sergeants, (3) Deputies, (4) Jailers, (5) Dispatchers and (6) Full-time clerks. The Employer and the FOP mutually agreed to engage in multi-unit bargaining during negotiations relating to the current Collective Bargaining Agreement (CBA). There are currently approximately 34 employees in the bargaining unit.

The current CBA does not expire until May 14, 2006, but the parties agreed to reopen negotiations on wages and insurance for the year 2005 on November 15, 2004 (Re-openers). The parties engaged in five negotiation sessions, but were unable to reach agreement on the wages and insurance issues. The Fact-finder's recommendation will, as a result, be applied retroactively to January 1, 2005.

The Jackson County Sheriff's office is funded from the Jackson County General Fund. The Sheriff is given an annual allocation from which the essential services provided by the Sheriff's office is funded. As with many small rural counties, Jackson County has suffered dwindling resources and the challenge confronting the county commissioners to allocate revenues to cover the multiple service needs of the community is onerous. The budget for the Sheriff's office has either dwindled over the years or remained the same, notwithstanding that fact that expenses have increased. The Sheriff was informed that his budget for 2006 would be the same as 2005.

The members of the Sheriff's Office bargaining units are in the last year of their three year CBA. During the first year the members received no pay increase. During the second

year all members received a pay increase of \$.25 per hour. Despite the hourly increase in 2004, bargaining unit members were required to begin paying a monthly premium of \$91.83 for family health insurance as part of their cost sharing of premium costs. Previously the Employer paid all of the health insurance premiums of the bargaining unit employees. The \$.25 per hour that the bargaining unit members received amounted to an increase of just over \$500 per year. The changes in the insurance plan cost the bargaining unit members over \$1,100 per year.

The County Commissioners select the health insurance program for county employees, which program includes the employees of the Sheriff's Office. To the extent costs for health insurance plans increase, those increases must be paid out of each allocated budget and not out of the General Fund. As a result, if the County Commissioners do not increase the budget of the Sheriff's Office in 2006, any increase in health insurance premiums would need to be paid out of the Sheriff's budget and/or passed on as an increase to the bargaining unit employees.

The Sheriff's department was faced with a shortfall in its budget at the end of 2005. In order to meet its budget deficit, bargaining unit employees conducted auctions and gave up vacation time to cover the shortfall so that the services to the public were not diminished. These efforts prevented layoffs within the Office.

While the FOP members of the Sheriff's Office received a \$.25 per hour last year, most county employees were given a pay increase of an average of \$.50 per hour. Some received higher increases ranging from \$.83 to \$1.75 per hour. In regard to health insurance premiums, numerous county employees were not required to pay monthly premiums.

Employees of the Jackson Municipal Court, Board of Elections, Veterans Administration and Soil & Water Conservation had 100% paid health coverage, although it is acknowledged that these agencies have funding sources in addition to revenues from the County General Fund. Where premium co-payments were required of employees or other county offices, the plans were generally phased in as opposed to the large increase experienced by FOP members of the Sheriff's Office.

III. UNRESOLVED ISSUES

1. ARTICLE 16, Wages and ARTICLE 22, Insurance

The Union's Position.

The Union proposes a wage freeze for the final year of the CBA, but only as long as it is coupled with an insurance premium co-payment freeze. If insurance premium costs increase and under Article 22, §22.1, then the bargaining unit wants a wage increase to cover the cost of the increased premium or co-payment costs. Basically the Union is agreeable to maintain the status quo relative to wages received and the current amount of employee contributions to health insurance premiums.

The Union points out to the Fact-finder that by agreeing to another wage freeze, the members of the bargaining unit effectively could be subjected to a term of four years with only one low pay increase during the time. In 2003 they received no pay increase. Their raise in 2004 of \$.25 amounted to a 1.7% to a 2.5% increase for bargaining unit members. With the current proposal, the members would receive no increase for 2005. With negotiations of the successor agreement occurring in the spring and/or summer of next year, the members will effectively (due to the statutory provisions of O.R.C. §4117.14 (G) (11)) not be assured of any

pay raise until at least January 1, 2007. This would amount to about a .5% annual wage increase during the four year period. This increase, when considered in light of the additional insurance costs passed on to them, actually results in decreased earnings.

