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STATE OF OHIO STATE EMPLOYMENT
BEFORE THE STATE EMPLOYMENT RELATIONS BOARD STATE EMPLOYMENT
RELATIONS BOARD

2006 FEB 22 A 11:00

In the Matter of the Fact-Finding Between

The Fraternal Order of Police,
Ohio Labor Council, Inc.

Employee Organization

Case Nos. 05-MED-09-0936

and

City of Sylvania
Division of Police (Sergeants)

Fact-Finder: Jerry B. Sellman
Date of Report: February 21, 2006

The Employer

APPEARANCES:

FOR THE EMPLOYEE ORGANIZATION:

Jackie A. Wegman – Staff Representative for the Fraternal Order of Police, Ohio Labor Council, Inc.

FOR THE EMPLOYER:

Michael J. Angelo, Esq. - Representing the City of Sylvania Division of Police

I. INTRODUCTION

This matter concerns a fact-finding proceeding between the City of Sylvania Division of Police (hereinafter referred to as the Employer) and the Fraternal Order of Police, Ohio Labor Council, Inc. (hereinafter referred to as the "FOP" or "Union"). The State Employment Relations Board (SERB) duly appointed the undersigned as Fact-finder in this matter. A Fact-finding hearing was held on January 11, 2006 at which time the parties engaged in mediation to attempt to find consensus on all remaining disputed provisions of the new Collective Bargaining Agreement. Not having resolved all of the issues in dispute, a further Fact-finding hearing was held on February 14, 2006.

The fact-finding proceedings were conducted pursuant to the Ohio Collective Bargaining Law as well as the rules and regulations of the State Employment Relations Board, as amended. During the Fact-finding proceeding, this Fact-finder provided the parties the opportunity to present arguments and evidence in support of their respective positions on the issues remaining for this Fact-finder's consideration.

In making the recommendations in this report, consideration was given to all reliable evidence presented relevant to the outstanding issues before him and consideration was given to the following criteria listed in Rule 4117-9-05 (K) of the State Employment Relations Board:

- (1) Past collectively bargaining agreements, if any, between the parties;
- (2) Comparison of the unresolved issues relative to the employees in the bargaining unit with those issues related to other public and private employees doing comparable work, giving consideration to factors peculiar to the area and classification involved;

- (3) The interest and welfare of the public, the ability of the public employer to finance and administer the issues proposed, and the effect of the adjustments on the normal standard of public service;
- (4) The lawful authority of the public employer;
- (5) Any stipulations of the parties;
- (6) Such other factors, not confined to those listed above, which are normally or traditionally taken into consideration in the determination of issues submitted to mutually agreed-upon dispute settlement procedures in public service or in private employment.

II. BACKGROUND

The FOP represents employees holding the rank of Sergeant in the City of Sylvania's Police Division. There are approximately six (6) employees in this unit. The current Collective Bargaining Agreement expired on December 31, 2005 and Extension Agreements have been executed by the parties to allow for Fact-finding on unresolved issues pertaining to a new Collective Bargaining Agreement. Bargaining sessions were held on September 21, 2005, November 2, 2005 and November 15, 2005. The parties tentatively agreed to language in fourteen (14) negotiated articles in the new proposed Collective Bargaining Agreement prior to the Fact-finding Hearing. On the first day of Fact-finding, through mediation, the parties additionally reached tentative agreement on issues relating to Education and Training (Tuition Reimbursement), Sick Leave, and Clothing Allowance. Issues concerning wages, expanded compensation time and insurance remained unresolved.

III. UNRESOLVED ISSUES

1. ARTICLE XXIX, COMPENSATORY TIME

The Union's Position.

The Union proposes to delete the current language and replace it with expanded compensatory time benefits. The Union's proposal would increase the accrual and use of compensatory time. Current bargaining unit members can only earn compensatory time for training or attendance at seminars that occur outside their normally scheduled hours. The Union is requesting language that would allow bargaining unit members, who also work overtime or on a holiday, the option to be compensated with time off at a later date.

