STATE OF OHIO
BEFORE THE STATE EMPLOYMENT RELATIONS BOARD

STATE EMPLOYMENT RELATIONS BOARD
2008 JAN -9 A 11: 52

In the Matter of the Fact-Finding Between

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

Employee Organization

Case Nos. 07-MED-09-0865
07-MED-09-0866
07-MED-09-0867

and

The City of Marysville, Ohio
Division of Police,
Communications Officers, Patrol Officers
Sergeants

The Employer

Fact-Finder: Jerry B. Sellman
Date of Report: January 8, 2008

FACT FINDERS REPORT AND RECOMMENDATION

APPEARANCES:

FOR THE EMPLOYEE ORGANIZATION:

Mr. Frank L. Arnold - Staff Representative for the Fraternal Order of Police, Ohio Labor Council, Inc.

FOR THE EMPLOYER:

Brian R. Dostanko – Human Resources Manager, representing the City of Marysville, Ohio

I. INTRODUCTION

This matter concerns a fact-finding proceeding between the City of Marysville, Ohio (hereinafter referred to as the "Employer" or the "City") 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 December 27, 2007 at which time the Fact-finder invited the parties to enter into mediation pursuant to the Ohio Administrative Code and the Policies of SERB in an effort to find consensus on all remaining disputed provisions of the new Collective Bargaining Agreement. Both parties declined and the Fact-finding hearing was commenced.

The only open issues identified and discussed by both parties included:

Article 34-Wages - Communications Officers
Article 35 - Wages – Patrol Officers
Article 36 - Wages – Sergeants

The Fact-finding proceeding was 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 the Sergeants, Patrol Officers and Communications Dispatch Officers within the Marysville Police Department.

The City of Marysville, Ohio is a municipality located on U.S Route 33 approximately 25 miles Northwest of Columbus. The city has a population of 17,483. It has a bargaining relationship with the Fraternal Order of Police, Ohio Labor Council, Inc. which represents Bargaining Unit I, which consists of four Sergeants; Bargaining Unit 2, which consists of twenty-three Patrol Officers and Detectives; and Bargaining Unit 3, which consists of seven Dispatchers.

Negotiating sessions between the parties were held on the following dates in 2007: October 4 and 5; November 8, 15, and 29; and December 6.

The current Collective Bargaining Agreement expired on December 31, 2007 and Extension Agreements have been executed by the parties to allow for Fact-finding on unresolved issues. The parties tentatively agreed to language in all but three (3) negotiated articles in the new proposed Collective Bargaining Agreement prior to the Fact-finding Hearing.

III. UNRESOLVED ISSUES

Preface

The City is proposing to increase the wages of its Communication Officers, Patrol Officers and Sergeants under Article 34, 35, and 36, but does not agree with the Union in regard to the amount of wage increases. The Union seeks to increase the level of police officer wages over the three year life of the collective bargaining agreement in order to reach a level of parity with the wages of firefighters in the City, which it argues is the level of wages paid to police officers in comparable cities. While there are varying wage proposals for each classification under each article, the arguments supporting the position of the parties apply to each classification and each Article. As such, the Fact-finder will set forth the position of the parties, discuss those positions and then make a recommendation in regard to each Article of the Collective Bargaining Agreement at issue.

Union Position

The Union argues that its Patrol Officer and Sergeant wages are near the bottom of the list when compared to comparable communities. The same is not true for wages paid to firefighters in Marysville. The firefighters' wages are very competitive when their wages are compared to other firefighter wages in comparable jurisdictions. Unlike other communities, the police in Marysville are paid much less than those of the firefighters, an internal comparable employee group, and as a result are also less than those of police officers and sergeants in cities comparable in size and demographics to Marysville.[1] It further argues that in almost all instances within the cities compared, the Patrol Officer and Sergeant wages are comparable to the

[1] The Union and the City used the same list of comparable cities in their contract negotiation process. A list of those

firefighter/paramedic or firefighter/EMT classifications, except for the City of Marysville. The significance is that in other comparable cities, the wages of the firefighters and police are generally in parity. This is evident from a list of wages for both firefighters and patrolmen in comparable cities complied by the FOP. See, *Appendix 2*.

The list in *Appendix 2* provides several examples. The city of Mayfield Heights paid its firefighter/paramedics a base wage of $64,043 in 2007 and proposes a wage of $65,965 in 2008. At the same time it paid its patrol officers a base wage of $64,667 in 2007 and proposes a wage of $66,930 in 2008. Avon Lake, the third highest employer, paid its firefighters/paramedics a base wage of $61,703 and proposes a wage of $63,338 in 2008. At the same time it paid its patrol officers a base wage of $61,698 in 2007 and proposes a wage of $63,395 in 2008. The same is true at the bottom of the wage scale. The city of New Philadelphia, which is a city larger than Marysville, paid its firefighters a base wage of $42,952 in 2007 and proposes a wage of $44,233 in 2008. It paid its patrol officers a base wage of $43,201 in 2007 and proposed a wage of $44,512 in 2008. Relevant comparisons are also provided for the Sergeants (with firefighter lieutenants or captains, where applicable). The City does not pay comparable wages between the police and firefighters, thus resulting in unfair wages and creating dissention within the ranks. The Marysville firefighters rank third among the comparable cities and the police officers rank tenth.

In addition to its own comparisons, the Union submitted a December 10, 2007 SERB Benchmark Report that shows that the average annual salary for a police officer is slightly ahead of a firefighter/paramedic in the same community. See, *Appendix 3*, SERB Benchmark Report.

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cities is set forth on *Appendix 1*.

Because the firefighters are paid much more than the police officers, the Union opines that the police wages need to be increased to reach parity. The Union wage proposal is calculated to reach parity with the firefighter's base salary over a three year period.

In the last IAFF Collective Bargaining Agreement the City agreed to pay the firefighters overtime for all hours worked over 53 hours, even though their average workweek schedule is 56 hours. The Union seeks to increase the salaries of the police officers on par with the 2912 hours per year scheduled shift of the firefighters (56 hours regularly scheduled shift), without any calculation for overtime.

Position of the City

The City seeks to increase salaries over the next three years with fair cost of living increases as determined by valid external comparables.

Wages are only a part of any classification's overall wage and benefit package. The City asserts that its benefits rank equal with any comparable city. The fact that no other benefit issue is before the Fact-finder is an indication that the overall package is comparable and satisfactory.

It believes its wage proposals are fair in light of external comparables. In regard to the Dispatcher/Communications Officers, they rank in second place among the comparable cities. Marysville is the only city to provide an 8.5% employee share pension pick-up, which when added to the base salary raises the salary, although the officers would still be ranked second behind Perrysburg. See, *Appendix 4,* Actual Wage Steps Dispatchers.