The Union submitted information demonstrating that wages for Deputy Sheriffs, Corrections Officers, and Jailers (classifications included within the subject bargaining unit) with employees in comparable counties were below average. *See Appendix 1, attached hereto.* According to the SERB Clearinghouse Report, Jackson County deputies are the second lowest paid deputies in comparable counties. The top pay for deputies in southeastern Ohio is nearly 10% higher than the top pay for deputies in Jackson County. According to the SERB Clearinghouse Report, Jackson County Corrections Officers are the lowest paid in Ohio and in adjacent southeastern Ohio counties.

The Employer's Position.

The Employer proposed no increase in wages and no changes in the insurance provisions. Under the current provisions, if insurance premiums continue to increase, so would the employee contribution. The Employer recognizes the sacrifice of the bargaining unit members to keep the office running and realizes that its officers are paid less than others holding comparable jobs. Nonetheless, the Employer must meet expenses within the budget given to it by the County Commissioners and it cannot provide its current level of services to the public if it is required to pay any additional increases in premiums. While it cannot predict the amount of any increases in insurance premiums in 2006, increases are sure to occur. It believes the cost of premiums could increase 8%, but no data was submitted to support the assertion.

RECOMMENDATION

It is recommended that no wage increase be received by any classification for the final year of the CBA and that the level of employee contribution to health insurance be frozen for the duration of the CBA as set forth in the RECOMMENCED CONTRACT LANGUAGE, attached hereto as *Appendix 2*.

Rationale

In assessing what is a fair recommendation on wages and insurance (combined) for employees in this bargaining unit, the Fact-finder considered the wages of public employees doing comparable work, the level of any wage increases over the past several years given to the bargaining unit, and the Employer's ability to pay, among other factors. The issues of wages and insurance were combined, for it is the net income/expense of the wages and insurance that concern both parties.

The Employer has no control over determining the total amount of revenue available from the County's General Fund for its operations, nor does it have control over the design of the insurance plan for its employees. The County Commissioners allocate funds from the General Fund of the County to the Employer (Sheriff's Office) after considering all departments and agencies it must fund. The County Commissioners also select the insurance plan, which covers all county employees, including employees of the Sheriff's Office. It is clear that any wage increases and/or employee contributions to health insurance costs are determined and controlled by the County Commissioners, typically through the budgetary process. In the case of the Sheriff's Office, once an insurance program is established, any increases in any subsequent insurance premium cost(s) must be paid out of the pre-determined

approved budget.

The Employer avoided a deficit in its operations in 2005 by controlling expenses, generating revenue from auctions conducted by the bargaining unit and reducing expenditures due to members of the bargaining unit foregoing vacation pay. Both of the parties are working together to maintain fiscal responsibility and continue to provide essential services to the community. The Employer testified that it expects to be given the same revenue from the County Commissioners in 2006 as it received in 2005. It opines that it does not have the ability to fund any increases.

While recognizing the above, the Fact-finder must also consider the fact that the Bargaining Unit (1) had one small wage increase in the last three years, (2) receives lower pay rates than that paid to employees in comparable jobs throughout southeastern Ohio and (3) has paid co-pay insurance premiums at a rate greater than other county employees. It cannot be determined what, if any, increase in insurance premiums will take place in 2006, but it is likely that an increase will occur. Without any data from the Employer on this issue (the Employer indicated the premium could increase 8%), it is difficult to determine the overall cost to the Employer. There was no discussion of any alternative plans of health insurance considered by the County Commissioners that could stabilize premium costs, although benefits could thereby be affected. Data provided by the Union indicated that this bargaining unit was paying a disproportionate amount of premium costs when compared to other county job classifications. While the bargaining unit and the Employer are trying to negotiate a solution to rising health care costs, neither have the ability to effect a meaningful change, because the County Commissioners control the selection of and pricing of a health care

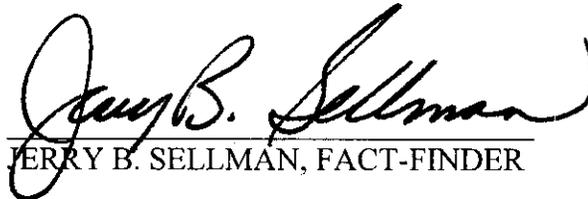
program. No evidence was presented to the Fact-finder to indicate that changes in health care plans or reallocation and equalization of plans among county employees was discussed in an effort to contain health care premium costs.

