

STATE EMPLOYMENT
RELATIONS

Oct 15 10 05 AM '93

IN THE MATTER OF FACT-FINDING PROCEEDINGS
BETWEEN

CITY OF MENTOR

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AND

OHIO PATROLMEN'S BENEVOLENT
ASSOCIATION

CASE NO. 96-MED-01-0047⁸

POLICE OFFICER UNIT

JAMES M. MANCINI, FACT-FINDER

APPEARANCES:

FOR THE OPBA

S. Randall Weltman, Esq.

FOR THE CITY

Gary C. Johnson, Esq.

S U B M I S S I O N

This matter concerns fact-finding proceedings between the City of Mentor (hereinafter referred to as the City) and the Ohio Patrolmen's Benevolent Association (hereinafter referred to as the Union). The State Employment Relations Board (SERB) duly appointed the undersigned as fact-finder in this matter. The bargaining unit involved herein is that of police officers. The fact-finding proceedings were held on July 19th and October 8, 1996 in Mentor, Ohio.

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. 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.

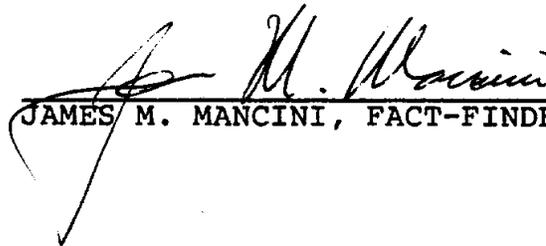
The parties have requested that this fact-finder issue a summary report setting forth his recommendations on the outstanding issues based upon the arguments and presentations of the parties at the fact-finding proceeding. Therefore after giving careful consideration to the positions of the parties, this fact-finder submits the following recommendations on the outstanding issues which remain at impasse.

FACT-FINDER RECOMMENDATIONS

- | | <u>4/96</u> | <u>4/97</u> | <u>4/98</u> | |
|-----------------------------|-------------|---|-------------|------|
| <u>Rates of Pay</u> | - | 3.5% | 3.5% | 3.5% |
| <u>Shooting Allowance</u> | - | Each Year-add \$25 to Sharpshooter, Expert and Distinguished Expert | | |
| <u>Uniform Allowance</u> | - | Purchase order increase to: 1996 - \$450
1997 - \$475
1998 - \$500 | | |
| | - | Cleaning allowance increase to: 1996 - \$400
\$550 (Detec.) | | |
| <u>Holidays</u> | - | Add Memorial Day and July 4th to holidays paying time and $\frac{1}{2}$ if worked (retroactive) | | |
| <u>Life Insurance</u> | - | Increase to \$40,000 | | |
| <u>Dental Insurance</u> | - | Increase to \$750 | | |
| <u>Hospitalization</u> | - | Current language, except that benefits under <u>OPTION 3</u> paid at 70%/30% and deductibles increased to \$200/\$400 | | |
| <u>Vacation</u> | - | Modify to allow accumulation of up to eight (8) weeks during last two (2) years of employment | | |
| <u>Sick Leave Cash-Out</u> | - | Increase maximum cash-out to 210 days | | |
| <u>Sick Leave Incentive</u> | - | Remove any catastrophic sick leave usage from formula | | |
| <u>Call Back</u> | - | Minimum of three (3) hours pay at time and $\frac{1}{2}$ for call-ins that do not abut shift, excluding training | | |
| <u>Comp Time</u> | - | Increase bank limits to 80 hours | | |
| <u>Drug Testing Policy</u> | - | Include policy currently in effect covering Sgt. & Lt. | | |
| <u>Mission Statement</u> | - | Do not include in contract | | |
| <u>Arbitration Panel</u> | - | Delete current panel names and add new names acceptable to OPBA | | |

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.

 10-10-96
JAMES M. MANCINI, FACT-FINDER