

2003 APR -4 A 10: 29

FACT FINDING REPORT

STATE OF OHIO

STATE EMPLOYMENT RELATIONS BOARD

In the Matter of :

Cuyahoga County Board of Commissioners)
Department of Central Services)
Division of Protective Services)
)
and)
)
Ohio Patrolmen's Benevolent Association)
Officers Unit)

SERB Case No. 02-MED-09-0868

APPEARANCES

For the County:

Ed Morales, Chief Negotiator
 Sandy Turk, Director Office of Budget & Management
 Chris Murray, Senior Analyst, Office of Budget and Management, Central Services
 Albert Bouchahine, Employee Relations Spec., Office of Labor & Employee Relations
 Effrem Speigner, Manager, Protective Services

For the Union:

Colleen M. Bonk, Attorney
 Chris White, Bargaining Committee

Factfinder:

Robert M. Lustig

BACKGROUND

This matter involves the Cuyahoga County Board of Commissioners, Department of Central Services, Division of Protective Services and the Security Officers' Unit of the Ohio Patrolmen's Benevolent Association. They are negotiating under a reopener to be effective January 1, 2003. Being unable to reach agreement, a Factfinder was appointed and a hearing was scheduled for March 26, 2003.

At the hearing, the parties stipulated to the admissions of numerous documents including some that demonstrate the County's severe financial problems. The documents also include very recent Factfinding recommendations.

The recommendations of the Factfinder are based upon the criteria set forth in Section 4117-9-05(k) of the Ohio Administrative Rules and on the stipulations made by the parties.

ISSUE

The sole issue before the Factfinder is the issue of wages for 2003 and 2004.

RECOMMENDATION

The Factfinder recommends the following contract language:

Article 34 - Wages -

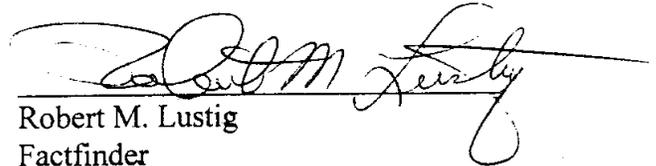
Section 1. Effective January 1, 2003, the wage schedule for bargaining unit employees shall be frozen. The wage schedule shall be as follows:

Step 1	\$10.46
Step 2	10.86
Step 3	11.26
Step 4	11.67

Step 5	12.07
Step 6	12.47
Step 7	12.87
Step 8	13.28

Section 2. During the term of this Agreement, an employee shall advance one step on the wage schedule on his or her anniversary date of hire. Once an employee reaches Step 8 on the wage schedule, on subsequent anniversaries during the term of this Agreement, the employee shall receive a lump sum bonus of five hundred and fifty dollars (\$550).

Section 3. In the event that the county grants a wage increase to the Ohio Patrolmen's Benevolent Association Sergeant's Unit pursuant to the negotiations for an agreement to be effective October 1, 2002, the same increase shall be granted to employees in this bargaining unit except that it shall be effective on January 1, 2003. In the event that the county grants a wage increase to the Ohio Patrolmen's Benevolent Association Sergeant's Unit pursuant to the negotiations for an agreement to be effective October 1, 2003, the same increase shall be granted to employees in this bargaining unit except that it shall be effective January 1, 2004.



Robert M. Lustig
Factfinder
April 2, 2003
Cleveland, Ohio

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STATE EMPLOYMENT
RELATIONS BOARD

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ARTHUR F. LUSTIG
ROBERT M. LUSTIG
MATTHEW H. LUCAS
SUSAN M. EVANS

PHILIP LUSTIG (1897-1983)

April 2, 2003

Cuyahoga County Commissioners
Division of Labor Relations
1700 East 13th Street
East Gallery Level
Cleveland, Ohio 44114

Climaco, Lefkowitz, Peca Wilcox & Garofoli
Attorneys at Law
1228 Euclid Avenue
Suite 900
Cleveland, Ohio 44115

Attention: Egdilio J. Morales

Attention: Collen M. Bonk

Copy to parties via e-mail.

**Re: Ohio Patrolmen's Benevolent Association and Cuyahoga County Commissioners
SERB Case No. 02-MED-09-0868**

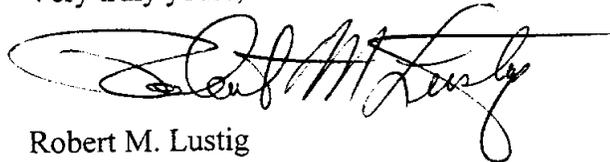
Dear Mr. Morales and Ms. Bonk:

Enclosed is my recommendation in the above matter based on our hearing of Wednesday, March 26, 2003.

Also enclosed is my bill for my services as Factfinder in this matter.

It was a pleasure meeting both of you in person. Hopefully I can be of service to you in the future.

Very truly yours,



Robert M. Lustig

RML:cmg
Enclosures

cc: State Employment Relations Board
Attn: Dale A. Zimmer
Administrator, Bureau of Mediation