When one considers that the bargaining unit employees receive wages lower than most, if not all, other public employees doing comparable work; that the percentage increase in wages proposed on average over the last three years fell far behind the national averages as reported by the U.S. Department of Labor, Bureau of Labor Statistics; that the amount of health care premium cost-sharing by the bargaining unit is above other classifications in the County; that no evidence was provided concerning the overall County finances and its lack of ability to pay; and that the services provided by the Sheriff's department as essential to the public safety, adopting the Union's proposal to freeze wages and freeze any further increases in employee contributions to insurance costs for the duration of the Agreement is reasonable.

III. CONCLUSION

In conclusion, this Fact-finder hereby submits the above referenced recommendation.

December 12, 2005


JERRY B. SELLMAN, FACT-FINDER

APPENDIX 1

State Employment Relations Board Clearinghouse Benchmark Report September 12, 2005

Employer	Population	County	Union	Local	BU	Size	Start Date	End Date	Effective Date	Entry Level	Top Level
DEPUTY											
ADAMS COUNTY SHERIFF	27,330	ADAM	FOP	OLC	SM	21	01/01/03	12/31/05	01/01/04	\$27,310.00	\$30,638.00
ALLEN COUNTY SHERIFF	108,473	ALLE	IUPA	150	SM	101	09/24/02	12/31/04	01/01/03	\$31,928.00	\$35,901.00
ASHTABULA COUNTY SHERIFF	102,728	ASHT	FOP	OLC	SA	35	01/01/02	12/31/04	01/01/04	\$38,542.00	\$46,197.00
ATHENS COUNTY SHERIFF	62,223	ATHE	OPBA	*	SM	16	01/01/04	12/31/06	12/31/04	\$29,687.00	\$36,124.00
AUGLAIZE COUNTY SHERIFF	46,611	AUGL	OPBA		SA	13	05/13/03	12/31/04	01/01/04	\$27,268.80	\$40,664.00
BUTLER COUNTY SHERIFF	332,807	BUTL	FOP	101	SA	154	03/01/01	02/28/04	03/08/03	\$33,051.00	\$44,077.00
CARROLL COUNTY SHERIFF	28,836	CARR	FOP	OLC	SA	11	06/01/03	05/31/05	06/01/04	\$28,496.00	\$30,846.00
CLARK COUNTY SHERIFF	144,742	CLAR	FOP	OLC	SM	100	01/01/04	12/31/06	01/01/05	\$36,858.00	\$47,445.00
CLERMONT COUNTY SHERIFF	177,977	CLER	FOP	OLC	SA	68	03/01/04	02/28/07	03/01/05	\$35,194.00	\$49,858.00
COSHOCTON COUNTY SHERIFF	36,655	COSH	FOP	OLC	SM	45	01/01/03	12/31/05	01/01/04	\$32,364.80	\$33,924.80