While the Patrol Officers' base salaries ranked eleventh in the overall comparisons, the city's 10% share pension pick-up raised the patrol officers to a sixth ranking. See, *Appendix 5,* Actual Wage Steps Patrol Officers.

While the Sergeants' base salaries ranked eighth when compared with the other sixteen communities, the City's 10% share pension pick-up raised the Sergeants to a fifth ranking. See, *Appendix 6,* Actual Wage Steps Sergeants.

The City is concerned with the impact the Union's proposed wage increase for Sergeants will have on Union-Management relations. The Assistant Chief of Police will receive a $67,631 salary in 2008. Under the Union's proposal a step 3 sergeant would earn $67,516 in 2008. The additional 8.5% increase sought by the Union in 2009 will further exacerbate this problem. The current overall MPD wage structure would have to see an increase in Assistant Chief and Chief salaries to the same percentages the Union seeks in order to be maintained. The City does not believe the current City Council would approve such raises.

The City does not believe the Dispatchers, Patrol Officers or Sergeants should be compared with the firefighters for internal comparisons. The job descriptions of the employees are different and there are clearly different classifications. They do not perform comparable work. This comparison is even further stretched when there is a comparison between the police and the firefighter/paramedics (EMT-P). The City and the IAFF negotiated a dual wage structure for the firefighters classification and the firefighter/EMT-P classification by moving what was EMT-P incentive pay into a wage structure. This separate wage structure is due to the increase in training, knowledge, skills and abilities required of an EMT-P. The patrol officers have not developed this career field.

While the City can pay its proposed wage increases, it does not have the financial ability to pay the increases sought by the Union.

The City's debt has been growing. The outstanding debt of the City in 2003 was $33,439,000; in 2007 it has risen to $180,575,000. An increase of over 500%. While there was

an increase in the general funds in 2005 of $1,035,343, the City is projecting a $1,009,482 deficit in 2009 with the current City proposed wage increases. This situation is exacerbated by the fact that it only has a 1% income tax rate, of which all other cities but three have higher income tax rates. The Police Division is funded from the general fund that is derived from the income tax. Marysville citizens have voted down past attempts to increase the tax. The City has also recently been informed that the School Representative Officer program in local schools will not be continued and that will result in a loss of $45,000 per year in the general fund.

1. ARTICLE 34: WAGES-COMMUNICATIONS OFFICERS

The Union's Position

The Union proposes a wage adjustment of four percent (4%) for each year of the agreement for the Dispatchers. It proposes to increase the shift differential for employees working the 4 P.M. shift to 12-Midnight from $.30 to $60 and for employees working between Midnight and 8 A.M. from $.50 to $.60.

The City's Position

The City proposes a wage adjustment of three (3%) for each year of the agreement for the Dispatchers. Even though the City merged its 9-1-1 service with Union County, thus reducing the duties of the dispatchers, the City values their services and seeks to give a cost of living increase.

The City proposes to create a Dispatch Supervisor position, thus creating an additional

step that will require additional funding. It proposes to narrow step gaps that were created in the years from 2001-2003.

It opposes any increase in the shift differential because, of the other seventeen (17) comparable cities, eleven (11) do not employ shift differential at all and of the six (6) that do, the City's current 2nd shift/$.30 and the 3rd Shift/$.50 are highly competitive. See, *Appendix 7*, Comparative Shift Differentials.

Discussion, Findings and Recommendation

It is apparent that the Union and City do not find a great deal of disagreement in regard to the Dispatcher/Communications Officers. The current wage paid them is comparable to wages paid officers performing the same duties in other comparable cities, particularly considering they rank in second place among the comparable cities. Other comparable cities increased the wages of the Dispatchers from 3% to 4%, but a 3% increase will keep the City at the top of the list of Dispatchers. I find a 3% increase in the wage of Dispatchers justified, particularly in light of the recent changes in their overall duties. Based upon information provided by the City in regard to payment for shift differential, I find no justification for changing the current language. In regard to creating a Dispatch Supervisor position, it makes sense to create a new position into which bargaining unit employees can progress and it is recognized that the pay for this new position affects the overall pay scale of Dispatchers.

RECOMMENDATION

It is recommended that ARTICLE 34, WAGES - COMMUNICATIONS OFFICERS be adjusted by 3% in 2008; an additional 3% in 2009; and an additional 3% in

2010. It is recommended that a new Dispatcher Supervisor position be created at the wage levels proposed by the City. The remainder of the language in Article 34 should remain the same.

2. ARTICLE 36, WAGES – PATROL OFFICERS

The Union's Position

The Union proposes a wage adjustment of 9.3% in year one, 8.5% in year two and 7.9% in year three of the contract. As indicated before, this is designed to create parity with the firefighter's wages and at the same time bring the wages of the Patrol Officers on average with the wages of patrol officers in other comparable jurisdictions.

The Union proposes to increase the shift differential per hour on the 4 P.M. to Midnight shift from $.30 per hour to $.60 per hour and on the Midnight to 8 A.M. shift from $.50 to $.60 per hour.

The City's Position

The City proposes a wage adjustment of 3% in the first year, 3% in the second year and 3.5% in the third year of the contract.

The City proposes to change the step progressions from Step A through Step E beginning in year two (2) of the contract. The current 5%, 4%, 3%, 3%, 3% would be maintained in the first year of the contract and would be changed to 4%, 3%, 3%, 3%, 3% in year two and 4%, 3.5%, 3.5%, 3.5%, 3.5% in year three (3) of the contract.

It opposes any increase in the shift differential rate, because the current rate is

competitive, if not one of the best among the cities compared. Of the seventeen (17) comparable cities, eleven (11) do not employ shift differential at all. Of the six (6) that do, the current 2nd shift/$.30 and the 3rd shift/$.50 are highly competitive. See, *Appendix 7*, Shift Differential comparisons.

Discussion, Findings and Recommendation

The Union makes a compelling argument that communities of similar size and demographics to Marysville do make an attempt to pay their police and firemen similar wages. The Fact-finder would agree with the City that the police and firefighters do not have the same job description, nor do they perform the same work. One of the factors to consider in determining issues relating to wages are those wages that other public and private employees doing comparable work are paid, giving consideration to factors peculiar to the area and classification involved. These communities do have features in common relative to wages to permit or suggest a comparison, but those comparisons must be scrutinized to glean proper value.