The Union's proposed language would permit an employee to use a maximum of forty (40) hours of compensatory time per calendar month, but the employee could not accumulate more than eighty (80) hours at any one time or two hundred (200) hours annually. Any compensatory time that exceeds the maximum eighty (80) hours at any one time or two hundred (200) hours annually must be taken in pay.

The Union argues that the proposed language mirrors the language that is in the Agreement between the Employer and the City of Sylvania Patrolmen. The Union points out the proposal is less than that permitted by Federal law and less than that enjoyed by the Sergeants' counterparts in other similar sized departments.

The Employer's Position.

The Employer opposes changing the current language, which provides for compensation time if an employee attends a seminar or training session on their regularly

scheduled time off of hours not scheduled for work, unless some concession is made by the employees on wages. The Employer bases its position on operational needs and costs. It maintains that it needs to ensure that sufficient supervisory personnel (Sergeants) is available when needed and the Union's proposal would restrict the Chief of Police's ability to do that and maintain operational efficiency, particularly with the small size of the Sergeants' Unit. It points out that the Union abandoned a similar proposal (to expand comp time) in the prior negotiations in exchange for larger wage increases and other considerations. If the Sergeants now want to increase the accrual and use of compensation time they must agree to wage concessions.

The Employer is agreeable to an increase in compensatory time, but only if the Union's wage increase proposal is modest. It is an additional cost to the Employer to "cover" for any sergeant absent from the workplace due to comp time and any increase in compensatory time opportunities must be reflected in wage considerations. If concessions are made on wages, the Employer is willing to allow an employee to use a maximum of thirty-two (32) hours of compensatory time per calendar month, but to accumulate no more than one hundred twenty (120) hours at any one time or one hundred sixty (160) hours annually, regardless of how the compensatory time is earned. The Employer acknowledges that the Patrolmen can accumulate up to 200 hours per year, but it argues that the Patrolmen in their negotiations previously had unlimited compensation earning opportunities and agreed to a reduction (maximum of 200 accumulated per year) as well as wage concessions. Its proposal would result in a clearly added benefit to the Sergeants.

RECOMMENDATION

It is recommended that ARTICLE XXIX be revised and amended to provide for an increase in the accrual and use of compensatory time as follows: use of a maximum of 32 hours per calendar month with an accumulation of no more than 120 hours at any one time or 160 hours annually. Compensation time earned that exceeds the maximum 120 hours or 160 hours, respectively, shall be taken in pay. No employee shall be permitted to use more than 160 hours of compensatory time annually. See RECOMMENDED CONTRACT LANGUAGE FOR COMPENSATION TIME, attached hereto as *Appendix I*.

Rationale

The current contract language does not provide for compensatory time off, except when the employee attends seminars or other training required by the Employer on their regularly scheduled time off or hours not scheduled for work. While it is recognized that some of the sergeants have received compensatory time equal to the Union's proposal herein under these circumstances, they do not otherwise have the option to take a day off or otherwise spend time with their families in consideration of working extra required hours and shifts.

Other police departments of comparable size permit the use of compensatory time. The Maumee, Oregon, Bowling Green and Perrysburg Police Departments all allow their officers the opportunity to carry 80 hours of unscheduled comp time and are allowed to use specific maximums per year.

The Fact-finder agrees with the Employer that the allowance of compensatory time

does affect operations and does have an attendant cost. Nonetheless, allowing employees the choice of a day off as compensation for working extra hours and at unscheduled times is a benefit that should not be denied, unless constrained by an inability to adequately serve the public or public finances. The Fact-finder does not find either of those constraints here. Additionally, providing comp time opportunities will bring the sergeants in line with other police officers in comparable jurisdictions. Because the allowance of compensatory time does have a cost component to it, the Fact-finder has factored this in his discussion of Wages below.