CRAWFORD COUNTY SHERIFF	46,966	CRAW	FOP	OLC	SM	35	03/29/03	12/31/05	01/01/05	\$27,622.00	\$32,864.00
CUYAHOGA COUNTY SHERIFF	1,393,978	CUYA	OPBA		SA	143	01/01/03	12/31/05	01/01/05	\$36,149.00	\$47,731.00
DARKE COUNTY SHERIFF	53,309	DARK	FOP	OLC	SM	49	10/21/02	10/20/05	10/01/04	\$29,016.00	\$37,856.00
DELAWARE COUNTY SHERIFF	109,989	DELA	OPBA	*	SA	67	01/01/02	12/31/04	01/01/04	\$35,318.00	\$48,048.00
ERIE COUNTY SHERIFF	79,551	ERIE	FOP	OLC	SM	21	01/01/03	12/31/05	01/01/05	\$38,022.00	\$44,221.00
FAIRFIELD COUNTY SHERIFF	122,759	FAIR	FOP	OLC	SA	93	12/16/02	12/15/05	01/01/05	\$30,160.00	\$40,560.00
FRANKLIN COUNTY SHERIFF	1,068,978	FRAN	FOP	9	SM	633	01/01/02	10/24/04	10/27/03	\$32,115.20	\$55,889.60
FULTON COUNTY SHERIFF	42,084	FULT	FOP	OLC	SA	15	01/01/04	12/31/06	01/01/05	\$30,056.00	\$38,397.00
GALLIA COUNTY SHERIFF	31,069	GALL	FOP	OLC	SM	21	01/01/04	12/31/06	01/01/05	\$24,294.00	\$28,704.00
GEAUGA COUNTY SHERIFF	90,895	GEAU	OPBA	*	SM	65	01/01/04	12/31/06	01/01/05	\$42,931.00	\$53,373.00
GREENE COUNTY SHERIFF	147,886	GREE	FOP	OLC	SM	122	12/16/02	12/15/05	01/08/05	\$38,522.00	\$51,480.00
GUERNSEY COUNTY SHERIFF	40,792	GUER	FOP	OLC	SM	18	10/01/03	09/30/06	01/01/05	\$25,887.00	\$36,853.00
HAMILTON COUNTY SHERIFF	845,303	HAMI	FOP	OLC	SM	258	01/01/03	12/31/05	01/01/05	\$28,245.00	\$51,245.00
HARDIN COUNTY SHERIFF	31,945	HARD	OPBA		SM	14	01/01/04	12/31/06	01/01/04	\$23,691.00	\$43,950.00
HARRISON COUNTY SHERIFF	15,856	HARR	FOP	OLC	SM	12	04/01/01	03/31/04	04/01/03	\$21,320.00	\$23,400.00
HENRY COUNTY SHERIFF	29,210	HENR	IUPA	61	SM	21	07/01/04	06/30/07	01/01/05	\$29,360.00	\$37,944.00
HIGHLAND COUNTY SHERIFF	40,875	HIGH	FOP	OLC	SM	47	01/01/03	12/31/05	01/01/05	\$29,349.00	\$32,448.00
HOCKING COUNTY SHERIFF	28,241	HOCK	FOP	OLC	SM	18	01/01/04	12/31/06	01/01/05	\$24,752.00	\$28,850.00
HOLMES COUNTY SHERIFF	38,943	HOLM	AFSCME 8	3710	SM	31	05/01/03	06/30/06	05/01/04	\$25,619.00	\$27,142.00
HURON COUNTY SHERIFF	59,487	HURO	OPBA	*	SA	31	07/01/04	06/30/07	07/01/04	\$29,943.68	\$36,402.06
[REDACTED]	32,641	JACK	FOP	OLC	SM	13	05/15/03	05/14/06	02/16/04	\$23,192.00	[REDACTED]
KNOX COUNTY SHERIFF	54,500	KNOX	FOP	OLC	SM	51	01/01/03	12/31/05	01/01/05	\$30,826.00	\$30,826.00
LAKE COUNTY SHERIFF	227,511	LAKE	OPBA		SA	46	04/01/02	03/31/05	03/28/04	\$44,845.00	\$49,837.00

