

STATE EMPLOYMENT
RELATIONS BOARD

Nov 2 10 17 AM '00

IN THE MATTER OF THE FACTFINDING)

BETWEEN)

JACKSON TOWNSHIP)
BOARD OF TRUSTEES)

AND)

FRATERNAL ORDER OF POLICE,)
OHIO LABOR COUNCIL)
(Representing the Sergeants))

SERB NO. 00-MED-05-0617

DATE OF HEARING:
October 19, 2000

DATE OF AWARD:
October 30, 2000

BEFORE:
CHRISTOPHER E. MILES, ESQUIRE
Fact Finder

APPEARANCES:

For the Township:

Robert J. Tscholl, Esquire

For the Union:

Charles Choate, Staff Representative

BACKGROUND

This matter concerns the fact finding proceedings between the Jackson Township Board of Trustees (hereinafter referred to as the "Township") and the Fraternal Order of Police, Ohio Labor Council, representing the Sergeants, (hereinafter referred to as the "Union"). The undersigned, Christopher E. Miles, Esquire, was appointed as the Fact Finder in this matter through the offices of the State Employment Relations Board (SERB).

The fact finding proceedings were conducted pursuant to the Ohio Collective Bargaining Law, and the rules and regulations of the State Employment Relations Board, as amended. The Township and the Union previously engaged in the collective bargaining process for a period of time prior to the appointment of a Fact Finder and additional negotiations were conducted by the parties subsequent to the appointment of the Fact Finder. During their negotiations, the parties were able to resolve the following issues:

ARTICLE 15 - HOLIDAYS
ARTICLE 16 - VACATION PAY
ARTICLE 24 - UNIFORM ALLOWANCE
ARTICLE 33 - DURATION
ARTICLE 37 - PROMOTIONS

The issues resolved by the parties are therefore incorporated in this fact finding report.

Prior to the fact finding proceedings, which were conducted at the Jackson Township Administration Offices on October 19, 2000, the Fact Finder offered to attempt mediation of any unresolved issues, but the parties declined at that time. The Township was represented by Robert J. Tscholl, Esquire, and the Union was represented by Mr. Charles Choate, Staff Representative. The issue which remained at impasse for the consideration of the fact finder is as follows:

ARTICLE 20 Compensation

Section 1. Rank Differential

The Union has proposed increasing the rank differential between a patrolman and a sergeant from fifteen percent (15%) to sixteen percent (16%) for the three year life of the Agreement. The Board of Trustees for the Township has rejected any increase in the rank differential between patrol officer and a sergeant.

FINDINGS AND RECOMMENDATIONS

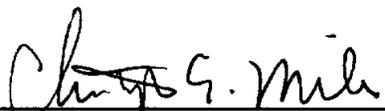
After consideration and a thorough review of the financial information and documentation supplied by the parties, as well as their presentations and positions, the Fact Finder makes the following recommendations:

RECOMMENDATIONS

Based upon the record in this case, it is recommended that the rank differential between a Patrolman and a Sergeant be increased from fifteen percent (15%) to sixteen percent (16%) for each year of this three year Agreement. The Township did not appear to be concerned about its ability to pay for the one percent increase. Rather, its concern was directed at maintaining an internal parity with the Firefighters and Captain positions which was recently increased to 15% to mirror the rank differential between the Patrol Officer and a Sergeant. In any event, the comparatives of the rank differentials submitted by the parties establish, in my considered opinion, that the request of the Union to increase the rank differential between a Patrolman and Sergeant one percent is reasonable and warranted. The Union submitted three comparables (North Canton Police, Summitt County Sheriffs, and Stark County Sheriffs), all of which had a rank differential of 16% percent or more. The Township's comparables included two of the above (North Canton and Stark County) and another with a rank differential over 15%, Lake with a differential of 15.2%.

CONCLUSION

In conclusion, the Fact Finder submits the Findings and Recommendations as set forth herein.



Christopher E. Miles, Esquire
Fact Finder

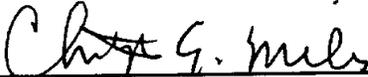
October 30, 2000

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STATE EMPLOYMENT RELATIONS BOARD**

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FRATERNAL ORDER OF POLICE OHIO LABOR COUNCIL (Representing the Sergeants))	

CERTIFICATE OF SERVICE

I hereby certify that a true and correct copy of the within Findings and Recommendations was sent by express mail to Robert J. Tscholl, Esquire, 740 United Bank Building, 220 Market Avenue South, Canton, OH 44702 and to Charles Choate, Staff Representative, F.O.P./Ohio Labor Council, Inc., 2721 Manchester Road, Akron, OH 44319, the representatives for the parties in the above referenced case, on the date set forth below.



Christopher E. Miles, Esquire
Fact Finder

Date: 10-30-00