2. ARTICLE XI, WAGES, Section 2

The Union's Position.

The Union proposes a wage increase of four percent (4%) to the base rate for all members of the bargaining unit in each year of the contract. It argues that the proposal would keep members economically comparable to their counterparts in other similarly situated departments. Since the City is not claiming an inability to pay, but unwillingness to pay the proposed wage level, the Fact-finder should adopt the proposal.

The City's economic base is very stable since its income is derived primarily from commercial and retail establishments and not manufacturing entities. The City's medical, education and financial businesses provide a predictable income. Recent financial reports indicate that the City currently has approximately \$30 Million in reserves and investments.

While the Sergeants in this unit are well paid, they are not the highest paid. Comparables submitted by the Union show that while the \$56,929 entry level wage for a Sylvania Sergeant is above the average of other comparable communities (\$52,671 on

average), the city of Bowling Green's sergeants earn more at a rate of \$60,465.¹ The top wages for sergeants in comparable communities show that the Sylvania Sergeants wage (\$59,737) is below the average (\$59,914)². Bowling Green Sergeants and Oregon Sergeants are paid higher wages at the top level.

In regard to future wage increases in comparable communities, Bowling Green will receive a 3% wage increase in 2006 and a 3.5% increase in 2007. Maumee Sergeants will receive a 4% increase in 2006 and 2007. Sergeants in other comparable communities will renegotiate their collective bargaining agreement later this year.

Employer's Position

The Employer proposes a wage increase of 2.5% in the first year, 3% in the second year and 2.5% in the third year of the agreement with no retroactivity. It argues that the Sergeants in the Sylvania Police Department are the highest paid of the comparable police departments in northwest Ohio and would remain so with the Employer's proposed increases. While other cities, such as Bowling Green, show a higher wage scale, other factors, such as longevity pay, makes Sylvania's wages the highest when adjusted. While the city has revenues to pay increases, its revenues have been flat over the last few years and fiscal prudence dictates that wage increases be reasonable. Furthermore, the Sergeants have already received the benefit of 3.5%, 4% and 4% wages increases over the last three years.

The Employer provided evidence to demonstrate that local government revenues from the State of Ohio, investment earnings and estate taxes have been in a declining trend

¹ The Union included the entry wage scale for sergeants in Toledo, Ohio, but the Fact-finder does not consider Toledo to be a city of comparable size to Sylvania and did not consider those wages, which reduced the average wage.

² The actual average of the communities listed is \$59,540, if Toledo is excluded. The Fact-finder did not consider

(Appendix 2). In 2005 its revenue increase was the lowest of all communities in Northwest Ohio (Appendix 3). While cities such as Bowling Green (5%), Maumee (9.8%), Oregon (10%), and Perrysburg (6%) received revenue increases, Sylvania's revenue increase was only 1.5%. At the same time, the Employer's Operating Fund disbursements exceeded its revenues by almost 9% (\$21,644,674 revenues vs. \$24,124,045 disbursements) in 2005 (Appendix 4). With these trends it must be careful in the full financial package it offers its employees. It acknowledges that it does have a healthy reserve, but it has been depleted by at least \$3 Million over the last year.

In regard to comparable wage rates, the Employer maintains that the Sergeants are the highest paid among other comparable cities when longevity pay is calculated in the base rate. The City of Sylvania, as well as many other like-sized cities, pay either a fixed amount or an additional percentage of base wages to its employees for each year of continuous service with the City. In Sylvania, that percentage increases at a rate of approximately .5% per year. Sergeants in the City of Sylvania have worked for the City from a minimum of 11 years to a maximum of 32 years. Sergeants with a continuous employment history of 11 years receive longevity pay at the rate of 3.5529% of their base salary, in addition to their base salary, and Sergeants with 32 years of continuous service receive longevity pay at the rate of 7.2957% of their base salary. Some cities, such as Bowling Green, do not have a longevity rate, and other cities, such as Sylvania, Maumee and Oregon, have a tiered system which varies the benefit depending upon when the employee was hired. Attached as Appendix 5 is an example of how longevity pay increases the base salary. The Employer argues that when considering comparable wages, longevity pay must be taken in consideration. When longevity pay is

the wage scale in Toledo, a much larger city.

factored into the actual rate of pay received, Sergeants in the Sylvania Police Department earn a wage higher than all of the comparable cities.