State Employment Relations Board Clearinghouse Benchmark Report September 12, 2005

Employer	Population	County	Union	Local	BU	Size	Start Date	End Date	Effective Date	Entry Level	Top Level
LAWRENCE COUNTY SHERIFF	62,319	LAWR	FOP	OLC	SM	40	01/01/03	12/31/05	01/01/05	\$28,746.00	\$33,675.00
LICKING COUNTY SHERIFF	145,491	LICK	IBT	637	SA	110	01/01/02	12/31/04	01/01/04	\$31,800.00	\$38,769.00
LORAIN COUNTY SHERIFF	284,664	LORA	*	LCDA	SA	56	01/23/02	10/31/04	01/01/04	\$41,142.00	\$48,651.00
LUCAS COUNTY SHERIFF	455,054	LUCA	OPBA	OLC	SM	400	01/01/03	12/31/05	01/01/05	\$25,896.00	\$41,475.00
MADISON COUNTY SHERIFF	40,213	MADI	FOP	OLC	SM	13	12/01/03	11/30/06	01/01/05	\$33,842.00	\$39,894.00
MAHONING COUNTY SHERIFF	257,555	MAHO	FOP	OLC	SA	180	01/01/03	12/31/05	01/01/04	\$25,500.00	\$37,632.00
MARION COUNTY SHERIFF	66,217	MARI	FOP	OLC	SM	50	07/01/05	06/30/08	01/01/05	\$33,322.00	\$45,510.00
MEDINA COUNTY SHERIFF	151,095	MEDI	OPBA	*	SA	54	01/01/02	12/31/04	01/01/04	\$36,888.00	\$44,006.00
MEIGS COUNTY SHERIFF	23,072	MEIG	OPBA		SM	14	01/01/05	12/31/07	01/01/05	\$18,865.60	\$28,100.80
MIAMI COUNTY SHERIFF	98,868	MIAM	FOP	154	SA	35	12/15/03	12/15/06	01/01/05	\$37,045.00	\$47,326.00
MONTGOMERY COUNTY	559,062	MONT	FOP	104	SA	161	01/01/04	12/31/06	01/01/05	\$43,262.00	\$53,577.00
MORGAN COUNTY SHERIFF	14,897	MORG	FOP	OLC	SA	7	06/01/03	05/31/06	05/31/05	\$26,166.00	\$29,536.00
MORROW COUNTY SHERIFF	31,628	MORR	FOP	OLC	SM	47	07/02/03	01/31/06	08/01/05	\$26,312.00	\$30,722.00
MUSKINGUM COUNTY	84,585	MUSK	FOP	OLC	SA	65	01/01/04	12/31/06	01/01/05	\$25,688.00	\$37,045.00
PAULDING COUNTY SHERIFF	20,293	PAUL	FOP	OLC	SM	18	06/06/03	05/31/06	06/01/05	\$27,768.00	\$33,654.00
PERRY COUNTY SHERIFF	34,078	PERR	FOP	OLC	SM	21	01/01/02	12/31/05	01/01/04	\$24,648.00	\$27,872.00
PICKAWAY COUNTY SHERIFF	52,727	PICK	FOP	OLC	SM	60	12/05/03	08/31/06	01/01/05	\$32,947.00	\$39,437.00
PIKE COUNTY SHERIFF	27,695	PIKE	FOP	OLC	SM	16	01/01/04	12/31/06	01/01/05	\$27,352.00	\$30,326.00
PREBLE COUNTY SHERIFF	42,337	PREB	FOP	OLC	SM	60	09/28/02	06/27/05	06/27/04	\$28,912.00	\$36,795.00
PUTNAM COUNTY SHERIFF	34,726	PUTN	FOP	OLC	SM	41	01/01/04	12/31/06	01/01/05	\$24,014.00	\$31,614.00
RICHLAND COUNTY SHERIFF	128,852	RICH	FOP	OLC	SA	31	05/23/02	12/31/04	01/01/04	\$25,000.00	\$40,010.00
ROSS COUNTY SHERIFF	73,345	ROSS	FOP	OLC	SM	50	07/01/04	06/30/07	01/01/04	\$21,840.00	\$33,238.00
SANDUSKY COUNTY SHERIFF	61,792	SAND	OPBA	*	SM	35	06/01/04	06/01/07	06/01/05	\$31,434.00	\$36,036.00
SCIOTO COUNTY SHERIFF	79,195	SCIO	FOP	OLC	SM	44	01/01/03	12/31/05	01/01/05	\$27,269.00	\$34,133.00
SENECA COUNTY SHERIFF	58,683	SENE	OPBA		SM	49	01/01/05	12/31/07	01/01/05	\$30,222.00	\$36,837.00
SHELBY COUNTY SHERIFF	47,910	SHEL	FOP	OLC	SM	43	07/01/04	06/30/06	07/01/05	\$27,622.00	\$43,930.00
STARK COUNTY SHERIFF	378,098	STAR	*	OCPSA	SA	90	07/01/03	06/30/06	07/01/05	\$31,487.00	\$40,830.00
SUMMIT COUNTY SHERIFF	542,899	SUMM	FOP	139	SA	327	01/01/02	12/31/04	01/01/04	\$32,368.00	\$44,296.00
TRUMBULL COUNTY SHERIFF	225,116	TRUM	OPBA	*	SM	85	09/25/02	09/30/04	10/02/03	\$31,574.40	\$38,667.20
TUSCARAWAS COUNTY	90,914	TUSC	FOP	OLC	SM	59	01/01/03	12/31/05	01/01/05	\$28,704.00	\$34,133.00
UNION COUNTY SHERIFF	40,909	UNIO	FOP	OLC	SA	28	01/10/05	12/15/07	01/01/05	\$33,341.00	\$44,498.00
VAN WERT COUNTY SHERIFF	29,659	VANW	IBT	908	SM	15	03/14/02	03/14/05	03/14/04	\$23,920.00	\$35,277.00
VINTON COUNTY SHERIFF	12,806	VINT	AFSCME 8	3575	SM		02/24/04	02/23/07	02/24/05	\$23,192.00	\$23,192.00

