

2002 AUG 19 A 8:59

STATE OF OHIO STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF  
FACT-FINDING BETWEEN: FRATERNAL ORDER OF POLICE,  
OHIO LABOR COUNCIL, INC.  
and  
OLMSTED TOWNSHIP  
CASE NO: 01-MED-10-0924

RECOMMENDATION OF FACT-FINDER THOMAS R. SKULINA

HEARING

This fact-finding took place on July 9, 2002 at the Olmsted Township Town Hall. The F.O.P. was represented by Otto J. Holm, Jr., Staff Representative. The Township's advocate was William F. Schmitz, Esquire of the firm of Johnson & Angelo.

ISSUE - "WAGE COMPENSATION"

This was the only issue.

DISCUSSION

Comparable rate studies are complicated due the paucity of "township" entities as opposed to cities. Historically the township employees trail the rest of the state.

In the case of the dispatchers, however, their top wage rate is below the entrance level rate. It is the lowest of any township, small city or municipality in the state.

Since this is a township, there are no income taxes. Income must be derived from property taxes, estate taxes and local government taxes.

There have been increases in costs by the purchase of two new police cruisers and increase in personnel and other equipment.

The general fund has been cut back and a dip might be made into the surplus. This fund, however, is around \$800,000.00 and could end up over \$1,000,000.00

There has been a substantial growth in the community. This will materially enhance the property taxes coming in. It will also increase the need for more employees as a result of the build up in the community.

Historically there is parity in the wage scales of the township employees. This year the police get 4-4-4% raises. The fire fighters got 3-3-3% plus 1-1-1% longevity. The service employees got 3-4-5%.

I shall recommend a parity increase of 4-4-4%.

There remains, however, the issue of a basic adjustment before these percentages apply.

The wages of the four dispatchers have trailed the wage of other Ohio dispatchers by too great a percentage. Working for a township may mean less pay, however, the disproportion of the dispatchers wages should be whittled down.

Both parties recognized this and the fact-finding shall have to find a recommendation that is affordable. I do not feel that the wage adjustment shall trigger a parity issue with the other employees.

Since I am recommending a wage adjustment, in addition to a wage increase, the greatest percentage increase shall take place the first year. Thereafter, it trails off to a wage level that is fair when compared to other communities.

The four dispatchers are all at the highest pay scale for dispatchers under the present CBA. The ultimate aim is to get the top scale with the requisite longevity near \$30,000.00. To achieve this, I am recommending 12% for wage adjustments. It shall be spread out 9% for the first year, 2% the second year and 1% the third year. Tacked to this shall be the 4%-4%-4% general wage increase. Under this plan a dispatcher shall earn \$85,384.86 for the three years. The present dispatcher payroll shall equal \$341,539.44 for three years. This is affordable and is justified by comparable pay studies furnished by S.E.R.B.

RECOMMENDED LANGUAGE

ARTICLE 30 - WAGES

30.01 Effective January 1, 2002, all employees shall be paid in accordance with the following schedule:

Dispatcher (0-1 Yr. )	18,521.83
Dispatcher (1-2 Yrs.)	20,373.90
Dispatcher (2-3 Yrs.)	22,534.46
Dispatcher (3-4 Yrs.)	26,909.82

30.02 Effective January 1, 2003, all employees shall be paid in accordance with the following schedule:

Dispatcher (0-1 Yr. )	19,633.14
Dispatcher (1-2 Yrs.)	21,596.33
Dispatcher (2-3 Yrs.)	23,886.53
Dispatcher (3-4 Yrs.)	28,524.41

30.03 Effective January 1, 2004, all employees shall be paid in accordance with the following schedule:

Dispatcher (0-1 Yr. )	20,614.80
Dispatcher (1-2 Yrs.)	22,676.15
Dispatcher (2-3 Yrs.)	25,080.85
Dispatcher (3-4 Yrs.)	29,950.63

CONCLUSION

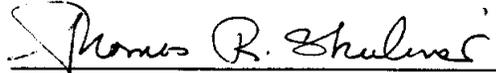
Since under S.E.R.B. rules I can not amend this finding to correct mathematical errors, the finding shall consist of 4% + 9% the first year, 4% + 2% the second year and 4% + 1% the third year.

The 4% is the general wage increase and the second percentage figure is the wage adjustment.

These percentages are then applied as increases to the wages set out in Article 30.03 of the present CBA and on for the three years of the new CBA.

If the article numbers change in the new CBA, it shall not change the essence of this Fact-Finding.

Respectfully submitted,

  
\_\_\_\_\_  
THOMAS R. SKULINA  
Fact-Finder

DATE ISSUED: August 14, 2002