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STATE OF OHIO STATE EMPLOYMENT RELATIONS BOARD

**RE: FRATERNAL ORDER OF POLICE,
CAPITAL CITY LODGE 9 (Employee)
and
FRANKLIN COUNTY SHERIFF'S OFFICE (Employer)
CASE NOS.: 09-MED-12-1516 & 09-MED-12-1517**

**CONCILIATION DECISION OF THOMAS R. SKULINA,
CONCILIATOR**

HEARING

A Conciliation Hearing was conducted on July 22, 2011. Attorney for the FOP was Russell Carnahan, Esquire. Attorney for the County Sheriff was Robert Weisman, Esquire.

ISSUES

After previous mediations and reconciliations there were three issues to decide. They shall be designated as Issues 1 through 3. At this hearing, the parties agreed to the Duration (Article 26) issue.

ISSUE NO. 1 WAGES (Section 14.1)

There are two bargaining units involved. These involve all uniformed deputies below the rank of corporal and all full-time un-uniformed deputies of the rank of corporal, sergeant, lieutenant and captain.

DECISION ISSUE NO. 1 WAGES (Section 14.1)

This conciliator decides with the fact-finder on the wage – pay scale issue.

The pay scale shall be 2.00% for 2010, 2.25% for 2011 and 2.50% for 2012 for the both bargaining units.

The conciliator accepted the proposal of the union on this issue.

ISSUE NO. 2 SHIFT DIFERENTIAL (Article 15)

DECISION ISSUE NO. 2 SHIFT DIFFERENTIAL (Article 15)

The conciliator decides that the current contract language shall continue.

The conciliator accepted the proposal of the Sheriff on this issue (Exhibit 15 of Sheriff's Pre-Hearing Brief).

ISSUE NO. 3 INSURANCE (Article 24.1)

DECISION ISSUE NO. 3 INSURANCE (Article 24.1)

The conciliator decides to accept the proposal of the Sheriff for this Collective Bargaining Agreement Issue (Section 24.1 Health, Hospitalization, Surgical and Major Medical). (Exhibit 16 of Sheriff's Pre-Hearing Brief).

NOTE

The conciliator accepted the argument of the union on the wage issue, and the arguments of the sheriff on the shift differential and insurance issues and incorporates them in this decision.

THOMAS R. SKULINA

DATE: August 1, 2011