State Employment Relations Board Clearinghouse Benchmark Report September 12, 2005

Employer	Population	County	Union	Local	BU	Size	Start Date	End Date	Effective Date	Entry Level	Top Level	
WARREN COUNTY SHERIFF	158,383	WARR	*	WCSBASM		50	06/30/05	11/24/07	01/01/05	\$39,416.00	\$50,648.00	
WASHINGTON COUNTY	63,251	WASH	FOP	OLC	SM	63	04/15/04	01/31/08	01/01/05	\$29,016.00	\$40,310.00	
WAYNE COUNTY SHERIFF	111,564	WAYN	OPBA	*	SA	48	06/09/03	08/31/05	09/01/04	\$29,224.00	\$40,643.00	
WILLIAMS COUNTY SHERIFF	39,188	WILL	FOP	OLC	SM	17	01/01/05	12/31/07	01/01/05	\$31,034.00	\$38,943.00	
WOOD COUNTY SHERIFF	121,065	WOOD	FOP	OLC	SM	87	01/01/03	12/31/05	01/01/04	\$28,330.00	\$38,357.00	
WYANDOT COUNTY SHERIFF	22,908	WYAN	FOP	OLC	SM	16	10/01/03	09/30/06	10/01/04	\$29,536.00	\$33,904.00	
Count of Employers: 72										Average:	\$30,230.27	\$38,681.48

---According to the SERB Clearinghouse Report, Jackson County deputies are the second lowest paid deputies in the State of Ohio.

---The average pay for all deputies in Ohio is more than \$10,000 higher than the top pay for a Jackson County Deputy.

---The top pay for deputies in south eastern Ohio is [REDACTED] which is nearly 10% higher than the top pay for a Jackson Co. Deputy.

