

**STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD**

In the Matter of Conciliation Between:

Ohio Patrolmen's Benevolent Association, (Patrol Officers and Lieutenants	:	Case Nos. 10-MED-09-1061 and 1062
	:	
And	:	Conciliator: Sarah Cole
	:	
Genoa Township.	:	April 21, 2011
	:	

**CONCILIATION AWARD**

Sarah Cole was duly appointed by the State Employment Relations Board to serve as Conciliator in this matter, in compliance with Ohio Revised Code Section 4117, by e-mail dated February 16, 2011.

A hearing was scheduled on April 21, 2011 in Genoa Township. The parties timely filed the required pre-hearing statements. In their pre-hearing statements, the parties identified the following issues as unresolved:

Article 14, Wages

Article 21, Insurance

The Union was represented by Joe Hegedus of OPBA. Lieutenant Russ Ciballi and Police Officer Darren Hutchinson also attended the conciliation on behalf of the OPBA.

The Township was represented by Edward Kim, Downes Fishel Hass Kim. Barbara Lewis, Township Trustee, Paul Wise, Township Administrator and Robert Taylor, Township Police Chief, were also present.

The parties agreed to mediate the two remaining articles. Following mediation, the Union amended its wage proposal as follows: Two percent (2%) wage increase in 2011 and two percent (2%) wage increase in 2012. I granted the Union's proposal.

The Union also amended its insurance proposal as follows: Employee contributions to the employee's Health Savings Account (HSA) will be, in 2011, \$200 for single coverage and \$400 for family coverage; in 2012, \$0 for single coverage and \$0 for family coverage. I granted the Union's proposal.

Respectfully Submitted,

A handwritten signature in cursive script, appearing to read "Sarah Cole", written in black ink.

---

Sarah Rudolph Cole, Conciliator

CERTIFICATE OF SERVICE

The undersigned hereby certifies that the foregoing Conciliation Award was filed with the State Employment Relations Board via electronic filing at [MED@serb.state.oh.us](mailto:MED@serb.state.oh.us) and was also delivered via e-mail to OPBA Counsel Joseph Hegedus at [jmhege@sbcglobal.net](mailto:jmhege@sbcglobal.net) and Township Counsel Edward Kim at [ekim@downesfishel.com](mailto:ekim@downesfishel.com) on the 27<sup>th</sup> of April, 2011.

  
\_\_\_\_\_  
Sarah R. Cole