When other comparable cities pay their patrol officers wages at a comparative level with the firefighters, or *visa versa*, it is something a city should not ignore in order to maintain harmony within the professional ranks, but it is not a primary criteria.

The Fact-finder believes it is in the best interest of the public in Marysville to increase the wage scale of the police officers to remain competitive with jurisdictions of similar size. The suggested wage increase will accomplish that and also move their wages toward the wages made by the firefighters. The Fact-finder does not find that the formula proposed by the Union to be based upon fair comparisons or affordable for the City. In seeking to achieve parity with the firefighters, which it maintains would keep the police wages competitive with the other

comparable jurisdictions, for the 2008 wage level, the Union took the top level salary of the firefighter EMT-P classification[2] and multiplied the 53 hourly work week rate times 2912 hours. Since a firefighter paramedic (EMT-P) pay is based upon a 53 hour week, but the firefighter is actually scheduled for a 56 hour week, the Union reasoned parity in pay should include the fully scheduled work week (even though the overtime rate was not calculated). This formula does not result in a comparable wage for two reasons. First, I would agree with the city that the firefighter EMT-P classification has a different wage structure than that of a Police Officer due to additional training, knowledge, skills and abilities required of an EMT-P. The patrol officers have not developed this career field. The wage classification of a firefighter would be more appropriate. Secondly, a Fact-finder cannot factor in overtime and scheduling of services when making a fair wage comparison on a reliable basis. There are too many unknown factors to make such an analysis credible.

Considering the wages paid to other police officers in comparable cities (and considering the newly accepted wages paid to firefighters as only one factor), it is my recommendation that the patrol officers' wage be increased 6.5% in 2008, 4.5% in 2009 and 3% in 2010. When considering current and future salary increases in the other comparable jurisdictions, these increases will keep Marysville competitive with the wages of police officers in other comparable jurisdictions. When considering a firefighters 2008 salary of $54,975 and subsequent annual increases, these increases will bring the firefighter and police salaries to a similar level.

I am mindful of the City's argument that the 10% share pension pick-up increases the wage package for the police officers, but this was factored into the wage recommendation. I also

[2] The Fact-finder is unsure if this designation is just for Emergency Medical Technicians, or Paramedics, or both, but generally the paramedics have significantly more training than an EMT trianed employee.

considered the City's concern about the proposed wage increases and the salaries of the Chief and Assistant Chief. The proposed incremental increases should address this issue.

In regard to the Union's request for an increase in the shift differential, I find as I did with the dispatchers, based upon information provided by the City in regard to payment for shift differential, that there is no justification for changing the current language.

In regard to the City's proposal to change the step progressions from Step A through Step E beginning in year two (2) of the contract, there was no argument or discussion by either side at the Fact-findings hearing and the Fact-finder has little data to determine the impact of such a proposal. As such, I cannot recommend a change in step progressions.

RECOMMENDATION

It is recommended that ARTICLE 35, WAGES – PATROL OFFICERS be adjusted by 6.5% in 2008; an additional 4.5% in 2009; and an additional 3% in 2010. The remainder of the language in Article 34 should remain the same.

3. Article 26, WAGES – SERGEANTS

Union's Position

The Union proposes a wage adjustment of 9.3% in year one, 8.5% in year two and 7.9% in year three of the contract. As indicated before, this is designed to create parity with the firefighter's wages and at the same time bring the wages of the Sergeants on average with the wages of Sergeants in other comparable jurisdictions. The percentage payment of the Sergeant class from Step E of the Patrol Officers is to remain the same

The Union proposes to increase the shift differential per hour on the 4 P.M. to Midnight Shift from $.30 per hour to $.60 per hour and on the Midnight to 8 A.M. shift from $.50 to $.60 per hour.

The City's Position

The City proposes a wage adjustment of 3% in the first year, 3% in the second year and 3.5% in the third year of the contract.

It opposes any increase in the shift differential rate, because the current rate is competitive, if not one of the best among the cities compared. Of the seventeen (17) comparable cities, eleven (11) do not employ shift differential at all. Of the six (6) that do, the current 2nd shift/$.30 and the 3rd shift/$.50 are highly competitive.

Discussion, Findings and Recommendation

The position of the parties as set forth in regard to the Patrol Officers is essentially the same here. My findings and recommendation are also the same. Therefore, the same percentage increase given to the Patrol Officers is recommended to be given to the Sergeants.

RECOMMENDATION

It is recommended that ARTICLE 36, WAGES – SERGEANTS be adjusted by 6.5% in 2008; an additional 4.5% in 2009; and an additional 3% in 2010. The remainder of the language in Article 34 should remain the same.

CONCLUSION

In conclusion, this Fact-finder hereby submits the above referenced recommendation on the outstanding issues 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.

January 8, 2008

JERRY B. SELLMAN, FACT-FINDER

Police Comparables Survey

Contract Negotiation Process 2007
(Contract 2008-2010)

Cities in survey.....Apples – to – Apples (roughly same size population).

Cities	Population	Tax Rate	Type Gov
Avon Lake	18,145	1.9	MC
Fairview Park	17,572	1.5	MC
Forrest Park	17,572	1.5	MC
London	*17,000*	*1.5*	*MC*
Marysville	15,942	1.0	MC
Mason	22,016	1.9	CM
Mayfield Heights	19,386	1.0	MC
New Philadelphia	17,056	1.0	MC
North Canton	16,369	1.5	MC
Norwalk	16,238	1.5	MC
Painesville	17,503	2.0	CM
Perrysburg	16,945	1.5	MC
Sidney	20,211	1.5	CM
Steubenville	19,000	2.0	MC
Tiffin	18,135	1.75	MC
Troy	21,999	1.75	MC
Wadsworth	18,437	1.3	MC

