

STATE OF OHIO

STATE EMPLOYMENT
RELATIONS BOARD

STATE EMPLOYMENT RELATIONS BOARD

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IN THE MATTER OF FACT-FINDING)
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)
 CITY OF COLUMBIANA)
)
)
 and)
)
)
 OHIO PATROLMEN'S BENEVOLENT)
 ASSOCIATION)

Cases No. 04-MED-08-782 ✓
 04-MED-08-783
 04-MED-08-784

Shirley J. Christian, Esq., for the Employer
 Jeff Perry, for the Union
 Before Matthew M. Franckiewicz, Fact-finder

FACT-FINDER'S REPORT AND RECOMMENDATIONS

This proceeding involves bargaining for a successor collective bargaining agreement covering sergeants, patrol officers, and dispatchers. By its terms, the prior agreement was effective January 1, 2002 through December 31, 2004. Pursuant to the provisions of section 4117 of the Ohio Revised Code, the undersigned fact-finder was appointed on March 23, 2005. By mutual agreement, the parties extended the due date for the fact-finding report.

Prior to my involvement, and during mediation sessions conducted on August 18 and September 7, the parties resolved most of the issues, with only Article 19 (Wages) remaining.

Naturally, I recommend that all these tentative agreements be incorporated in the new collective bargaining agreement. The parties are confident that they have a mutual understanding of the terms of these tentative agreements, and that it is unnecessary to recite each of these in this report. Except for these tentative agreements and Article 19 set forth below, I recommend that the provisions of the prior agreement be retained unchanged in the new agreement.

The parties waived a formal hearing, and agreed that I should prepare my report on the basis of the information they provided to me informally. With their consent, I shall set forth only my recommendations, without supporting rationales. The rates of compensation set forth in Article 19 are to be effective retroactive to January 1, 2005.

Recommendations

ARTICLE 19 WAGES

Dispatchers

	2002	2003	2004
Dispatcher	\$12.62	\$13.03	\$13.45
TAC Dispatcher	12.80	13.22	13.65
Head Dispatcher	14.16	14.62	15.10

Police

Patrolman

1 st year	\$11.39	\$11.76	\$12.12
2 nd year	14.64	15.12	15.59
3 rd year	17.89	18.47	19.04
4 th year	18.87	19.48	20.09
5 th year	19.83	20.47	21.11
Sergeant	\$21.58	\$22.28	\$23.01

Section 1 Longevity. In addition to the base wage, eligible police department employees will receive a longevity supplement of one percent (1%) of their base rate for each full year of service in excess of five years as a full time member of the Police Department. "Full-time member of the Police Department" shall mean credit for all full-time service and up to one year credit for any part-time service with the Department. Such longevity shall be added to the base rate of the eligible employee as of January 1 of each year and will be based upon whole years of service completed as of that date. Dispatchers shall be limited to ten (10) years of credited service as a full-time member of the Police Department.

Issued September 8, 2005

Matthew M. Franckewitz

Certificate of Service

I certify that the above Report and Recommendations was served upon both of the above-named parties, and upon the State Employment Relations Board, in accord with SERB rules, on September 8, 2005.

Matthew M Franckiewicz

**ARTICLE 19
WAGES**

Dispatchers

	2005	2006	2007
Dispatcher	\$12.62	\$13.03	\$13.45
TAC Dispatcher	12.80	13.22	13.65
Head Dispatcher	14.16	14.62	15.10

Police

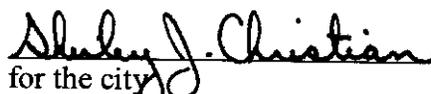
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Agreed: Sept. 7, 2005



for the Union



for the city