

**IN THE MATTER OF FACT-FINDING
BETWEEN**

CITY OF INDEPENDENCE)	CASE NO. 12-MED-09-1023
)	
)	
AND)	
)	
)	<u>FINDINGS</u>
)	AND
FRATERNAL ORDER OF POLICE)	<u>RECOMMENDATIONS</u>
OHIO LABOR COUNCIL, INC.)	

JAMES M. MANCINI, FACT-FINDER

APPEARANCES:

FOR THE FOP

**Charles L. Wilson
Senior Staff Representative FOP**

FOR THE CITY

**Joseph F. Lencewicz
Attorney at Law**

SUBMISSION

This matter concerns fact-finding proceedings between the City of Independence (hereinafter referred to as the Employer or City) and the Fraternal Order of Police, Ohio Labor Council, Inc. (hereinafter referred to as the Union or FOP). The State Employment Relations Board (SERB) duly appointed the undersigned as fact-finder in this matter. The fact-finding hearing was held on April 22, 2013 in Independence, Ohio.

The fact-finding proceedings were conducted pursuant to the Ohio Collective Bargaining Law as well as the rules and regulations of SERB. During the fact-finding proceeding, this fact-finder attempted mediation of the issues at impasse. It is pursuant to those mediation discussions as well as presentations made at hearing that this fact-finder hereby issues his recommendations on the outstanding issues presented.

The bargaining unit consists of seven full-time Office Clerk Dispatchers and one Head Office Clerk Dispatcher.

This fact-finder in rendering the following recommendations on the issues at impasse has taken into consideration the criteria set forth in Ohio Revised Code Section 4117-14(G)(6)(7). The parties agreed that this fact-finder could issue his recommendations in summary fashion based on the mediation discussions and presentations made by the parties on April 22, 2013.

1. **LONGEVITY** - Maintain current language.

2. **SICK LEAVE ACCRUAL** - Cap at 120 hours per year.

3. **WAGES** - Two percent (2%) increase in the first year; two percent (2%) increase in second year; and two percent (2%) increase in third year.

4. **PERFECT ATTENDANCE** - Eliminate and roll-in Five Hundred Dollars (\$500) after two percent increase is applied in first year.

5. **VACATION** - New hires hired on or before July 1st will be credited with twenty (20) hours of vacation on December 31st to be used in the next calendar year.

Otherwise, current language.

6. **MEDICAL INSURANCE** - As committee recommended and implemented January 1, 2013.

7. **SUBSTANCE ABUSE** - Proposal as submitted by the City.

8. **DURATION** - Three (3) years, January 1, 2013 through December 31, 2015.

CONCLUSION

This fact-finder hereby submits the above referred to recommendations on the outstanding issues presented.

JULY 16, 2013

James M. Mancini /s/
James M. Mancini, Fact-Finder

JAMES M. MANCINI

ATTORNEY AT LAW - ARBITRATOR

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July 16, 2013

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FEE STATEMENT:

Hearing/Mediation (1 day).....	\$ 950.00
Study & Preparation of Report (1½ day).....	\$ 1,425.00
Scheduling & Review of Pre-Hearing Statements (½ day).....	\$ 475.00
Expenses:	
Transportation (26 miles X \$.55/mile).....	\$ 14.30
Meals (1).....	\$ 9.88
TOTAL.....	\$ 2,874.18

PAYABLE BY THE CITY (½)..... \$ 1,437.09

PAYABLE BY THE FOP (½)..... \$ 1,437.09

James M. Mancini /s/
 James M. Mancini, Arbitrator
 Federal ID # 84-1661482