MC: Mayor-Council CM: Council-Manager

Appendix 2

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city	division	baragaining unit	pension	longevity	education	insurance	base 2005	base 2006	base 2007	base 2008	base 2009
mayfield heights	fire	ff/p	none	540-1300	none	90 month		62,178 00	$64,043 00	$65,986 00	
fairview park	fire	ff4	none	500 00-2500 00		125 mo	$59,561 99	60,753 23	$62,575 00	$64 140 00	
avon lake	fire	ff/p	none	350-1600	600	full up to 925 mo. then 50/50		59,901 00	$61 703 00	$63,388 00	
marysville	fire	ff/p	full	475-850		80/20	$54,502.00	56,398 00	$59,288 00	$61,064 00	$63,190.00
avon lake	fire	FF	none	350-1600	600	full up to 925 mo. then 50/50		56,862 00	$58,578 00	$60,190 00	
marysville	fire	ff	full	475-850		80/20	$51,862.00	53,668.00	$56,405 44	$58,094 00	$60,232.00
troy	fire	ff	none	2%-10%		88/12			$55,617 48	$57 464 10	$59,291 02
connysburg	fire	ff/p	none	55 yr		90/10		53 378 00	$54,990 00	$56 498 00	
forest park	fire	ff/p	full	1%-3%		90/10	$53,022 89	55,276 36			
sidney	fire	ff/p	unk	2%-5%	1800-2900	87/13	$50,343 00	51,790 00	$53,281 00		
mason	fire	ff/p	none	none	none	full	$49,580 00	51,316 00			
norwalk	fire	ff/emt	none	none	none	85/15		49,474 00	$51,060 00	$52 705 00	
north canton	fire	ff	none	70 yr	none	40$ month	$47,981 96				
wadsworth	fire	ff	none	3.50 per month	none	30 00 month		46,676 00	$47,960 00	$49,278 00	
new philadelphia	fire	ff	none	180 480		75 00 mo		41,699 84	$42,952 00	$44,233 70	$45,572 80
tiffin	fire	ff/p	unk	2%-10%	none	90/10			$42,620 00	$45,603 00	
tiffin	fire	ff/emt	unk	2%-10%	none	90/10			$41,425 00	$43,082 00	
tiffin	fire	ff	unk	2%-10%	none	90/10			$39,832 12	$41 425 00	
london	fire	ff	none	none	none	90/10			42,282 00	44,175 00	46,165.00

city	division	baragaining unit	pension	longevity	education	insurance	base 2005	base 2006	base 2007	base 2008	base 2009
mayfield heights	police	patrol	none	540-1200	none	90 month		62,480.00	$64,667.00	$66,[illegible]	
fairview park	police	patrol	none	500.00-2500.00		135/mo		59,705.84	$62,012.[illegible]	$64,[illegible]74.81	
avon lake	police	patrol	none	400-1650	400-1000	fall up to 925 mo, then 50/50		59,901.00	$[illegible],698.00	$63,[illegible]95.00	
mason	police	patrol	none		1%-2%	full	$56,369.00	58,635.20	$63,840.00		
forrest park	police	patrol	full		50-100	90/10	$54,866.45	57,198.13	$59,629.02		
troy	police	patrol	none	2%-10%	715-1100	88/12			$[illegible]	$[illegible]	$[illegible]
wadsworth	police	patrol	ank	3.50 mo per month worked	none	20.00 month	$51,720.00	53,239.60			
perrysburg	police	patrol	none	55 year		full		51,937.00	$53,060.00	$54,[illegible]41.00	
sidney	police	patrol	ank			87/13		51,043.20	$52,582.40	$54,[illegible]88.00	
norwalk	police	patrol	none	none	250-750	85/15	$47,236.00	48,[illegible]	$50,107.20	$51,[illegible]04.00	
north canton	police	patrol	none	75 yr - 450.00	none	405 month	$46,363.20				
tiffin	police	patrol	ank	2%-10%	175-475	90/10			$48,966.40	$[illegible]	
new philadelphia	police	patrol	none	900-3600	none	35 month	$39,[illegible]	41,[illegible]	[illegible]	$[illegible]	
london	police	patrol	none	none	250-500	90/10			[illegible]	[illegible]	46,862.00

fire-capt

city	division	baragaining unit	pension	longevity	education	insurance	base 2005	base 2006	base 2007	base 2008	base 2009
fairview park	fire	capt	none	500.00-2500.00		135 mo	$76,054.70	77,575.70	$79,903.[illegible]	$81,900.00	
tiffin	fire	capt	unk	2% 10%	none	90/10			$46,234.62	$48,084.[illegible]	
tiffin	fire	capt/emt	unk	2% 10%	none	90/10			$48,084.00	$50,00[illegible].00	
norwalk	fire	capt/pr	none	none	none	85/15		56,521.00	$58,3[illegible].00	$60,959.00	
mayfield heights	fire	lt's/p	non	540-1220	none	90 month		70,759.00	$72,848.00	$75,501.00	
avon lake	fire	lt	none	350-1650	600	full up to 925 mo then 50/50		69,524.00	$71,604.00	$73,580.00	
fairview park	fire	lt's	non	500.00-2500.00		135 mo	$67,305.05	68,651.00	$70,710.00	$72,479.00	
marysville	fire	lt's/p	full	475-850		80/20	$62,484.00	64,551.00	$67,849.00	$69,888.00	$72,331.00
troy	fire	lt's	none	2% 10%		85/15			$[illegible]	$67,1[illegible]	$69,[illegible]
perrysburg	fire	capt	none	55 yr		90/10		57,356.00	$59,077.00	$60,7[illegible].00	
sidney	fire	lt/p	unk	2% 5%	1800-3900	87/13	$55,705.00	57,523.00	$58,970.00		
north canton	fire	capt	none	70 yr	none	40% month	$54,706.60				
norwalk	fire	lt/emt	none	none	none	85/15		52,881.00	$54,[illegible].00	$56,[illegible].00	
forest park	fire	lt's	full	1% 3%		90/10	$54,022.89	56,276.36			
mason	fire	lt's	none	none	none	full	$57,820.00	59,832.00			
tiffin	fire	capt/p	unk	2% 10%	none	90/10			$49,471.00	$52,934.00	
new philadelphia	fire	capt	none	180-480		75 mo		15,048.64	$16,[illegible].16	$47,78[illegible]	$49,2[illegible]
longon	fire	lt's	none	none	none	90/10			16,[illegible].00	$48,316.00	$50,[illegible]

police capt (cont)

