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STATE EMPLOYMENT
RELATIONS BOARD

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STATE OF OHIO

STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF CONCILIATION

Case Nos. 97-MED-01-0037,
0038, 0039 and 0040

between

FRATERNAL ORDER OF POLICE
OHIO LABOR COUNCIL, INC.

CONCILIATION REPORT

Public Employee
Organization

and

JACKSON COUNTY SHERIFF

Public Employer

Mitchell B. Goldberg,
State Appointed Conciliator

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I. INTRODUCTION

The undersigned, Mitchell b. Goldberg, was appointed as the Fact Finder for this case pursuant to O.R.C. Section 4117.14(C)(3), on August 29, 1997. The parties agreed to extend the period of fact finding and on November 25, 1997 the parties agreed, pursuant to O.R.C. Section 4117.14(E) to appoint the undersigned as a Conciliator for the purpose of hearing and resolving all unresolved issues and for purposes of issuing a binding decision.

This matter was heard on December 18, 1997. Sheriff Gregg E. Kiefer represented the employer and Frank T. Lambros, Staff Representative, and Tony Robinson represented the organization.

Prior to the hearing, pre-hearing statements were reviewed. The parties submitted a general description of the bargaining unit. The parties met on four occasions prior to the hearing for the purpose of negotiating a collective bargaining agreement.

Consideration was given in the following report to the criteria listed in Rule 4117-9-05 of the State Employment Relations Board.

II. SOLE UNRESOLVED ISSUE

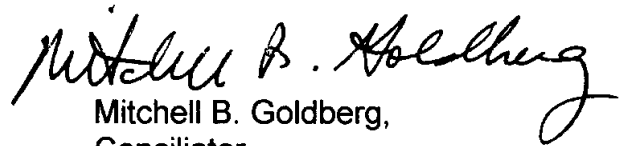
The only issue for consideration is the extent of any hourly wage increase to be given to the members of the bargaining unit effective January 1, 1998 through December 31, 2000. The Employer, for budgetary reasons, is opposed to granting any pay increase. The FOP is proposing an across the board increase to each member in the amount of \$.50 on their hourly wages. All other issues raised during negotiations have been agreed upon and signed off by the parties.

The evidence presented by the parties disclosed that the following counties have comparable law enforcement agencies and facilities for purposes of determining an available and competitive pool of prospective employees; Adams, Brown, Gallia, Highland, Hocking and Pike. Accordingly, the wages and benefits of the respective comparable employees were examined and considered, including wage increases which have recently been received and which are presently being discussed in bargaining in those other jurisdictions. This Conciliator believes, based upon the evidence received, that a wage increase is appropriate for the bargaining unit members in this unit in order to keep their wages in line with the average wages being paid for the same time period to the other comparable employees in the other jurisdictions.

III. DECISION

I hereby award an across the board increase to the hourly wages of each employee in the bargaining unit of \$.45 per hour, effective January 1, 1998 through December 31, 2000.

Date: December 18, 1997


Mitchell B. Goldberg,
Conciliator