

**FACT-FINDING REPORT  
STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD  
APRIL 8, 2011**

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10-MED-10-1391  
10-MED-10-1392

**SUMMARY OF THE PARTIES AGREEMENTS**

**IN THE MATTER OF A FACT-FINDING BETWEEN**

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

**and**

**THE PIKE COUNTY SHERIFF'S OFFICE**

**Cases: 10-MED-10-1391 and 10-MED-1392**

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**BEFORE FACT-FINDER RICHARD J. COLVIN**

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**Representing The Fraternal Order of Police, Ohio Labor Council, Inc.:**

Andrea H. Johan, Staff Representative  
Claudie A. Gullett, Dispatcher  
Timothy A. Dickerson, Gold Unit  
Jason Savage, Deputy

**Representing the Pike County Sheriff's Office:**

Robert W. Cross, Consultant  
Richard N. Henderson, Sheriff

The Fact-Finder was appointed by the State Employment Relations Board on November 29, 2010 pursuant to Ohio Revised Code Section 4117.14(C) (3).

**A. Background:**

The Pike County Sheriff's Office and The Fraternal Order of Police, The Ohio Labor Council, Inc. are parties to an Agreement dated January 1, 2007 – December 31 2009. This is a multi-unit bargaining unit composed of all full-time Sergeants, Lieutenants, Captains, Deputy Sheriff's, Deputy Dispatchers, Corrections Officers and Civilian Dispatchers. Fourteen (14) men and women comprise the bargaining unit.

The members of the bargaining unit are charged with providing total law enforcement services for the 27, 695 citizens of Pike County. Their services include, but are not limited to, crime prevention, crime detection, criminal investigations and general law enforcement duties, as well as the custody and transportation of prisoners and process serving. Additionally, the radio dispatchers take calls from the public, answer questions for walk-in inquiries, provide information and dispatch law enforcement officers to calls and assist with coordinating the efforts of multiple officers and/or enforcement agencies as situations dictate.

**B. Collective Bargaining History:**

The parties met to engage in collective bargaining on the following dates prior to fact-finding:

December 10, 2010  
December 30, 2010

**C. Tentative agreements reached as a result of those negotiations in B. above:**

Article 1 Agreement  
Article 2 Purpose  
Article 3 Non-Discrimination

Article 4	Management Rights
Article 7	No Strike/No Lockout
Article 8	Personnel Files
Article 9	Labor-Management Committee
Article 10	Bulletin Boards
Article 11	Labor Council Representation
Article 12	Absenteeism
Article 13	Probationary Periods
Article 14	Seniority
Article 15	Hours of Work and Overtime
Article 16	Layoff and Recall
Article 17	Holidays
Article 18	Funeral Leave
Article 19	Jury Duty and Witness Duty
Article 20	Military Leave
Article 21	Personal Leave
Article 22	Pregnancy Leave
Article 23	Paid Absence
Article 24	Sick Leave
Article 25	Sick Leave Conversion Upon Retirement
Article 26	Vacation Leave
Article 27	Work Rules
Article 28	Discipline
Article 29	Investigative Action
Article 30	Grievance Procedure
Article 31	Advanced In-Service Training
Article 32	Occupational Safety and Equipment
Article 33	Uniforms, Clothing and Equipment
Article 34	Insurances
Article 35	Hospitalization
Article 37	Severability
Article 38	Maintenance of Standards
Article 40	Working Out of Rank
Article 41	Alcohol and Drug Testing
Article 42	Residency
Article 43	Retirement
Article 44	Death of a Deputy Sheriff or Bargaining Unit Member
Article 45	Police Memorial Day
Article 46	Physical Fitness
Article 47	Injury Leave
Article 48	Entire Agreement and Duration

**D. The Fact-Finder recommends that the above tentative agreements reached and initialed by the Parties prior to Fact-Finding be adopted.**

**E. Unresolved issues as of the date of the Fact-Finding Hearing, March 25, 2011<sup>1</sup>:**

1. Article 5 Recognition
- 2, Article 38 Wages
3. Article 41 Promotions, Bidding and Transfers

**F. At the Fact-Finding Hearing, the parties were successful in reaching an agreement on the open issues in E. above. The Fact-Finder recommends that the above three (3) issues as tentatively agreed to and initialed by the Parties be adopted.**

Respectfully submitted this 8<sup>th</sup> day of April 2011

**/s/Richard J. Colvin**  
Fact-Finder

**CERTIFICATE OF SERVICE**

The undersigned hereby certifies that the foregoing Report was filed electronically by e-mail pursuant to Ohio Administrative Code Rule 4117-1-02 this 8<sup>th</sup> day of April 2011 and sent to:

1. [www.serb.state.oh.us](http://www.serb.state.oh.us)
2. [www.robert\\_cross@crossmanagement.com](mailto:www.robert_cross@crossmanagement.com)
3. [www.ajohan@fopohio.org](mailto:www.ajohan@fopohio.org)

**/s/ Richard J. Colvin**  
Fact-Finder

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<sup>1</sup> The numbering may differ in C. and E. in the parties' presentations but the intent is clear.