city	division	bargaining unit	pension	longevity	education	insurance	base 2005	base 2006	base 2007	base 2008	base 2009
maryland heights	police	lt's	none	540-1200	none	90 month		82,672.00	$83,[illegible]	$86,[illegible]	
fairview park	police	lt's	none	500.00-2500.00		135 mo		76,238.38	$79,[illegible]	$81,[illegible]	
avon lake	police	lt's	none	400-1650	400-1000	full up to 925 mo, then 50/50		72,979.00	$75,[illegible]	$77,[illegible]	
forest park	police	lt's	full		50-100	90/10	$68,517.28	71,429.07	$74,464.83		
norwalk	police	capt	none	none	250-750	85/15	$54,267.00	55,889.00	$57,[illegible]	$59,[illegible]	
lima	police	lt's	unk	2%-10%	175-475	90/10			$66,[illegible]	$68,[illegible]	
maryland heights	police	sgt's	none	540-1200	none	90 month		[illegible]	$73,[illegible]	$75,[illegible]	
mason	police	sgt's	none		1%-3%	full	$66,672.00	69,[illegible]	$72,[illegible]		
fairview park	police	sgt's	none	500.00-2500.00		135 mo		67,467.30	$70,[illegible]	$72,[illegible]	
avon lake	police	sgt's	none	400-1650	400-1000	full up to 925 mo, then 50/50		66,938.00	$68,[illegible]	$70,[illegible]	
forest park	police	sgt's	full		50-100.00	90/10	$61,176.28	63,775.92	$66,486.37		
troy	police	sgt's	none	2%-10%	715-1150	88/12			$65,[illegible]	$67,[illegible]	[illegible]
wadsworth	police	sgt's	unk	2.50 mo per month worked	none	50.00 month	$58,971.00	60,750.00			
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north canton	police	lt's	none	25 yr - 450.00	none	40$ month	$54,244.00				
sidney	police	sgt's	unk	2%-5%	1953	92/15		52,[illegible]	$54,[illegible]	[illegible]	
norwalk	police	sgt's	none	none	250-750	85/15	$51,929.60	53,745.00	$54,[illegible]	$56,[illegible]	
lima	police	sgt's	unk	2%-10%	175-475	90/10			$51,[illegible]	$53,[illegible]	
london	police	sgt's	none	none	350-500	90/10			$54,[illegible]	$56,[illegible]	[illegible]
new philadelphia	police	capt	none	1500-9600	none	35 month	$42,000.00	45,014.00	$47,031.25	$48,[illegible]	

Dispatcher

city	division	baragaining unit	pension	longevity	education	insurance	base 2005	base 2006	base 2007	base 2008	base 2009
perrysburg	police	dispatch	none	55 per year		full		44,969.00	$40,321.00	$475,[illegible]4.00	
lebanaon	police	dispatch	none	190-740	none	35.42 month	$40,310.00	41,724.00	$42,972.00		
sidney	police	dispatch	unk	2% 5%	none	87/12		39,707.20	$40,892.80	$42,224.00	
forrest park	police	dispatch	full			90/12		39,287.77	$40,859.28	$42,493.65	
london	police	dispatch	none	none	250-500	90/10			38,542.00	40,289.00	42,[illegible]00
new philadelphia	police	disp	none	900-9600	none	35 month	$34,110.00	37,419.00	$38,542.00	$39,707.00	
avon lake	police	dispatch	none	400-1650	450-100	full up to 925 mo. then 50/50		37,272.00	$38,350.00	$39,446.00	
wadsworth	police	dispatch	unk	3.50 mo per month worked	none	20.00 month	$35,131.20	36,[illegible]32.00			
norwalk	police	dispatch	none	none	250-750	85/15		35,880.00	$36,961.60	$38,083.00	$39,[illegible]8.00
tiffin	police	dispatch	unk	2% 10%	125-225	90/10			$31,926.00	$33,196.00	
wadsworth	police	dispatch	unk	3.50 mo per month worked	none	20.00 month	$35,131.20	36,[illegible]92.00			

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Employer	Population	County	Union	Local	BU	Size	Start Date	End Date	Effective Date	Entry Level	Top Level	Hours/ Week	Hours/ Day	# of Steps	Step Years
Count of Employers: 1									Average:	$54,525.70	$54,525.70				
FIRE CAPTAIN/PARAMEDIC															
FOREST PARK CITY	19,463	HAMI	IAFF	3024	FF	18	09/24/04	12/31/06	01/01/06	$57,276.36	$57,276.36	52.00	24.00	1	
Count of Employers: 1									**Average:**	$57,276.36	$57,276.36				
FIRE LIEUTENANT															
AVON LAKE CITY	18,145	LORA	IAFF	1361	FF	26	01/01/06	12/31/08	01/01/07	$71,618.82	$71,618.82	52.00	24.00	1	
FAIRVIEW PARK CITY	17,572	CUYA	IAFF	1057	FF	26	01/01/06	12/31/08	01/01/07	$70,710.69	$70,710.69	49.80	24.00	1	
MARYSVILLE CITY	15,942	UNIO	IAFF	3032	FF	26	01/01/00	06/30/07	01/01/07	$56,986.00	$59,696.17	53.00	24.00	2	
MAYFIELD HEIGHTS CITY	19,386	CUYA	IAFF	1500	FF	31	01/01/06	12/31/08	01/01/07	$71,248.00	$71,248.00	50.40	24.00	1	
NORWALK CITY	16,238	HURO	IAFF	1199	FF	16	08/01/06	12/31/08	01/01/07	$53,726.40	$53,726.40	56.00	24.00	1	
SIDNEY CITY	20,211	SHEL	IAFF	912	FF	31	01/01/05	12/31/07	12/25/06	$46,022.00	$56,307.00	54.00	24.00	6	
Count of Employers: 6									**Average:**	$61,715.32	$63,884.51				
FIRE LIEUTENANT/EMT															
FOREST PARK CITY	19,463	HAMI	IAFF	3024	FF	18	09/24/04	12/31/06	01/01/06	$53,525.70	$53,525.70	52.00	24.00	1	
Count of Employers: 1									**Average:**	$53,525.70	$53,525.70				
FIRE LIEUTENANT/PARAMEDIC															
FOREST PARK CITY	19,463	HAMI	IAFF	3024	FF	18	09/24/04	12/31/06	01/01/06	$56,276.36	$56,276.36	52.00	24.00	1	
Count of Employers: 1									**Average:**	$56,276.36	$56,276.36				
FIREFIGHTER															
FAIRVIEW PARK CITY	17,572	CUYA	IAFF	1057	FF	26	01/01/06	12/31/08	01/01/07	$50,402.76	$62,575.83	49.80	24.00	4	
MARYSVILLE CITY	15,942	UNIO	IAFF	3032	FF	26	01/01/00	06/30/07	01/01/07	$37,173.73	$51,820.03	53.00	24.00	5	
MAYFIELD HEIGHTS CITY	19,386	CUYA	IAFF	1500	FF	31	01/01/06	12/31/08	01/01/07	$45,778.00	$62,543.00	50.40	24.00	3	
NEW PHILADELPHIA CITY	17,056	TUSC	IAFF	1501	FF	21	01/01/07	12/31/09	01/01/07	$35,934.08	$42,852.00	50.00	24.00	7	15
NORWALK CITY	16,238	HURO	IAFF	1199	FF	16	08/01/06	12/31/08	01/01/07	$42,806.40	$50,232.88	56.00	24.00	4	1.5