RECOMMENDATION

It is recommended that ARTICLE XI, Section 2, of the current contract be amended to increase wages by 2.5% in year one, 3% in year two and 3% in year three of the new agreement retroactive to January 1, 2006. See RECOMMENDED CONTRACT LANGUAGE FOR WAGES, attached hereto as *Appendix 1*.

Rationale

In assessing what is a fair recommendation on wages for employees in this bargaining unit, the Fact-finder considered the wages of public employees doing comparable work, the level of any wage increases over the past several years given to the bargaining unit, and the Employer's ability to pay, among other factors. The issue of wages was considered in light of the economic impact of also granting compensation time to the employees.

The bargaining unit has received the benefit of 3.5%, 4% and 4% wage increases over the last three years. At the same time each employee's longevity pay increased, and will continue to increase, each year by approximately .5% per year. These increases have placed the Sergeants at the top of the pay scale for sergeants doing comparable work in like-size communities. Whether the Sergeants are the highest paid, or merely at the top, depends on a number of factors, including years of continuous service with the city and level of pay in the Police Department. The evidence is compelling, however, that they are at or over the top of the pay scale and with the proposed wage increases will continue to so remain.

Attached hereto as Appendix 6 is a chart summarizing comparable salaries with that of the Sylvania Police Division, as recommended. This summary was prepared from the graphs and exhibits presented at the hearing by the parties. The existing salaries for the City of Sylvania Sergeants were calculated from the current collective bargaining agreement and projected increases as recommended herein. Where the parties presented different salary calculations of other communities, the Fact-finder tried to utilize either the average of the two or the higher calculation. Since some of the other cities Collective Bargaining Agreements have terms commencing in the middle of the calendar year, the Fact-finder used whole year comparisons even though some of the comparisons may occur six months earlier or six months later. Nonetheless, one can determine the relative comparison of salaries over a representative period of time.

In 2005, the City of Sylvania's entry level and top salary for Sergeants was higher than all other cities, except for the City of Bowling Green, which pays its sergeants on only one entry level. When adjusted with the inclusion of longevity pay 3.0377% for a ten year employee), the City of Sylvania paid the top salary. The Chart incorporates a formula to calculate longevity pay based upon continuous service of ten years, since all of the Sergeants in the Sylvania Police Department have been in continuous service for at least eleven years. Information provided by the Employer, and reviewed by the Union, at the hearing shows that the longevity pay of all of the cities used in the comparison (that have longevity pay) increased pay at comparable levels (See Appendix 5). Using a different level for years of service would have generally modified the results on a relative basis.

By increasing the wages by 2.5% in the first year, 3% in the second year, and 3% in

the third year, the Sergeants will remain competitive with, if not receive higher wages than, employees doing comparable work in similar communities in Ohio. The Sergeants will certainly earn more than the average salaries paid to comparable communities. The inclusion of longevity pay places them at the highest pay. The Employer did demonstrate a declining trend in revenues, but it has the resources to compensate the bargaining unit at these rates. Services provided by the police department are essential to the public safety and wages must remain competitive to retain well-trained employees, particularly when an ability to pay is not at issue.

3. ARTICLE XXXII, HEALTH INSURANCE

Position of the Employer

The Employer proposes to eliminate health care coverage for spouses who are eligible for single coverage with their employer, if the premium does not exceed \$50 per month in the second year of the agreement and \$60 per month in the third year of the agreement. The Employer proposed entering into a “Side Letter of Understanding” by which discussions would take place to effect these changes beginning in 2007. If an employee elects not to participate in the “spousal exclusion” program, the employee would be assessed an additional \$50.00 per month in employee contribution.

