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FACTFINDING REPORT

STATE OF OHIO

STATE EMPLOYMENT RELATIONS BOARD

April 30, 1996

In the Matter of :

City of Fostoria )

and )

Ohio Patrolmen's Benevolent Association )

Case No. 95-MED-12-1072  
Patrolmen

APPEARANCES

For the Employer:

Richard Gortz, Negotiator  
James Bailey, Mayor  
Ronald L. Reinhard, Safety-Service Director

For the Union:

Joseph Hegedus, Attorney  
Richard Smith, Negotiating Committee  
Glyn Kidd, Negotiating Committee  
Nicholas D. Portentoso, Negotiating Committee

Factfinder:

Nels E. Nelson

## BACKGROUND

The instant dispute involves the City of Fostoria and the patrol officers and detectives who are represented by the Ohio Patrolmen's Benevolent Association. Negotiations for a successor agreement to the one which was due to expire on February 28, 1996 did not lead to a settlement and the Factfinder was appointed on January 30, 1996. A factfinding hearing was held on April 8, 1996.

The recommendations of the Factfinder are based upon the criteria set forth in Section 4117-9-05(k) of the Ohio Administrative Rules. They are:

- (a) Past collectively bargained agreements, if any, between the parties;
- (b) 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;
- (c) The interest and welfare of the public, and 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;
- (d) The lawful authority of the public employer;
- (e) The stipulations of the parties;
- (f) Such other factors, not confined to those listed in this section, which are normally or traditionally taken into consideration in the determination of issues submitted to mutually agreed upon dispute procedures in the public service or in private employment.

## ISSUES

Ten issues were submitted to the Factfinder. For each issue the Factfinder will present the positions of the parties and summarize the arguments and evidence offered by them. Next, the Factfinder will present his analysis for each issue. Finally, he will state his recommendations and provide suggested contract language.

1) Article 11 - Wages - The current contract provides for a five-step wage schedule with a starting wage of \$12.04 per hour and a top rate of \$17.22 per hour after

42 months. The union demands a 3% wage increase retroactive to March 1, 1996 and 3% wage increases effective March 1, 1997 and March 1, 1998. It also seeks a cost-of-living allowance where a .4% rise in the All Urban Consumers price index would yield a \$.01 increase in the wage rate. The union proposes that COLA be added to the base wage January 1 of each year with a cap of 1% increase in the base wage during any calendar year. The employer offers a 1 1/2% wage increase effective March 1 of 1996, 1997, and 1998.

Union Position - The union argues that comparisons to other jurisdictions support its position. It claims that it used to rank first in total compensation among Bowling Green, Findlay, Oregon, Perrysburg, and Sylvania but now ranks third. The union indicates that its total compensation is \$38,157 compared to an average of \$38,150 in the comparable cities.

The union contends that wage increases granted in other jurisdictions justifies its wage demand. It states that from January 1992 through 1995 the base wage in the city increased 8.85% or 2.21% per year while the three-year average wage increase for Ohio police contracts effective in 1993 was 3.5% per year and the three-year average wage increase for Northwest Ohio in 1994 was 3.3%. The union further claims that it will continue to be lower than Oregon and Perrysburg because they will receive at least 3% increases in 1996. It notes that Bowling Green and Sylvania will make up ground because Bowling Green will get a 5% wage increase in 1996 and Sylvania will get a 4% increase in 1996.

The union contends that the city has the ability to pay its wage demands. It points out that Factfinder Martin R. Fitts in his report dated June 5, 1995 found that the city's financial position was steadily improving and believed that it could afford wage increases comparable to other departments in Northwest Ohio. The union stresses that the city granted the mayor, auditor, and law director 6% salary increases in 1996 and 4% wage increases in 1997, 1998, and 1999.

Employer Position - The employer argues that its ability to pay is limited. It points out that the population is stable or declining. The employer claims that business is down at AutoLite, Atlas, and other companies and employee compensation at those companies has been reduced by 30%. It reports that voters have rejected a tax increase six times.

The employer contends that financial reports reveal its continuing problems. It indicates that general fund receipts declined from \$5,599,164 in 1990 to \$5,587,241 in 1995 and notes that general fund receipts for 1996 are projected to be \$5,447,000. The employer maintains that its 1995 carryover was \$222,950 while it should have carried over two months payroll or \$800,000.