State Employment Relations Board Clearinghouse Benchmark Report

September 12, 2005

CORRECTIONS OFCR/JAILER

Employer	Population	County	Union	Local	BU	Size	Start Date	End Date	Effective Date	Entry Level	Top Level
ADAMS COUNTY SHERIFF	27,330	ADAM	FOP	OLC	SM	21	01/01/03	12/31/05	01/01/04	\$25,958.00	\$29,474.00
ALLEN COUNTY SHERIFF	108,473	ALLE	IUPA	150	SM	101	09/24/02	12/31/04	01/01/03	\$26,645.00	\$29,973.00
ATHENS COUNTY SHERIFF	62,223	ATHE	OPBA	*	SM	16	01/01/04	12/31/06	12/31/04	\$25,662.00	\$28,288.00
CARROLL COUNTY SHERIFF	28,836	CARR	FOP	OLC	SA	11	06/01/03	05/31/05	06/01/04	\$27,352.00	\$29,723.00
COSHOCTON COUNTY SHERIFF	36,655	COSH	FOP	OLC	SM	45	01/01/03	12/31/05	01/01/04	\$28,849.60	\$30,409.60
DARKE COUNTY SHERIFF	53,309	DARK	FOP	OLC	SM	49	10/21/02	10/20/05	10/01/04	\$24,773.00	\$37,856.00
GALLIA COUNTY SHERIFF	31,069	GALL	FOP	OLC	SM	21	01/01/04	12/31/06	01/01/05	\$22,194.00	\$26,021.00
GARFIELD HEIGHTS CITY	30,734	CUYA	FOP	OLC	SM	13	06/01/03	05/31/06	06/01/05	\$35,630.40	\$38,729.60
GEAUGA COUNTY SHERIFF	90,895	GEAU	OPBA	*	SM	65	01/01/04	12/31/06	01/01/05	\$33,342.00	\$45,011.00
GUERNSEY COUNTY SHERIFF	40,792	GUER	FOP	OLC	SM	21	10/01/03	09/30/06	01/01/05	\$19,886.00	\$30,578.00
HANCOCK COUNTY SHERIFF	71,295	HANC	IUPA	76	SM	31	03/08/02	03/07/05	03/08/04	\$29,452.80	\$30,825.60
HIGHLAND COUNTY SHERIFF	40,875	HIGH	FOP	OLC	SM	47	01/01/03	12/31/05	01/01/05	\$24,960.00	\$29,349.00
HOLMES COUNTY SHERIFF	38,943	HOLM	AFSCME 8	3710	SM	31	05/01/03	06/30/06	05/01/04	\$23,501.00	\$23,501.00
[REDACTED]	32,641	JACK	FOP	OLC	SM	13	05/15/03	05/14/06	02/16/04	\$19,760.00	[REDACTED]
LAWRENCE COUNTY SHERIFF	62,319	LAWR	FOP	OLC	SM	40	01/01/03	12/31/05	01/01/05	\$20,363.00	\$26,000.00
LIMA CITY	40,081	ALLE	FOP	21	SM	81	01/01/03	12/31/05	01/01/05	\$29,161.60	\$36,691.20
LORAIN COUNTY SHERIFF	284,664	LORA	IUPA	LCSE	SM	124	12/16/01	10/31/04	07/01/04	\$29,952.00	\$44,803.00
LUCAS COUNTY SHERIFF	455,054	LUCA	OPBA		SM	400	01/01/03	12/31/05	01/01/05	\$25,896.00	\$41,475.00
MENTOR CITY	50,278	LAKE	OPBA		SM	17	04/13/03	04/03/05	04/05/04	\$31,653.44	\$38,403.82
MIAMI COUNTY SHERIFF	98,868	MIAM	FOP	154	SM	80	12/15/04	03/15/07	01/01/05	\$28,038.00	\$31,824.00
MORROW COUNTY SHERIFF	31,628	MORR	FOP	OLC	SM	47	07/02/03	01/31/06	08/01/05	\$22,755.00	\$26,666.00
MUSKINGUM COUNTY	84,585	MUSK	FOP	OLC	SA	65	01/01/04	12/31/06	01/01/05	\$25,688.00	\$37,045.00
OTTAWA COUNTY SHERIFF	40,985	OTTA	FOP	OLC	SM	41	10/01/04	09/30/07	10/01/04	\$32,469.00	\$34,029.00
PAULDING COUNTY SHERIFF	20,293	PAUL	FOP	OLC	SM	18	06/06/03	05/31/06	06/01/05	\$25,563.00	\$31,533.00
PERRY COUNTY SHERIFF	34,078	PERR	FOP	OLC	SM	21	01/01/02	12/31/05	01/01/04	\$29,868.80	\$29,868.80
PICKAWAY COUNTY SHERIFF	52,727	PICK	FOP	OLC	SM	60	12/05/03	08/31/06	01/01/05	\$24,523.00	\$30,285.00
PIKE COUNTY SHERIFF	27,695	PIKE	FOP	OLC	SM	16	01/01/04	12/31/06	01/01/05	\$22,734.00	\$26,021.00
PREBLE COUNTY SHERIFF	42,337	PREB	FOP	OLC	SM	60	09/28/02	06/27/05	06/27/04	\$23,358.00	\$29,952.00
PUTNAM COUNTY SHERIFF	34,726	PUTN	FOP	OLC	SM	41	01/01/04	12/31/06	01/01/05	\$21,425.00	\$26,492.00
RICHLAND COUNTY SHERIFF	128,852	RICH	FOP	OLC	SM	57	05/23/02	12/31/04	01/01/04	\$22,500.00	\$32,230.00
ROSS COUNTY SHERIFF	73,345	ROSS	FOP	OLC	SM	50	07/01/04	06/30/07	01/01/04	\$21,840.00	\$33,238.00

