

STATE EMPLOYMENT RELATIONS BOARD

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THE OHIO PATROLMEN'S :  
 BENEVOLENT ASSOCIATION, :  
 :  
 Union : CASE NOS. 10-MED-07-0921  
 : 10-MED-07-0922  
 :  
 and : Fact Finder Burt W. Griffin  
 :  
 :  
 CITY OF BRYAN :  
 :  
 Employer. : Fact-Finder's Findings, Recommendations  
 : and Report

On February 7, 2011, the Ohio Patrolmen's Benevolent Association and the City of Bryan met for a fact-finding hearing in front of Fact Finder Burt W. Griffin. The remaining unresolved issue between the Union and the Employer was wages.

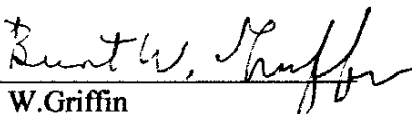
The Fact Finder has recommended and the parties have accepted the following tentative agreement for the respective collective bargaining agreements between the parties which are hereby entered as the findings, recommendations, and report of the fact-finder pursuant to Section 4117-9-05(L) of the Ohio Administrative Code and Section 4117.14 of the Ohio Revised Code.

Article 31 (Patrol/Detectives) – Compensation and Article 29 (Sergeants) – Compensation of the respective collective bargaining agreements shall be amended as follows: effective January 1, 2011 all covered employees shall receive a 1.95% increase in their hourly rate; effective January 1, 2012 all covered employees shall receive a 1.95% increase in their hourly rate; and effective January 1, 2013 all covered employees shall receive a 1.5% increase in their hourly rate.

Further, the Fact Finder recommends and the parties have accepted the suggestion to reduce the time frame it takes to reach top pay from sixteen (16) years down to fifteen (15) years for both collective bargaining agreements. Therefore Article 31 (Patrol/Detectives) and Article 29 (Sergeants) shall be amended accordingly so that the pay matrix is compressed from top pay reached at sixteen years to fifteen years. No other language of Article 31 (Patrol/Detectives) and Article 29 (Sergeants) have been changed.

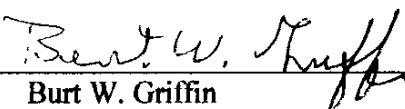
Finally, the duration of the collective bargaining agreements, Article 36 (Patrol/Detectives) and Article 33 (Sergeants), shall be amended to state from October 29, 2010 until October 18, 2013.

Therefore, it is the recommendation of this Fact Finder that the above-detailed mediated settlement shall be incorporated as the final report which shall be subject to the three-fifths voting standards of the statute.

  
Burt W. Griffin

Notice of Service

A copy of the foregoing Findings, Recommendations, and Report was mailed this 11/16 day of February, 2011 to William M. Deters, II, Ennis, Roberts, Fischer Co., L.P.A. 1714 West Galbraith Road, Cincinnati, Ohio 45239, counsel for the City of Bryan; Michelle T. Sullivan, Allotta, Farley, & Widman, 2222 Centennial Road, Toledo, Ohio 43617, counsel for the Ohio Patrolmen's Benefit Association; and Mary Laurent, State Employment Relations Board, 65 East State Stree, 12<sup>th</sup> Floor, Columbus, Ohio 43215-4213.

  
Burt W. Griffin

**JUDGE BURT W. GRIFFIN**  
2914 WOODBURY ROAD  
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February 11, 2011

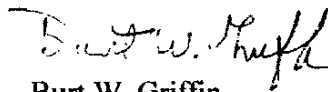
Ms. Mary Laurent  
State Employment Relations Board  
65 East State Street  
Columbus, Ohio 43215-4213

Dear Ms. Laurent:

Enclosed is my Fact-finder's report and recommendations for Cases Nos. 10-MED-07-0921 and 10;MED-07-0922, Ohio Patrolmen's Benevolent Association and City of Bryan.

Please file it according to SERB requirements.

Sincerely,

  
Burt W. Griffin

**JUDGE BURT W. GRIFFIN**  
2914 WOODBURY ROAD  
SHAKER HEIGHTS, OHIO 44120-2427

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