

OHIO STATE EMPLOYMENT RELATIONS BOARD
CONCILIATION REPORT
November 21, 2017

FRATERNAL ORDER OF POLICE/)	SERB CASE NO.: 2016-MED-09-0947
OHIO LABOR COUNCIL)	
Union,)	CONCILIATOR: Joseph W. Gardner
)	
and)	
)	CONCILIATION AWARD
)	
MONTGOMERY COUNTY SHERIFF)	
Employer)	
)	
)	

APPEARANCES

For the **UNION:**

Mark Scranton, Representative
Linda Shutts, FOP/OLC
Johnathan Miller, FOP/OLC
Patrick O’Connell, FOP/OLC
Gerald Barnes, FOP/OLC
Tony R. Ball, FOP/OLC

For the **EMPLOYER:**

Julie Droessler, Personnel Director
Beth Lainhart, HR Assistant
Rob Streck, Chief Deputy
Tim Nolan, OMB
Dave Holbrook, County HR
Kim Wellington, MCSO Budget/Finance

INTRODUCTION

The parties met for conciliation on November 20, 2017 at the Montgomery County Sheriff’s Department in Dayton, Ohio. The parties suggested mediation. During mediation, the parties came to an agreement on the disputed issues.

ISSUES

No. 1: Longevity and Wages

No.2: Employee Wellness

DISCUSSION

The parties submitted language that they agreed upon and would resolve both issues. A paper copy of this language was submitted at the hearing and the parties authorized the Employer

to submit the language electronically. That language is submitted as Exhibit 1, Longevity and Wages and Exhibit 2, Employee Wellness. Both exhibits are attached hereto.

The undersigned received a copy of the fact-finding report, and the fact finding report was reviewed by this conciliator. During mediation, both parties met separately with the conciliator and both presented their respective positions. After meeting separately, the parties met together with this conciliator and at least one time without the conciliator.

This mediation process led to an agreement between the parties. The parties presented the language they agreed upon in Exhibit 1 and Exhibit 2.

The undersigned reviewed the fact finding report and the oral recommendations of the parties, along with the facts presented in mediation supporting their recommendation.

CONCILIATION AWARD

Issue No. 1: The Language set forth in Exhibit 1 shall be the language set forth in the appropriate part of the Collective Bargaining Agreement.

Issue No. 2: The Language set forth in Exhibit 1 shall be the language set forth in the appropriate part of the Collective Bargaining Agreement.

Respectfully submitted,



JOSEPH W. GARDNER, CONCILIATOR

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Canfield, Ohio 44406

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CERTIFICATION

A copy of the foregoing Conciliation Report was sent via electronic mail, this 21st day of November, 2017.

Representative for the Employer:

Julie Droessler, Esq.
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Representatives for the Union:

Mark Scranton
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SERB REPRESENTATIVE:

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EXHIBIT LIST

Joint Exhibits

Exhibit 1 – Longevity and Wages

Exhibit 2- Employee Wellness