The employer contends that salary comparisons support its position. It offers Bucyrus, Fremont, Norwalk, and Tiffin as comparable jurisdictions. The employer stresses that these are cities in adjoining counties with approximately the same population, budget, and number of patrolmen and are not suburbs of a larger city. The employer claims that its salary plus longevity starts at a level roughly equivalent to the comparable cities but after 20 years of experience is higher than the other cities.

The employer emphasizes that the patrolmen's actual earnings are much higher than their base salary. It states that while their base salary at \$17.50 per hour would be \$36,400, average earnings in 1995 were \$43,900. The employer claims that the higher average earnings were the result of very costly provisions relating to holidays, overtime, and vacations. It stresses that no other cities have all of the costly provisions that it has.

Analysis - One of the statutory criteria for factfinding in Ohio is the ability-to-pay. The Factfinder believes that although general fund receipts increased from a low point of \$4,969,964 in 1992 to \$5,587,241 in 1995, it has not yet reached the \$5,599,164 level of 1990 (See City Exhibit B and Union Exhibit F). The previous Factfinder's statement that the city's "financial picture has improved greatly since the years of 1990, 1991, and 1992" is too strong.

Despite the problems with the general fund, the Factfinder feels that receipts should continue to grow so that the city can afford a wage increase similar to those being granted by comparable jurisdictions. However, it is equally clear that unless voters approve a tax increase as many other jurisdictions have done, they are likely to see a further reduction in the level of services.

Both the city and the union offered wage comparisons. As is usually the case, they relied on different comparisons. The Factfinder believes that the city's comparables are entitled to greater weight than the union's comparables. The most relevant comparisons are to similar cities in contiguous or nearby counties. The city's comparables are cities of similar size in contiguous or nearby counties. All of the cities are located in rural farming counties as is Fostoria. The union's comparables, however, include three close-in suburbs of Toledo plus Bowling Green. The union's statement that the previous Factfinder referred to its comparables is correct but the reference was in his summary of the union's position. He did not endorse the use of the union's suggested comparables.

The union's comparable salaries and longevity payments effective January 1, 1996 for a ten-year patrolman are as follows:

<u>CITY</u>	<u>POP</u>	<u>SALARY</u>	<u>LONG</u>	<u>TOTAL</u>
Bowling Green	28,176	\$34,278	\$1714	\$35,992
Findley	35,703	34,679	520	35,199
Oregon	18,834	40,173	1306	41,479
Perrysburg	12,551	37,544	425	37,969
Sylvania	17,301	35,172	1068	36,240
Average		36,369	1007	37,376
Fostoria	14,983	35,818	1433	37,251

The city's comparable salaries and longevity payments effective January 1, 1996 for a ten-year patrolman are as follows:

<u>CITY</u>	<u>POP</u>	<u>SALARY</u>	<u>LONG</u>	<u>TOTAL</u>
Bucyrus	13,500	\$27,845	\$1200	\$29,045
Freemont	18,000	31,678	-0-	31,678
Norwalk	17,000	34,528	-0-	34,528
Tiffin	18,000	31,346	1872	33,218
Average		31,349	1536	32,117
Fostoria	15,000	34,486	1373	35,859

The Factfinder cannot conclude that police officers in the city are underpaid relative to police officers in either the city's comparables or the union's comparables. Among the city's comparables, the city ranks first among five departments and among the union's comparables the city ranks third among six departments. While there was testimony by union witnesses that their salary has fallen relative to salaries in the union's comparables, such would not be surprising given the sharp decline in the general fund between 1990 and 1993.

The Factfinder believes that a settlement which provides for 3% increases in each year of a three-year agreement is appropriate. He is confident that the city will have the ability to pay this increase. Furthermore, it approximates the 3.13% average wage settlement in Northwest Ohio reported in the SERB Quarterly for the first quarter of 1996 (Union Exhibit Z).

The Factfinder cannot recommend the cost-of-living allowance demanded by the union. First, a COLA is included in some multi-year agreements where the rate of inflation is high and/or unpredictable. At the present time the rate of inflation is low and there are few signs that it will increase in the near future. Second, COLA's are not usually found in public sector collective bargaining agreements and are much less frequently found in private sector agreements than in the past. Third, the union had a COLA provision in its contract but it was dropped a number of years ago. The COLA clause in the contract between the city and AFSCME was dropped in the recently completed negotiations (see the discussion of the AFSCME contract immediately below).