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Employer	Population	County	Union	Local	BU	Size	Start Date	End Date	Effective Date	Entry Level	Top Level	Hours/ Week	Hours/ Day	# of Steps	Step Years
SIDNEY CITY	20,211	SHEL	IAFF	312	FF	31	01/01/05	12/31/07	12/25/06	$40,229.00	$50,675.00	54.00	24.00	7	
TIFFIN CITY	18,135	SENE	IAFF	322	FF	36	01/01/07	12/31/08	01/01/07	$32,012.04	$39,832.12	52.00	24.00	2	
TROY CITY	21,999	MIAM	IAFF	1638	FF	38	01/01/07	12/31/09	01/01/07	$40,174.14	$55,617.48		24.00	6	
Count of Employers: 8									**Average:**	$40,563.77	$52,027.29				
FIREFIGHTER/EMT															
AVON LAKE CITY	18,145	LORA	IAFF	1361	FF	26	01/01/06	12/31/08	01/01/07	$44,336.24	$58,594.12	52.00	24.00	5	
FOREST PARK CITY	19,463	HAMI	IAFF	3024	FF	18	09/24/04	12/31/06	01/01/06	$39,082.87	$52,525.70	52.00	24.00	7	
TIFFIN CITY	18,135	SENE	IAFF	322	FF	36	01/01/07	12/31/08	01/01/07	$33,292.52	$41,425.40	52.00	24.00	2	
Count of Employers: 3									**Average:**	$38,903.88	$50,848.41				
FIREFIGHTER/PARAMEDIC															
AVON LAKE CITY	18,145	LORA	IAFF	1361	FF	26	01/01/06	12/31/08	01/01/07	$46,313.80	$61,898.52	52.00	24.00	5	
FOREST PARK CITY	19,463	HAMI	IAFF	3024	FF	18	09/24/04	12/31/06	01/01/06	$41,833.51	$55,276.36	52.00	24.00	7	
MASON CITY	22,016	WARR	IAFF	4049	FF	24	10/01/04	09/30/07	10/01/06	$43,214.08	$51,316.72	53.00	24.00	4	5
NORTH CANTON CITY	16,369	STAR	IAFF	3489	FF	12	08/01/03	07/31/06	08/01/05	$45,143.28	$47,981.96	53.00	24.00	4	1.5
PERRYSBURG CITY	16,945	WOOD	IAFF	3331	FF	7	08/06/06	02/28/09	03/01/07	$40,924.00	$54,990.00	50.00	24.00	8	
TIFFIN CITY	18,135	SENE	IAFF	322	FF	36	01/01/07	12/31/08	01/01/07	$34,252.88	$42,620.36	52.00	24.00	2	
WADSWORTH CITY	18,437	MEDI	IAFF	4136	FF	12	01/01/06	12/31/08	01/01/07	$42,790.00	$47,960.00	52.00	24.00	6	5
Count of Employers: 7									**Average:**	$42,007.36	$51,691.99				
PARAMEDIC															
WADSWORTH CITY	18,437	MEDI	IAFF	4136	FF	12	01/01/06	12/31/08	01/01/07	$44,939.00	$44,939.00	40.00	8.00	1	
Count of Employers: 1									**Average:**	$44,939.00	$44,939.00				
PARKING ENFORCEMENT OFFICER															
LEBANON CITY	16,962	WARR	FOP	133	SM	27	01/01/05	12/31/07	01/01/07	$28,142.40	$40,622.40			6	
Count of Employers: 1									**Average:**	$28,142.40	$40,622.40				

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Employer	Population	County	Union	Local	BU	Size	Start Date	End Date	Effective Date	Entry Level	Top Level	Hours/ Week	Hours/ Day	# of Steps	Step Years
POLICE CAPTAIN															
NEW PHILADELPHIA CITY	17,056	TUSC	FOP	OLC	SM	25	01/01/07	12/31/09	01/01/07	$42,744.00	$44,990.40	40.00		2	
NORWALK CITY	16,238	HURO	OPBA	*	SM	23	01/01/06	12/31/08	01/01/07	$55,810.40	$57,574.40	40.00	8.00	2	1
Count of Employers: 2									**Average:**	$49,327.20	$51,282.40				
POLICE LIEUTENANT															
AVON LAKE CITY	18,145	LORA	FOP	25	SS	4	01/01/06	12/31/08	01/01/07	$75,188.86	$75,188.86	40.00	8.00	1	
FAIRVIEW PARK CITY	17,572	CUYA	OPBA		SM	25	01/01/06	12/31/09	01/01/07	$79,183.14	$79,183.14	40.00		1	
FOREST PARK CITY	19,463	HAMI	FOP	OLC	SS	7	01/01/05	12/31/07	01/01/07	$74,007.23	$74,464.83			3	
MAYFIELD HEIGHTS CITY	19,386	CUYA	FOP	57	SS	34	01/01/06	12/31/08	01/01/07	$82,319.00	$83,054.00	40.00		3	4
SIDNEY CITY	20,211	SHEL	FOP	OLC	SS	7	01/01/06	06/30/09	06/25/06	$52,728.00	$62,899.20	40.00		5	
TIFFIN CITY	18,135	SENE	OPBA	*	SM	28	01/01/07	12/31/08	01/01/07	$56,368.00	$56,368.00	40.00		1	
Count of Employers: 6									**Average:**	$69,962.37	$71,856.34				
POLICE OFFICER															
AVON LAKE CITY	18,145	LORA	FOP	25	SA	9	01/01/06	12/31/08	01/01/07	$46,380.10	$61,898.52	40.00	8.00	5	
FAIRVIEW PARK CITY	17,572	CUYA	OPBA		SM	25	01/01/06	12/31/08	01/01/07	$49,804.81	$62,012.01	40.00		4	
FOREST PARK CITY	19,463	HAMI	FOP	OLC	SA	23	01/01/05	12/31/07	01/01/07	$49,069.90	$59,020.02			5	
LEBANON CITY	16,062	WARR	FOP	133	SM	27	01/01/05	12/31/07	01/01/07	$42,931.20	$56,846.40			6	
MARYSVILLE CITY	15,942	UNIO	FOP	OLC	SM	34	01/01/05	12/31/07	01/01/07	$34,354.32	$50,903.42	40.00	8.00	5	
MASON CITY	22,016	WARR	FOP	OLC	SA	29	08/01/05	07/31/08	08/01/07	$47,715.20	$60,840.00	40.00		5	4.5
MAYFIELD HEIGHTS CITY	19,386	CUYA	OPBA		SA	21	01/01/06	12/31/08	01/01/07	$47,738.00	$64,667.00			3	
NEW PHILADELPHIA CITY	17,056	TUSC	FOP	OLC	SM	25	01/01/07	12/31/09	01/01/07	$34,944.00	$41,953.60	40.00		7	15
NORTH CANTON CITY	16,369	STAR	OPBA	*	SA	16	08/01/03	07/31/06	08/01/05	$40,310.40	$46,363.20	40.00	8.00	4	
NORWALK CITY	16,238	HURO	OPBA	*	SM	23	01/01/08	12/31/08	01/01/07	$40,102.40	$50,107.20	40.00	8.00	4	3
PERRYSBURG CITY	16,945	WOOD	FOP	OLC	SA	41	03/05/07	02/28/09	03/05/07	$41,475.20	$53,060.80	40.00		7	
SIDNEY CITY	20,211	SHEL	FOP	OLC	SA	29	07/01/06	06/30/09	06/24/07	$42,577.60	$52,582.40	40.00	8.00	6	

