

S U B M I S S I O N

This matter concerns fact-finding proceedings between the City of Maumee (hereinafter referred to as the Employer) and the Fraternal Order of Police, Ohio Labor Council, Inc. (hereinafter referred to as the Union). The State Employment Relations Board (SERB) duly appointed the undersigned as fact-finder in this matter. The fact-finding proceedings were held on May 16, 1996.

These 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 but without success. The issues remaining for this fact-finder's consideration are more fully set forth in this report.

This fact-finder in rendering the following recommendations on issues at impasse, has taken into consideration the criteria set forth in Ohio Revised Code Section 4117-14(G) (6) (7). Further, this fact-finder has taken into consideration all reliable evidence presented relevant to the outstanding issues before him.

The parties have requested that this fact-finder issue a summary report setting forth his recommendations on the

outstanding issues based upon the arguments and evidence presented by the parties at the fact-finding hearing held on May 16, 1996. Therefore after giving careful consideration to the positions of the parties, this fact-finder submits the following recommendations on each of the outstanding issues which remain at impasse.

RECOMMENDATIONS

1. HOSPITALIZATION

30.03 Modify to read as follows:

	<u>Family Plan</u>	<u>Single Plan</u>
1997	\$425.00	\$200.00
1998	\$450.00	\$210.00
1999	\$475.00	\$220.00

Also "me too clause" language to be included under this provision.

2. Longevity Pay

Increase longevity pay under Article 31.01, Section 2 as follows:

1997 - \$50.00
1998 - \$50.00

3. Shift Differential

1996 - Shift differential shall increase by Ten Cents (10¢) per hour.

1998 - Shift differential to increase by Five Cents (5¢) per hour.

Education bonus compensation - no change, current language.

4. Uniforms

Under Section 45.06, the annual uniform maintenance allowance shall increase to the amount of \$100.

Non-uniformed police officers reimbursement - No change, current language.

5. Salary

Lump sum payment for each covered employed in the amount of \$250.

Effective upon date of execution of contract a 4% wage increase.

Six months after date of execution of contract - 2% increase.

Six months after above date - 2.5% increase.

Six months after above date - 2% increase.

Six months after above date - 2% increase.

6. Drug Testing

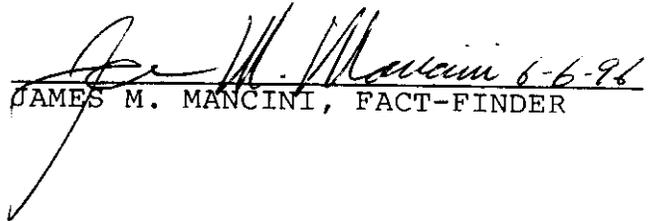
Current language - No change.

7. Overtime Compensation

Current language - No change.

C O N C L U S I O N

In conclusion, this fact-finder hereby submits the above referred to recommendations on the outstanding issues presented to him for his consideration. Further, this fact-finder recommends that all tentative agreements previously reached by the parties should also be incorporated into their new Collective Bargaining Agreement.


JAMES M. MANCINI, FACT-FINDER 6-6-96