Following the close of the hearing, the union wrote to the Factfinder regarding the settlement reached by the city and AFSCME. It claimed that for 1996 the city granted that unit a \$.69 per hour increase which amounts to 4% to 7%, depending on an employee's rate of pay, plus \$.45 per hour in 1997 and 1998 which it claims exceeds 3% in each year. The union stated:

It is certainly disingenuous, at best, for the City to argue inability to pay fair wage increases to the patrol officers, while at the same time excessively compensating both its elected officials and now the Local 811 members. I believe that this latest development significantly impacts on the economic issue currently pending before you and I urge you to carefully consider the impact of the City's conduct on your decision here (Letter dated April 12, 1996).

The city responded to the union's letter. It charged that the record of the factfinding hearing was closed at the end of the hearing and that there is no way to supplement the record. The city further claimed that the concessions made by AFSCME more than offset the increases that were granted.

The Factfinder does not believe that it is necessary to wade into the dispute over the AFSCME settlement but he would note three points. First, the \$.69 per hour increase includes rolling into the base rate a COLA payment which employees were receiving so that the first year increase is \$.50 per hour resulting in wage increases significantly lower than the 4% to 7% claimed by the union (Copy of the city's offer to AFSCME attached to the union's April 12, 1996 letter). Second, AFSCME agreed to the city's family medical leave policy which eliminates 12 weeks of paid family medical leave which existed under its previous contract (Copy of the city's offer to AFSCME attached to the union's April 12, 1996 letter). Third, AFSCME accepted the deletion of the COLA clause from its contract (Copy of the city's offer to AFSCME attached to the union's April 12, 1996 letter). Considering these points, the Factfinder believes that his recommendation is entirely consistent with the AFSCME settlement.

Recommendation - The Factfinder recommends the following contract language:

Wages shall be increased 3% effective on March 1 of 1996, 1997 and 1998.

2) Article 12 - Overtime - The current contract makes overtime voluntary, requires time and one-half for work in excess of eight hours on a shift and double-time after ten hours, establishes a minimum of three hours at time and one-half for employees who are called in to work, and allows employees to accumulate up to 60 hours of compensatory time. The employer proposes that all overtime be paid at time and one-half, the minimum for call-in pay be reduced to two hours, overtime be made mandatory, and the maximum accumulation of compensatory time be increased to 100 hours. The union opposes any change in the overtime provisions other than increasing the accumulation of compensatory time to 100 hours.

Employer Position - The employer argues that its proposals are intended to bring its compensation practices in line with other cities. It acknowledges that some cities have some of the overtime provisions that it has but stresses that none have all of the provisions it has. The employer claims that it cannot offer a wage increase unless it receives some relief in the area of overtime.

Union Position - The union contends that the employer's demands should be rejected. It points out that some of the overtime provisions were negotiated in 1978 and 1982 and that the entire overtime article has been part of the collective bargaining agreement since 1990. The union stresses that not only is the employer attempting to change language and benefits that have been a part of the agreement for nearly 20 years but that it is trying to do so without any quid pro quo. It cited the decisions of several Factfinders and Conciliators stating that the burden is on the party that wishes to change the status quo.

Analysis - The Factfinder recommends no change in the overtime provision of the current contract except for the increase in the accumulation of compensatory time. While he recognizes that some of the procedures contained in the agreement are costly to the employer and are not always found in other contracts, they were negotiated by the parties

and have become a part of the customary compensation for members of the bargaining unit. The Factfinder will suggest some of the changes sought by the employer but he cannot accept the wholesale changes in the overtime provisions that it has proposed.

Recommendation - The Factfinder recommends current contract language except that in Section 11 the number of hours of compensatory time that can be accumulated be increased to 100 hours.

3) Article 13 - Sick Leave - The current contract indicates that an employee can opt to be paid quarterly for any accumulation of sick leave beyond 120 days. The employer wishes to eliminate the quarterly payout. The union wishes to retain current contract language.

Employer Position - The employer contends that its position should be adopted. It complains that the quarterly payout constitutes an unnecessary expense. The employer notes that its proposal means that employees will be paid for all excess accumulated sick leave in December rather than quarterly.

Union Position - The union complains that the employer is offering no quid pro quo for the change which it seeks.