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SIDNEY CITY	20,211	SHEL	FOP	OLC	SD	9	01/01/06	06/30/09	12/23/07	$34,112.00	$42,224.00	40.00		8	
TIFFIN CITY	18,135	SENE	OPBA		SD	7	01/01/07	12/31/08	01/01/07	$23,961.60	$31,928.00				
WADSWORTH CITY	18,437	MEDI	OPBA	*	SD	7	01/01/04	12/31/06	01/01/06	$31,969.60	$38,192.00	40.00		4	3
Count of Employers: 11									**Average:**	$30,699.14	$39,572.04				

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Employer	Population	County	Union	Local	BU	Size	Start Date	End Date	Effective Date	Entry Level	Top Level	Hours/ Week	Hours/ Day	# of Steps	Step Years
TIFFIN CITY	18,135	SENE	OPBA	*	SM	28	01/01/07	12/31/08	01/01/07	$37,169.60	$46,966.40	40.00		5	
TROY CITY	21,999	MIAM	FOP	OLC	SA	33	01/01/07	12/31/09	01/01/07	$40,174.14	$55,617.48	40.00		6	
WADSWORTH CITY	18,437	MEDI	OPBA	*	SA	23	08/26/07	12/31/09	01/01/07	$44,033.60	$55,016.00	40.00		4	3
Count of Employers: 15									**Average:**	$42,591.36	$54,550.90				
POLICE SERGEANT															
AVON LAKE CITY	18,145	LORA	FOP	25	SS	4	01/01/06	12/31/08	01/01/07	$68,946.28	$68,946.28	40.00	8.00	1	
FAIRVIEW PARK CITY	17,572	CUYA	OPBA		SM	25	01/01/06	12/31/08	01/01/07	$40,073.57	$40,073.57	40.00		1	
FOREST PARK CITY	19,463	HAMI	FOP	OLC	SS	7	01/01/05	12/31/07	01/01/07	$66,070.37	$66,480.37			3	
LEBANON CITY	16,962	WARR	FOP	133	SM	27	01/01/05	12/31/07	01/01/07	$60,777.60	$65,363.00			2	*
MASON CITY	22,016	WARR	FOP	OLC	SS	7	08/01/05	07/31/08	08/01/07	$63,793.00	$72,155.00	40.00	8.00	4	3
MAYFIELD HEIGHTS CITY	19,386	CUYA	FOP	57	SS	34	01/01/06	12/31/08	01/01/07	$71,547.00	$73,499.00	40.00		3	4
NORWALK CITY	16,238	HURO	OPBA	*	SM	23	01/01/06	12/31/08	01/01/07	$52,166.40	$54,329.80	40.00	8.00	2	1
PERRYSBURG CITY	16,045	WOOD	OPBA		SS	3	03/28/07	02/28/09	03/01/07	$46,571.20	$62,420.80	40.00		12	
SIDNEY CITY	20,211	SHEL	FOP	OLC	SS	7	01/01/06	06/30/09	06/25/06	$47,860.80	$57,179.20	40.00		5	
TIFFIN CITY	18,135	SENE	OPBA	*	SM	28	01/01/07	12/31/08	01/01/07	$51,667.20	$51,667.20	40.00		1	
WADSWORTH CITY	18,437	MEDI	OPBA	*	SS	4	08/26/07	12/31/09	01/01/07	$58,867.12	$62,718.24	40.00		2	1
Count of Employers: 11									**Average:**	$57,121.87	$61,348.90				
SAFETY DISPATCHER															
AVON LAKE CITY	18,145	LORA	FOP	OLC	SM	19	01/01/06	12/31/08	01/01/07	$31,985.16	$38,390.56	40.00		5	
FOREST PARK CITY	19,463	HAMI	FOP	OLC	SD	6	01/01/06	12/31/08	01/01/07	$31,984.10	$40,859.28	40.00		5	
LEBANON CITY	16,962	WARR	FOP	133	SM	27	01/01/05	12/31/07	01/01/07	$32,427.20	$42,972.80			6	
MARYSVILLE CITY	15,942	UNIO	FOP	OLC	SM	34	01/01/05	12/31/07	01/01/07	$28,326.48	$41,410.45	40.00	8.00	5	
MAYFIELD HEIGHTS CITY	19,386	CUYA	FOP	OLC	SD	6	01/01/03	12/31/05	01/01/05	$27,288.00	$42,894.00	40.00		3	
NORTH CANTON CITY	16,369	STAR	OPBA	*	SD	6	08/01/03	07/31/06	08/01/05	$30,784.00	$34,216.00	40.00	8.00	3	2
NORWALK CITY	16,238	HURO	OPBA		SD	6	01/01/06	12/31/08	01/01/07	$30,243.20	$39,083.76	40.00	8.00	4	2
PERRYSBURG CITY	16,045	WOOD	FOP	OLC	SM	17	03/07/07	02/28/09	03/01/07	$34,611.20	$46,321.60	40.00		11	

Police Comparables – Page 8 – Wages Dispatchers

Cities	Actual Wage Steps Dispatchers											Ranges (Rank)	Pension %
Avon Lake	31,985		33,468		35,029		36,604		38,390			31,985-38,390 (6)	-
Fairview Park					n/a								
Forest Park	31,984		33,263		34,594		35,978		40,859			31,984-40,859 (4)	-
London (half)	28,621	30,077	31,554	33,072	34,778	36,525	37,606	38,938	40,290			28,621-40,290 (5)	-
Marysville	**28,326**		**31,496**		**34,514**		**37,813**		**41,410**			**28,326-41,410 (2)**	8.5%
Mason (½ half)					n/a								
Mayfield Heights					n/a								
New Philadelphia	31,720	32,822	34,778	35,381	36,150	36,774	37,419					31,720-37,419 (7)	-
North Canton					n/a								
Norwalk					n/a								
Painesville					n/a								
Perrysburg	34,611	36,317	38,085	39,083	40,020	41,018	41,995	43,035	44,096	45,198	46,321	34,611-46,321 (1)	-
Sidney	33,030		34,570		35,880		37,544		39,187		40,893	33,030-40,893 (3)	-
Steubenville (½ half)			27,409						28,841			27,409-28,841 (8)	
Tolin					n/a								
Troy (2006 - 8 ½)					n/a								
Wadsworth					n/a								
											Average Range =	**30,961 – 39,592**	
											Marysville Range with 10% Employee Pension Paid =	30,734 – 44,929 (2)	