Position of the Union

The Union proposes to retain the current contract language concerning Health Care. The Union opposes the Employer’s proposal because it could not provide the working fundamentals, the impact or the implementation strategy of their plan. Further, the Employer’s

plan does not include an opt-out clause encouraging members to join their spouses plan, any type of health care committee that could explore lowering health care costs or any provisions to make allowances for hardship cases where an employee's premiums or out-of-pocket expenses may be more than 30% of their earnings. Comparables from other suburban police departments show only one police department (Maumee) that has a spousal exclusion provision. In Maumee the premium must be free.

In the 2004 Annual Report on Health Care costs for Ohio's Public Sector, the section entitled "Employee Premium Contributions Required By Employers" indicated that cities with populations less than 25,000 should be paying 8.3% of the premium. In past negotiations the Union agreed to pay 10% and that is the current proposal.

RECOMMENDATION

It is recommended that the current contract language be retained and that Section 1 of Article XXXII reflect a 90/10 split for the cost of medical coverage for the duration of the three year Agreement. All other language should remain the same. See RECOMMENDED CONTRACT LANGUAGE FOR INSURANCE attached hereto as *Appendix 1*.

Rationale

Currently the employees are contributing to the cost of their insurance premiums on a basis comparable with other police departments in communities the size of the Employer. The only change that was proposed by either party was in regard to the inclusion or exclusion of a spousal exclusion provision. I would agree with the Union that a more defined plan is needed

in order to determine the effect of any proposed spousal exclusion provisions. It is laudable that both the Employer and the Union are agreeable to ongoing discussions about primary plans and secondary coverage issues, but sufficient evidence is not in front of the Fact-finder to conclude that any change in the current language is warranted. Given these circumstances, the Fact-finder recommends that the parties maintain 90%/10% premium cost sharing arrangement and that the benefits remain substantially similar to the benefits which existed in 2005 under the prior agreement.

III. CONCLUSION

In conclusion, this Fact-finder hereby submits the above referenced recommendation on the outstanding issue presented to him for his consideration. Further, the Fact-finder incorporates all tentative agreements previously reached by the parties and recommends that they be included in the Parties' Final Agreement.

February 21, 2006


JERRY B. SELLMAN, FACT-FINDER

RECOMMENDED CONTRACT LANGUAGE

**ARTICLE XXIX: REPLACE CURRENT LANGUAGE
WITH THE FOLLOWING:**

COMPENSATORY TIME

SECTION 1. When an Employee works overtime or on a holiday, the Employee may either be paid for the overtime or holiday worked or earn compensatory time provided the Employee notifies the Chief in writing of the Employee's desire at the time of the overtime or holiday is worked.

SECTION 2. The City shall schedule Employees so that any seminars or other training required by the City (except ad hoc training for continuous schedule Employees) will occur on Employee's scheduled workdays to the extent practicable. Employees who are required to attend a seminar or training session on their regularly scheduled time off or hours not scheduled for work (except ad hoc training for continuous scheduled Employees shall receive compensatory time off in lieu of pay).

SECTION 3. Compensatory time may be accumulated and shall be scheduled off within one (1) year after it is earned. Any compensatory time not used within one (1) year from the date earned will be forfeited.

SECTION 4. An Employee may request compensatory time off, as provided for in this Article, provided it does not result in the payment of overtime or present a scheduling conflict or interfere with the orderly operation of the Division. An employee shall be limited to use a maximum of thirty-two (32) hours of compensatory timer per calendar month. All requests will be submitted, in writing, to his/her immediate supervisor who shall either approve or disapprove the request and if approved, will make the appropriate change to the work schedule.

