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STATE EMPLOYMENT  
RELATIONS BOARD

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IN THE MATTER  
OF  
CONCILIATION  
BETWEEN THE  
BROWN COUNTY SHERIFF  
AND  
FRATERNAL ORDER OF POLICE,  
OHIO LABOR COUNCIL, INC.

Issue: Conciliation  
Date of Hearing: March 23, 2005  
Location: Brown County Department of Human Services  
Case No: 04-MED-01-0038  
Date of Award: March 23, 2005

Union Representative: Barry L. Gray  
Staff Representative  
Fraternal Order of Police, Ohio Labor Council, Inc.  
Southwest Office  
5752 Cheviot Road, Suite D  
Cincinnati, Ohio 45247-7008

County Representative: Robert W. Cross  
Cross Management Consulting Services, Inc.  
631 7<sup>th</sup> Street  
Portsmouth, Ohio 45662

**FINDINGS**

Michael A. Paolucci  
Conciliator

### Administration

By letter dated January 4, 2005, from Dale A. Zimmer, the Administrator with the Ohio Bureau of Mediation, the undersigned was informed of his designation to serve as Conciliator in a Conciliation procedure between the Parties. On March 23, 2005, a hearing was scheduled and initiated. After a brief discussion between the Parties, mediation was entered into and agreement was reached on a new Agreement. The following Agreement was reached.

There were three issues remaining prior to Conciliation. They have been resolved as follows:

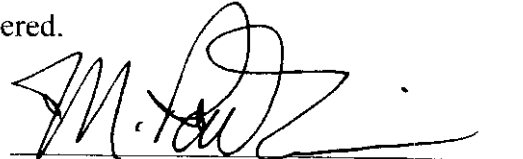
1. Duration. The Duration of the Agreement shall be from April 1, 2004 through March 31, 2007.

2. Wages. The Factfinder's recommendation of \$0.50 raise for each year of a three (3) year Agreement shall be paid. This shall include a retroactive payment for all bargaining unit employees back to April 1, 2004.

3. Health Insurance. The Factfinder's recommendation shall be implemented. In addition, employees who are not currently enrolled in the Health Plan shall be eligible, under the language that was written by the Factfinder, for a \$960.00 payment as of April 1, 2006, if they otherwise qualify. Employees who are currently on the County Health Plan, regardless of how such is done, shall not be eligible for this payment unless the language provides it.

All other tentative agreements and modifications to the Agreement not specifically discussed are hereby ordered to be included in the Agreement as agreed to or as modified.

It is so ordered.



Michael A. Paolucci

March 23, 2005  
Cincinnati, Ohio