Analysis - The Factfinder recommends that the employer's position be adopted. The quarterly payouts result in relatively small cash payments to a small number of employees. The cost of the present system appears to outweigh the minor convenience to a few employees.

Recommendation - The Factfinder recommends that the last sentence of the first paragraph of Section 4 of the current contract be deleted.

4) Article 17 - Insurance - The current contract requires the employer to pay 85% of the cost of hospital, surgical, and major medical insurance. It also creates an insurance fund committee consisting of two representatives from AFSCME, FOP, OPBA, and IAFF and two representatives appointed by the employer. The committee investigates the adequacy of the insurance fund and can increase or decrease employee contributions

and/or benefit levels. It also serves as an appeal board for claims denied by the third party administrator. The union representatives together and the employer representatives together each have one vote. Where the parties do not agree, the dispute can be referred to arbitration. The union seeks to increase the employer's share of the cost of hospital, surgical, and major medical insurance to 90% and to retain the insurance fund committee. The employer wishes to retain its current 85% contribution level and to eliminate the insurance fund committee.

Union Position - The union argues that employees have funded an inordinate share of the cost of health insurance. It points out that from 1990 to 1993 the employer's payment for family coverage was \$261 per month and the employee payment was \$59 per month while the average employer contribution for cities statewide ranged from \$365 per month to \$443 per month. The union notes that since 1994 the city has paid 85% of the cost of health insurance or \$311 per month and employees have paid 15% or \$54 per month while in 1995 the average municipal employer in Ohio paid \$413 per month and employees paid \$14 per month.

The union contends that the insurance committee is worthwhile. It maintains that the committee revealed that the third party administrator mistakenly paid a large, improper claim and discovered that the drug card was not being funded separately as required by the collective bargaining agreement. The union indicates that although the committee has rarely determined claims, it has worked well.

Employer Position - The employer claims that the insurance committee should be abolished. It states that the third party administrator should handle appeals of denied claims because it could be held liable for discrimination when the committee denies a claim. The employer indicates that the amount of the payments to the insurance fund should be made by an actuary not the committee. It asserts that it should only be responsible for providing the agreed upon level of benefits.

The employer complains that the employee health insurance contributions cited by the union are misleading. It acknowledges that the 1994 employee contribution for family health insurance in Ohio was \$14 per month but emphasizes that this includes all cities responding to the survey. The employer notes that among cities where employees pay part of the premium, the average contribution for family coverage is \$53 per month.

Analysis - The Factfinder does not believe that the employer's share of the cost of hospital, surgical, and major medical should be increased from 85% to 90%. First, it is widely recognized that in recent years employees in both the private and public sectors have been required to pay a larger share of the cost of health insurance rather than a smaller share. Second, data from the State Employment Relations Board indicate that health insurance costs are stable or even declining. The 1995 Report on the Cost of Health Insurance in Ohio's Public Sector indicates that the health insurance premium for family coverage rose only .1% between 1994 and 1995 for all public employers and fell by 3.0% for cities. On this basis employees in the city should not expect higher deductions from their wages for health insurance coverage even if their share of the cost remains at 15%.

The Factfinder recommends that the insurance fund committee be abolished. First, he does not believe that employees should be involved in decisions to pay or deny another employee's claim. It would put an employee in a very uncomfortable position and could expose an employee to very significant liability. Second, the Factfinder is convinced that decisions about proper funding levels is very complex and should be left to professionals rather than to the committee.

The Factfinder recognizes that the insurance committee as it currently functions is part of several other collective bargaining agreements which have not yet expired. He, therefore, must recommend that the current committee continue until all of the unions agree to eliminate it.

The Factfinder recommends that when the present insurance fund committee is abolished, a new committee be created. Its function should be to consider options to the existing benefits, coverage, and funding. The record indicates that the unions and the city by working together have improved benefits and coverage while limiting costs. There is no reason to believe that given the changes that are likely to continue to occur in health care that the parties cannot work together to mutual benefit.

Recommendation - The Factfinder recommends the following contract language:

The insurance fund committee shall continue to operate as set forth in Article 17 of the 1993-1996 collective bargaining agreement until such time as all of the city's unions agree to the elimination of the committee. At that time a new insurance committee shall be created with one representative of each of the city's unions and one representative appointed by the mayor. The committee shall consider health benefits, coverage, and funding and, if appropriate, make recommendations to the city and the unions for changes in the health insurance program.