State Employment Relations Board Clearinghouse Benchmark Report

September 12, 2005

CORRECTIONS OFCR/JAILER

Employer	Population	County	Union	Local	BU	Size	Start Date	End Date	Effective Date	Entry Level	Top Level
SANDUSKY COUNTY SHERIFF	61,792	SAND	OPBA	*	SM	35	06/01/04	06/01/07	06/01/05	\$31,434.00	\$36,036.00
SCIOTO COUNTY SHERIFF	79,195	SCIO	FOP	OLC	SM	44	01/01/03	12/31/05	01/01/05	\$27,269.00	\$34,133.00
SENECA COUNTY SHERIFF	58,683	SENE	OPBA		SM	49	01/01/05	12/31/07	01/01/05	\$26,790.00	\$32,614.00
SHELBY COUNTY SHERIFF	47,910	SHEL	FOP	OLC	SM	43	07/01/04	06/30/06	07/01/05	\$24,461.00	\$32,760.00
STARK COUNTY SHERIFF	378,098	STAR	FOP	OLC	SM	190	07/01/02	06/30/05	01/01/05	\$31,325.00	\$38,480.00
TUSCARAWAS COUNTY	90,914	TUSC	FOP	OLC	SM	59	01/01/03	12/31/05	01/01/05	\$27,331.00	\$30,763.00
WASHINGTON COUNTY	63,251	WASH	FOP	OLC	SM	63	04/15/04	01/31/08	01/01/05	\$24,003.00	\$33,114.00
WOOD COUNTY SHERIFF	121,065	WOOD	FOP	OLC	SM	87	01/01/03	12/31/05	01/01/04	\$28,330.00	\$38,357.00
WYANDOT COUNTY SHERIFF	22,908	WYAN	FOP	OLC	SM	16	10/01/03	09/30/06	10/01/04	\$25,459.00	\$29,370.00
Count of Employers: 40										Average:	\$26,303.89

---According to the SERB Clearinghouse Report the top pay for a Corrections officer in Jackson County is the lowest in the State of Ohio

---The average wages of the corrections officers in the highlighted counties is over [REDACTED]

APPENDIX 2
RECOMMENDED CONTRACT LANGUAGE

**ARTICLE 16
WAGES**

Section 16.1 Wage Increases

There will be a zero percent increase in wages for 2003. Effective February 16, 2004 and extending through December 31, 2004, all Employees covered by this Agreement will receive a wage increase of twenty0five (\$.25¢) per hour, which is reflected in the wage scale below

There will be a zero percent increase in wages for 2005.

**ARTICLE 22
INSURANCE**

Section 22.1 Health Insurance

For the calendar year 2004 and 2005, the members agree to accept the County's health insurance as it existed as of January 1, 2004 and January 2005, respectively, specifically Option #1 and Option #2. The Employer will pay one hundred percent (100%) of the premium cost for Option #2 for all levels of coverage. The Employer will pay fifty percent (50%) of the difference between the Employee's portion of the premium cost between Options #1 and #2 for all levels of coverage. (e.g. Employees would pay \$75.00 per month for an upgrade to Option #1 for family coverage.)

Section 22.2 Re-opener Agreement

Beginning on January 1, 2006, co-payments toward insurance premiums paid by bargaining unit employees for any specific insurance plan provided for in Section 22.1 shall not increase.

CERTIFICATE OF SERVICE

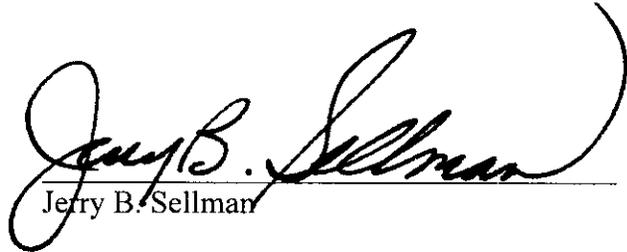
The undersigned certifies that a true copy of the Fact Finder's Report was sent by First Class Mail on December 12, 2005 to:

SERB
65 E. State Street
Columbus, OH 43215

Mark E. Drum
Fraternal Order of Police,
Ohio Labor Council
222 East Town Street
Columbus, OH 43215

Sheriff John Shasteen
Jackson County Sheriff
350 Portsmouth Street, Suite 102
Jackson, OH 45640

Jonathan D. Blanton, Esq.
Jackson County Prosecuting Attorney
350 Portsmouth St., Suite 100
Jackson, Ohio 45640


Jerry B. Sellman