Police Comparables – Page 6 – Wages Patrol Officer

Cities	2007 Actual Wage Steps Patrol Officer										Ranges (Rank)	Pension %
Avon Lake	46,380		50,352		54,226		57,784		61,699		46,380 – 61,699 (3)	No
Fairview Park	49,895		55,824		58,913		62,012				49,895 – 62,012 (2)	No
Forrest Park	49,070		51,706		54,345		56,987		59,629		49,070 – 59,629 (5)	No
*London(*half)*	31,512	32,760	34,070	35,443	36,837	38,376	39,853	41,454	43,077	44,658	31,512 – 44,658 (15)	No
Marysville	**34,354**		**38,418**		**41,859**		**46,254**		**50,903**		**34,354 – 50,903 (11)**	10%
Mason (half)*	47,715		49,525		52,187		54,870		57,803		60,840	47,715 – 60,840 (4)	No
Mayfield Heights	47,738				55,927				64,667			47,738 – 64,667 (1)	No
New Philadelphia	34,944		38,168		39,541		40,019		40,789		41,392	41,954	34,944 – 41,954 (17)	No
North Canton	42,765				44,886				47,132			49,192	42,765 – 49,192 (13)	No
Norwalk	40,102				42,661				47,674			50,107	40,102 – 50,107 (12)	No
Painesville	43,837				47,178				52,015			55,948	43,837 – 55,948 (6)	No
Perrysburg	41,472		43,555		45,739		48,069		50,482		51,750	53,061	41,472 – 53,061 (9)	No
Sidney	42,578		44,450		46,301		48,381		50,253		52,582	42,578 – 52,582 (10)	No
*Steubenville (*half)*	35,141		37,357		38,685		41,269		43,238			35,141 – 43,238 (16)	No
Tiffin	37,170		39,374		41,621		44,762		46,966			37,170 – 46,966 (14)	No
Troy (2006 + 3%)	39,980		41,818		44,896		48,589		52,888		55,349	39,980 – 55,349 (7)	No
Wadsworth	44,034		46,238		48,443		50,648		52,853		55,016	44,034 – 55,016 (8)	No
	Average Range =											**41,687 – 53,401**	
	Marysville Range with 10% Employee Pension Paid =											37,790 – 55,993 (6)	

Police Comparables – Page 7 – Wages Sergeants

Cities	2007 Actual Wage Steps Sergeants											Ranges (Rank)	Pension %
Avon Lake	68,946											68,946 (4)	-
Fairview Park	70,073											70,073 (3)	-
Forrest Park	66,070			66,278				66,486				66,070-66,486 (5)	-
*London(*half)*	45,406	47,674		50,045		52,540		53,331				45,406-53,331 (14)	-
Marysville	**56,564**			**59,392**				**61,768**				**56,564-61,768 (8)**	10%
Mason (half)*	63,793		65,887		68,348			72,155				63,793-72,155 (2)	-
Mayfield Heights	71,547			72,848				73,499				71,547-73,499 (1)	-
New Philadelphia (cpt)	42,744				44,990							42,744-44,990 (17)	-
North Canton (lts)	58,625 (17% above patrol)				59,226 (18.2%)							58,625-59,226 (10)	-
Norwalk	52,166				54,329							52,166-54,329 (13)	-
Painesville	58,745				61,682							58,745-61,682 (9)	-
Perrysburg	46,571	48,900	51,293	52,582	53,893	55,224	56,576	57,990	59,426	60,902	62,421	46,571-62,421(7)	-
Sidney	49,296		51,646		53,789		56,181		58,885			49,296-58,885 (11)	-
*Steubenville (*half)*	47,517			49,546				48,950				47,517-48,950 (16)	-
Tiffin	51,667											51,667 (15)	-
Troy (2006 - 3%)	62,296		62,858		63,398			63,960				62,296-63,960 (6)	-
Wadsworth	58,867 (7% above patrol)											58,867 (12)	-
											Average Range =	**57,111- 60,661**	
											Marysville Range with 10% Employee Pension Paid =	62,220 – 67,945 (5)	

Police Comparables – Page 3 - Miscellaneous

Cities	Off-Job Injury Pay Plan	FTO Incentive Pay?	Shift Diff	Tuition Program (annual $S)
Avon Lake	No	Lowest wage of Sgt	$500 per year (.25)	No reimburse; Per year AD-$400, BD-$500, MD=$1000
Fairview Park	No	No	No	Lifetime $5000 max
Forrest Park	No	No	No	$1200 annual reim
London	No	No	.25 and .35	$500 reim AD $250/ BD-$500
Marysville	67% pay, <$500, 26 weeks	1 hr time + ½	2nd = .30 3rd = .50	$2500/$5200 reim
Mason	No	No	no	Yes reimburse-no limit listed AD 1% base salary, BD 2%
Mayfield Heights	No	$30 per day	no	Yes reimburse-no limit listed
New Philadelphia	No	No	no	No
North Canton	No	No	no	Yes reimburse-no limit listed
Norwalk	no	No	2nd = .20, 3rd = .10	$750 per year AD $250, BD $400, MD $600, D $750
Painesville	no	1 hr time + ½	no	$1000 annual AD $600, BD=$1200
Perrysburg	no	no	.45 when working more than 1 shift	No
Sidney	no	no	No	$1500 annual $1953-AD (Sgts) $2024 AD (Lts)
Steubenville	no	no	2nd = .25 3rd = .40	No AD-$1200, BD $2400, MD-$4800
Tiffin	no	no	No	No $175 AD - $475 BD
Troy	No	No	no	No
Wadsworth	no	½ wage per hour worked	no	No max set
Average/norm	**16 no**	**12 no**	**11 no**	**6 no/average = ?** **8 have incentives/9 not**

CERTIFICATE OF SERVICE

The undersigned certifies that a true copy of the Fact Finder's Report was sent by First Class Mail on January 8, 2008 to:

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