SECTION 5. In the event that at the time compensatory time is to be taken, overtime will be created or the regularly scheduled shift will be disrupted (except for training or temporary assignment), then the employee scheduled off shall have his compensatory time revoked, provided the City gives such employee not less than five (5) days notice, to be confirmed in writing.

SECTION 6. An Employee may accumulate compensatory time as provided for in this Article but cannot accumulate more than one hundred twenty (120) hours at any one time or one hundred sixty (160) hours annually, regardless of how the compensatory time was earned. Any compensatory time, regardless of how it was earned, that exceeds the maximum one

hundred twenty (120) hours at any one time or one hundred sixty (160) hours annually an employee may accumulate shall be taken in pay. No employee shall be permitted to use more than one hundred and sixty (160) hours of compensatory time annually.

**ARTICLE XI: REPLACE CURRENT LANGUAGE
WITH THE FOLLOWING:**

WAGES

... Section 2. The wage rates for all Employees as set forth in “Appendix A” will remain in effect for the duration of this Agreement. Effective January 1, 2006, the base rate of a Sergeant shall be increased 2.5% in the first year, 3% in the second year and 3% in the third year of this Agreement.

Appendix A

<u>SERGEANTS</u>	<u>01-01-05</u> CURRENT	<u>01-01-06</u>	<u>01-01-07</u>	<u>01-01-08</u>
Entry	27.3749	+2.5%	+3.0%	+3.0%
Step 1	27.8243	+2.5%	+3.0%	+3.0%
Step 2	28.2739	+2.5%	+3.0%	+3.0%
Step 3	28.7236	+2.5%	+3.0%	+3.0%

ARTICLE XXXII: RETAIN CURRENT LANGUAGE

Revenue Sources for the General Fund

I Local Government Revenue From the State

Year	Receipts
2000	\$969,703
2001	967,988
2002	925,641
2003	910,877
2004	901,162
2005	906,491

II Investment Earnings

Year	Receipts
2000	\$1,537,627
2001	1,695,846
2002	942,825
2003	517,709
2004	466,229
2005	708,584

III Estate Tax

Year	Receipts
2003	\$355,522
2004	485,447
2005	269,933

2005 Revenue Increase

Bowling Green	5%	
Fremont	12.88%	first year of mandatory filing
Hicksville	6%	
Holland	12%	
Maumee	9.8%	
Napoleon	6.4%	
Oregon	10%	
Ottawa Hills	8%	
Perrysburg	6%	
Port Clinton	2.2%	
RITA	7.6%	
Sylvania	1.5%	
Waterville	9.2%	
Wauseon	4%	

Appendix 4

Actual 2005 Budget Figures Comparison of Revenues to Disbursements Excluding Transfers

Fund	Fund No.	Est.Revenues	Est.Disbursements
General	110	5,279,678	8,792,650
Street C M & R	222	897,641	1,159,956
City Perm.Auto Tax	223	218,514	0
State Hwy. Improvement	224	57,237	0
Law Enforcement Trust	225	4,662	20,418
Drug Law Enforcement	226	3,112	525
Ind.Drivers Alchl.Trnt	227	40,107	12,130
Equitable Fed.Sharing	229	23,569	37,502
G.O. Debt Service	331	720,756	1,553,852
Capital Improvement	401	1,837,445	3,435,848
Court Capital Impr.	405	128,201	112,186
S A Serv. - Trees	501	196,845	243,607
S A Serv - St Lighting	502	10,564	308,974
S.A. Drainage	503	196,156	360,275
S.A. Debt Service	505	33,882	29,870
Water	701	3,205,977	3,162,559
Sewer	702	2,203,731	2,205,843
Internal Service Garage	704	34,689	179,884
Resource Recovery	705	60,918	160,022
Medical Care - Self Insured	707	1,380,045	1,320,787
Police Pension	801	473,047	411,535
Income Tax	804	4,565,398	566,868
Unclaimed Monies	805	1,115	100
Police Comm.Affairs	810	24,893	17,293
Parks-Recreation Foundation	811	663	0
Heritage Center Trust	813	27,279	13,435
Sylvania Conserv.Corp	814	18,551	17,926
Totals		21,644,675	24,124,045

