STATE OF OHIO
BEFORE THE STATE EMPLOYMENT RELATIONS BOARD

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 CONRACT 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

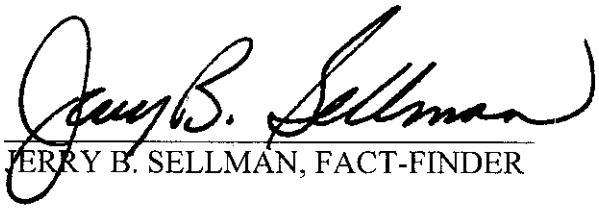
program. No evidence was presented to the Fact-finder to indicate that changes in health care plans or realloction and equalization of plans amoung county employees was discussed in an effort to contain health care premuim costs.

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 Couty 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 | $36,402.08 |
| [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 | | 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 | * | WCSBA | SM | 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 | $32,318.07 |

---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

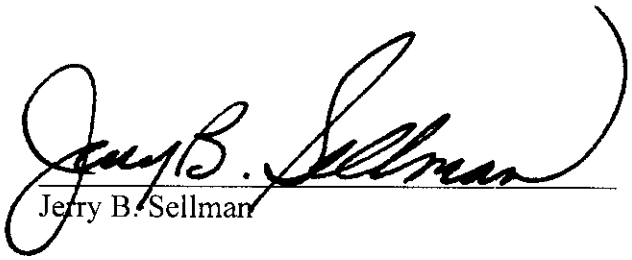
The undersigned certifies that a true copy of the Fact Finder's Report was sent by First Class Mail on December 12, 2005 to:

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