

STATE EMPLOYMENT
RELATIONS BOARD

JUL 14 10 40 AM '97

IN THE MATTER OF FACT-FINDING PROCEEDING

BETWEEN

WEATHERSFIELD TOWNSHIP

AND

OHIO PATROLMEN'S

BENEVOLENT ASSOCIATION

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CASE NO. 97-MED-03-0376

HEARING DATE: JUNE 23, 1997

FINDINGS AND RECOMMENDATIONS:

JULY 11, 1997

REPRESENTING THE TOWNSHIP: DAVID PUGH

REPRESENTING OPBA: NICK CODREA

William J. Miller, Jr.
Fact Finder

SUBMISSION

This matter concerns fact finding proceedings between Weathersfield Township (hereafter referred to as the "Township") and Ohio Patrolmen's Benevolent Association (hereafter referred to as the "OPBA"). The State Employment Relations Board (SERB) duly appointed William J. Miller, Jr. as Fact Finder in this matter. The parties agreed to extend the submission of this report until July 21, 1997.

The fact finding proceedings were conducted pursuant to the Ohio Collective Bargaining Law, and the rules and regulations of the State Employment Relations Board, as amended. Consideration was given to criteria listed in Rule 4117-9-05 (J) of the State Employment Relations Board. The Township and OPBA previously engaged in the collective bargaining process for a period of time before the appointment of a Fact Finder. This Fact Finder attempted on June 23, 1997 to mediate the unresolved issues. Mediation was unsuccessful, and the following issues were considered during fact finding:

1. Wages
2. Longevity
3. Overtime
4. Uniforms
5. Vacations

FINDINGS AND RECOMMENDATIONS

(1) WAGES

RECOMMENDATIONS

Effective upon the execution of this Agreement, each current employee shall receive a lump sum payment as follows:

Patrolman	\$400.00
Corporal	\$425.00
Sergeant	\$450.00

Effective June 30, 1998, employees shall be compensated as follows:

Patrolman	\$13.07 per hour
Corporal	\$13.63 per hour
Sergeant	\$14.56 per hour

Effective July 1, 1998 employees shall be compensated as follows:

Patrolman	\$13.59 per hour
Corporal	\$14.17 per hour
Sergeant	\$15.14 per hour

Effective July 1, 1999 employees shall be compensated as follows:

Patrolman	\$14.27 per hour
Corporal	\$14.88 per hour
Sergeant	\$15.89 per hour

Effective with the signing of this Agreement, new hires will be paid 90% of the hourly rate of the position for which they are hired for a one year period. For the second year, the new hires will receive 95% of the hourly rate of the position for which they are hired. When the new hire completes two years of service, said employee will be paid the same hourly rate as regular full time employees.

(2) RECOGNITION OF EXTENDED SERVICE

RECOMMENDATION

During the calendar years 1997 and 1998 the recognition of extended service payment and method of payment contained in the previous agreement shall remain unchanged.

Effective January 1, 1999 each employee will receive the following amounts on the designated anniversary of his/her employment with the Township as a member of the Police Bargaining Unit:

<u>SENIORITY</u>	<u>AMOUNT</u>
5 YEARS	\$250.00
6 YEARS	\$250.00
7 YEARS	\$250.00
8 YEARS	\$250.00
9 YEARS	\$250.00
10 YEARS	\$500.00
11 YEARS	\$500.00
12 YEARS	\$500.00
13 YEARS	\$500.00
14 YEARS	\$500.00
15 YEARS	\$750.00
16 YEARS	\$750.00
17 YEARS	\$750.00
18 YEARS	\$750.00
19 YEARS	\$750.00
20 YEARS	\$1000.00
21 YEARS	\$1000.00
22 YEARS	\$1000.00
23 YEARS	\$1000.00
24 YEARS	\$1000.00
25 OR MORE YEARS	\$1250.00

The maximum payout is \$1250.00 with 25 or more years of service.

(3) OVERTIME

RECOMMENDATION

Compensatory time accrual is to be increased from 100 hours to 120 hours.

(4) UNIFORM ALLOWANCE

RECOMMENDATION

Uniform allowance will remain at \$400.

A new section should be added to the uniform allowance language which provides the following:

Uniform items, watches, dentures, or optics that are ruined on duty, while interacting with suspects, shall be replaced by the Employer. Should the Employee subsequently recover funds for the ruined items, the Employer shall reimburse the Employer.

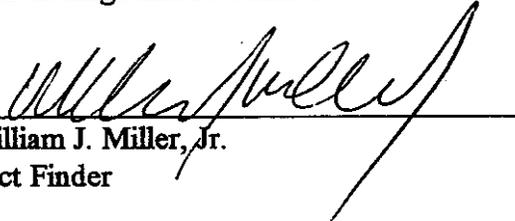
(5) VACATIONS

RECOMMENDATION

Bargaining unit employees shall be entitled to vacations according to the following schedule:

1 year but less than 3 years	2 weeks + 2 personal days
3 years but less than 8 years	3 weeks + 2 personal days
8 years but less than 23 years	4 weeks + 2 personal days
23 years or more	5 weeks + 2 personal days

In conclusion, this Fact Finder submits his findings and recommendations as set forth herein.



William J. Miller, Jr.
Fact Finder

July 11, 1997