Salary of \$60,000

	5 Years	10 Years	15 Years	20 Years	25 Years
Bowling Green	\$ 60,000.00	\$ 60,000.00	\$ 60,000.00	\$ 60,000.00	\$ 60,000.00
Sylvania Township	\$ 60,600.00	\$ 61,200.00	\$ 61,800.00	\$ 62,400.00	\$ 63,000.00
Maumee *	\$ 60,225.00 60,000.00	\$ 64,350.00 62,250.00	\$ 62,475.00 63,375.00	\$ 63,600.00 64,500.00	\$ 64,725.00 65,625.00
**	\$ 60,600.00	\$ 60,900.00	\$ 61,200.00	\$ 61,500.00	\$ 61,800.00
Oregon *	\$ 61,200.00	\$ 61,950.00	\$ 62,700.00	\$ 63,450.00	\$ 64,200.00
**	\$ 61,000.00	\$ 61,200.00	\$ 61,950.00	\$ 62,700.00	\$ 63,450.00
Perrysburg	\$ 60,000.00	\$ 60,000.00	\$ 60,750.00	\$ 61,000.00	\$ 61,250.00
Perrysburg Township	\$ 60,300.00	\$ 60,675.00	\$ 61,050.00	\$ 61,425.00	\$ 61,800.00
Sylvania *	\$ 60,300.00	\$ 61,822.00	\$ 63,384.00	\$ 64,984.00	\$ 66,790.00
**	\$ 60,400.00	\$ 60,700.00	\$ 61,000.00	\$ 61,300.00	\$ 61,600.00

* Old Calculation

** New Calculation

Sylvania Police Division Comparables with Proposed Increases

Agency	2005 Entry	2005 Top	2006 Entry (2.5%)	2006 Top (2.5%)	2007 Entry (3%)	2007 Top (3%)	2008 Entry (3%)	2008 Top (3%)
City of Sylvania	56940	59745	58363	61239	60114	63076	61917	64968
Sylvania Twp.	53685	56511	55796	58733	57985	61037		
Maumee	46515	59181	46515	59181	48389	61566	50340	64047
Bowling Green	60465	60465	62275	62275	64459	64459		
Oregon	52825	54409	54409	59973				
Perrysburg	43596	58572	43596	58572				
Average w/o Sylvania	51417	57828	52518	59747	56944	62354		
Agency Adjusted for Longevity Pay								
City of Sylvania	58669	61560	60136	63099	61940	64992	63798	66941
Sylvania Twp.	56940	57641	59919	59919	62282	62282		
Maumee	47415	60081	47415	60081	49289	62466		
Bowling Green	60465	60465	62275	62275	64459	64459		
Oregon	54542	56177	56177	61922				
Perrysburg	43596	58572	44196	59172				
Average w/o Sylvania	52592	58587	53997	60674	58677	63069		

CERTIFICATE OF SERVICE

The undersigned certifies that a true copy of the Fact Finder's Report was sent by First Class Mail on February 21, 2006 to:

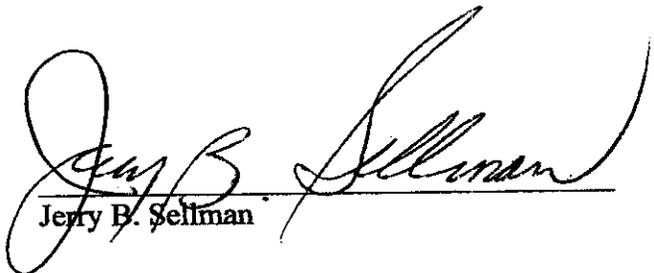
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