5) Article 18 - Holidays - The current contract lists 13 holidays, requires double-time for employees who work on a holiday plus holiday pay, designates the day before a holiday as the holiday for employees not scheduled to work on the holiday, provides holiday pay to an employee when a holiday falls during his or her vacation, and establishes no time limits for taking holidays. The employer proposes eliminating the designation of the day before a holiday as a holiday for employees not scheduled to work on the holiday, discontinuing holiday pay for holidays which fall during an employee's vacation, and requiring employees to use holidays within six months. The union opposes the employer's demands.

Employer Position - The employer claims that the holiday provisions which it seeks to change are uncommon and costly for the city.

Union Position - The union argues that the current language should be retained. It points out that the requirement that the day before a holiday be designated as the holiday was added to the agreement in 1982. The union claims that the extra holiday benefit was

negotiated because police officers in Fostoria, in contrast to nearby cities, have no back-up from a sheriff's department and because of the type of schedule they were working. It notes that the employer presented no evidence regarding the cost of the extra holiday benefit and offered no quid pro quo for its discontinuance.

Analysis - The Factfinder believes that the requirement that the employer pay employees who are not scheduled to work on a holiday double-time for another day arbitrarily designated as a holiday must be phased out. The purpose of double-time for working on a holiday is to compensate an employee who is required to work on a holiday so that an employee who works the day before a holiday would not seem to be entitled to double-time for working that day. The union's claim that employees are entitled to the extra compensation because they have, or had, little back-up was not convincing.

The Factfinder recognizes, however, that this extra holiday pay has come to be an expected part of compensation. In view of that fact, the Factfinder feels that each employee should be guaranteed the opportunity to work a minimum of eight holidays at double time.

Recommendation - The Factfinder recommends that Section 3 be replaced with the following:

Each employee shall be guaranteed the opportunity to work a minimum of eight holidays and be paid according to Section 2.

6) Article 19 - Vacations - The current contract allows employees to schedule their entire vacation entitlement at one time and gives employees the option of cashing in all but two weeks of their vacation. The employer seeks to limit the selection of vacation to three weeks during the first round of selections and to eliminate the option of cashing in vacation. The union opposes any change in the vacation provision.

Employer Position - The employer argues that its proposals are an attempt to bring practices into line with similar cities.

Union Position - The union claims that the employer has the burden to support any change in language that was agreed to in 1978 but failed to do so. It also charges that the employer has refused to offer any quid pro quo for the changes which it seeks.

Analysis - The Factfinder recommends that current contract language be retained. While he understands the employer's desire to change some of the vacation language, it was negotiated since 1978 and apparently continued to be acceptable until the current round of bargaining. Without more evidence from the employer to support its request for changes, the Factfinder cannot recommend any changes.

Recommendation - The Factfinder recommends that current contract language be retained.

7) Article 25 - Equipment and Uniforms - The current contract provides for a uniform allowance of \$400 per year and a maintenance allowance of \$40 per quarter. It also states that each officer is to receive 100 rounds of practice ammunition each quarter. The union wishes to increase the uniform allowance to \$600 per year and the maintenance allowance to \$50 per quarter. It seeks to require the city to furnish without cost any new uniform item if it makes the old uniform item obsolete within one year of the date of the order or if the new item is an addition to the uniform. The union also proposes that members of the specialized response team be supplied with 150 rounds of practice ammunition each quarter. The employer wishes to retain the current uniform and maintenance allowances but agrees to furnish without cost any new uniform item if it makes the old uniform item obsolete within one year of the date of the order or if the new item is an addition to the uniform and to provide the extra practice ammunition to members of the specialized response team.

Union Position - The union argues that the increases in the uniform and maintenance allowances are justified. It points out that the uniform allowance has been \$400 per year since at least 1990. The union states that uniform allowances in comparable jurisdictions are as follows:

<u>City</u>	<u>Uniform Allowance</u>
Bowling Green	\$ 500
Findley	Furnished
Oregon	1000
Perrysburg	625

The union maintains that the increase in the maintenance allowance is justified by the higher cost of cleaning uniforms.

