

STATE OF OHIO
BEFORE THE OHIO STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF FACT-FINDING : SERB Case Numbers: 2010-MED-08-0965
: 2010-MED-08-0966
BETWEEN THE : (Road Deputies and Detectives,
: and Sergeants)
PICKAWAY COUNTY SHERIFF, :
PICKAWAY COUNTY, OHIO, :
: Date of Fact-Finding Hearing
Employer : November 23, 2010
: AND THE :
: :
FRATERNAL ORDER OF POLICE, : Howard D. Silver
OHIO LABOR COUNCIL, INC., : Fact Finder
: :
Union :

FACT FINDER'S REPORT AND RECOMMENDED LANGUAGE

APPEARANCES

For: Fraternal Order of Police, Ohio Labor Council, Inc., Union

Andrea H. Johan
Staff Representative
Fraternal Order of Police, Ohio Labor Council, Inc.
222 East Town Street
Columbus, Ohio 43215-4611

For: Pickaway County Sheriff, Pickaway County, Employer

John J. Krock
Vice-President
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This consolidated matter came on for fact-finding hearing at 10:00 a.m. on November 23, 2010 within the offices of the Pickaway County Sheriff, 600 Island Road, Circleville, Ohio 43113. At the hearing both parties were afforded a full and fair opportunity to present evidence and arguments in support of their positions. The fact-finding hearing concluded at 1:30 p.m. on November 23, 2010. This fact-finding process proceeds under the authority of Ohio Revised Code section 4117.14 and in accordance with rules adopted by the Ohio State Employment Relations Board, including Ohio Administrative Code section 4117-9-05. Both parties have carried out their respective obligations in filing with the fact finder and each other the pre-hearing information required by Ohio Revised Code section 4117.14(C)(3)(a) and Ohio Administrative Code section 4117-9-05(F). The current collective bargaining agreements between the parties, for the Blue Unit comprised of full-time Road Patrol Deputy Sheriffs and Detectives, and for the Gold Unit comprised of Sergeants, are each in effect through August 31, 2012.

OUTSTANDING ARTICLES

The Articles that were unresolved between the parties at the time of the fact-finding hearing on November 23, 2010 were:

Article 25 - Longevity

Article 29 - Insurances

Appendix A - Wage Scale Rates

FINDINGS OF FACT

1. The parties to this fact-finding process, the Pickaway County Sheriff, Pickaway County, Ohio, the Employer, and the Fraternal Order of Police, Ohio Labor Council, Inc., the Union, reopened bargaining on October 28, 2010 and engaged in good faith bargaining on three issues.

2. The collective bargaining agreements now in effect between the Employer and the Union for the Blue and Gold bargaining units are effective through August 31, 2012.

3. This fact-finding procedure addresses two bargaining units: a bargaining unit comprised of sixteen full-time Road Patrol Deputy Sheriffs and Detectives, Unit A, known as the Blue Unit, SERB case number 2010-MED-08-0966; and a bargaining unit comprised of five full-time Pickaway County Sheriff's Office Sergeants, known as the Gold Unit, SERB case number 2010-MED-08-00965.

4. The Pickaway County Sheriff, Pickaway County, Ohio is a public employer pursuant to Ohio Revised Code section 4117.01(B).

6. The Union is the exclusive representative of both bargaining units pursuant to Ohio Revised Code sections 4117.01(E) and 4117.05.

DISCUSSION AND RECOMMENDED LANGUAGE

Article 25 - Longevity

At the fact-finding hearing the parties reached tentative

agreement on retaining the current language of Article 25, Longevity. The fact finder recommends this language.

Recommended language - Article 25 - Longevity

Sections 25.1 and 25.2 - Maintain current language.

Article 29 - Insurances

At the fact-finding hearing the parties tentatively agreed to the following language for inclusion in Article 29, Insurances, in the parties' Agreements. The fact finder recommends this language.

Recommended language - Article 29 - Insurances

Section 29.1. The Employer shall, for the term of this Agreement, make available to each full-time employee in active status the level of benefits equal to the plan provided to general fund non-bargaining unit employees. The Employer reserves the exclusive right to select carriers and/or methods of providing said coverage. Nothing contained herein shall be construed as preventing the Employer from offering bargaining unit employees, on a voluntary basis, alternate health insurance plans as determined by the Board of County Commissioners.

Section 29.2 The Employer agrees to contribute ninety percent (90%) of the coverage for insurance premiums for single employees, and seventy-five percent (75%) of the premium for employees requiring family coverage. If the county commissioners increase the Employer contribution for health insurance for other non-bargaining unit general fund employees, it will also apply to bargaining unit employees.

Section 29.3. Retain current language.

Section 29.4. Retain current language.

Appendix A - Wage Scale Rates

The parties have tentatively agreed to a zero wage increase

for 2011. The fact finder recommends this language.

Recommended language - Appendix A (Unit A)

Road Deputies/Detectives

January 1, 2011	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
	\$17.74	\$18.44	\$19.60	\$20.59	\$21.24

Step A is the starting rate of pay.

Step B is earned after one (1) year of continuous service within the assigned classification.

Step C is earned after three (3) years of continuous service within the assigned classification.

Step D is earned after (5) years of continuous service within the assigned classification.

Step E is earned after seven (7) years of continuous service within the assigned classification.

Notation: Deputies assigned to the Detective Division shall receive a seventy-five cents (\$.75) per hour supplement.

Deputies Assigned as Firearms Officer will receive fifty cents (\$.50) an hour supplement for each hour of instruction.

Recommended language - Appendix A (Gold Unit)

Bargaining Unit employees will be paid in accordance to the following wage scales:

Road Sergeants, Detective Sergeants

Effective January 1, 2011	<u>Start</u>	<u>End of Probation</u>
	\$22.09	\$22.73

Notation: Sergeants assigned to the Detective Division shall receive a seventy-five cents (\$.75) per hour supplement.

Sergeants assigned as Firearms Officer will receive fifty cents (\$.50) an hour supplement for each hour of instruction.

In making the recommendations presented in this report, the fact finder has considered the criteria presented by Ohio Revised Code section 4117.14(C)(4)(e) and section 4117-9-05(K) of the Ohio Administrative Code.

Finally, the fact finder reminds the parties that any mistakes in the language recommended by the fact finder are correctable by agreement of the parties pursuant to Ohio Revised Code section 4117.14(C)(6)(a).

Howard D. Silver
Howard D. Silver
Fact Finder

Columbus, Ohio
December 22, 2010

CERTIFICATE OF SERVICE AND FILING

I hereby certify that the foregoing Fact Finder's Report and Recommended Language in the Matter of Fact-Finding Between the Pickaway County Sheriff, Pickaway County, Ohio and the Fraternal Order of Police, Ohio Labor Council, Inc., SERB case numbers 2010-MED-08-0965 and 2010-MED-08-0966, was filed, via electronic mail, with the State Employment Relations Board, and served via electronic mail on the following, this 22nd day of December, 2010:

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