Employer Position - The employer argues that no increase in uniform and maintenance allowances is justified. It indicates that uniform and maintenance allowances in comparative jurisdictions are as follows:

<u>City</u>	<u>Uniform Allowance</u>	<u>Maintenance Allowance</u>
Bucyrus	\$585	None
Fremont	550*	None
Norwalk	350*	None
Tiffin	600	None

\* After the first year.

The employer notes that only Bucyrus and Tiffin are above its \$560 allowance for uniform and maintenance allowances.

Analysis - The Factfinder recommends that the current uniform allowance be retained but that the maintenance allowance be increased to \$50 per quarter. This will increase the total allowance to \$600 per year. Considering both the employer's and union's comparables, only Oregon's \$1000 allowance is significantly higher. Furthermore, as noted above, the employer has agreed to provide without cost any new uniform item if it makes the old uniform item obsolete within one year of the date of the order.

Recommendation - The Factfinder recommends the following changes in Article 25:

Section 2 - Substitute the following for the current contract language:

Management shall furnish and/or replace all required uniforms damaged in the line of duty. Management shall provide a uniform allowance of \$400.00 per year for each officer in order to furnish or replace required

uniforms that need replacement due to normal wear and tear. Where the City orders a new uniform item to be part of the official uniform, and such new item renders old uniform items obsolete within one year of the date of the order, or where the required new item is an additional uniform item, the City shall furnish the new item without charge to the uniform allowance. New officers shall be fully equipped with a uniform only during their first year on the force. Payments shall be on an annual basis for January 1 through December 31. Requisitions shall not be submitted later than December 1 of each year.

Section 5 - Increase the allowance to \$50 per quarter.

Section 8 - Substitute the following for the current contract language:

The City will supply each officer with no more than 100 rounds of practice ammunition each calendar quarter for duty weapons. Specialized response team members shall be supplied with no more than 150 rounds. Each officer must turn in brass and/or unfired ammunition to the range officer which is approximately equivalent to the last quarter issue to receive the next quarter issue. Upon request, additional ammunition may be supplied for practice purposes upon approval of the Chief. Each patrol officer will be required to qualify with firearms in accordance with the Regulations of the Fostoria Police Department no more than four times each year.

8) Article 32 - Duration - The current contract expired February 29, 1996. The union proposes a 34-month agreement to expire December 31, 1998. The city seeks a 36-month agreement to expire February 28, 1999.

Union Position - The union indicates that the reasons for its demand is obvious. It claims that "a mid-year expiration date allows the employer to use the potential loss of retroactive as a club to beat the Union into submission" (Union Pre-hearing Statement, page 13). The union maintains that a change in expiration date of less than 60 days imposes no hardship on the city and puts the union on an even playing field.

Employer Position - The city opposes the union's demand. It is unwilling to grant the union's requested wage increases over a 34 month term.

Analysis - The Factfinder must recommend a 36 month contract term. The current contract and the two preceding agreements expired on February 28 (or 29). Prior agreements -- at least in 1980 and 1984 -- expired mid-year. The union appears to be

seeking to have the city give up what it characterizes as a major bargaining advantage without offering a quid quo pro.

Recommendation - The Factfinder recommends current contract language specifying a term of March 1, 1996 to February 28, 1999.

9) Retirement Bonus - The current contract contains no retirement bonus. The union demands a \$1500 retirement bonus. The city opposes the union's demand.

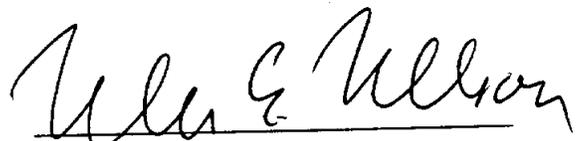
Analysis - The Factfinder recommends that a retirement bonus be adopted. It was included in a letter of agreement attached to the 1990-93 contract. When the letter was not discussed during the 1993 negotiations, the city refused to pay the bonus. The city, however, continues to pay the bonus in the command officer and dispatcher units.

Recommendation - The Factfinder recommends the letter contained in Appendix A be attached to the collective bargaining agreement.

10) Drug Testing - The current contract does not include a drug testing provision. The city proposes adding such a provision to the contract.

Analysis - The Factfinder recommends the city's proposal with several changes sought by the union.

Recommendation - The Factfinder recommends the contract language contained in Appendix B.

  
Nels E. Nelson  
Factfinder

April 30, 1996  
Russell Township  
Geauga County, Ohio