

STATE EMPLOYMENT RELATIONS BOARD
COLUMBUS, OHIO

IN THE MATTER OF FACTFINDING :

BETWEEN :

CITY OF MIDDLETOWN :

- AND - :

FRATERNAL ORDER OF POLICE, :
OHIO LABOR COUNCIL, INC. :
DISPATCHERS' :
BARGAINING UNIT :

BOTH OF MIDDLETOWN, OH :

REPORT OF THE FACTFINDER
(WAGE RE-OPENER)

Dec 16 10 42 AM '97

STATE EMPLOYMENT
RELATIONS BOARD

SERB CASE NO: 97-MED-10-1129

BARGAINING UNIT: Dispatchers

HEARING: December 11, 1997; Middletown, Ohio.

FACTFINDER: David W. Stanton, Esq.

APPEARANCES:

FOR THE EMPLOYER

Leslie S. Landen, Assistant Law Director
John L. Grumbles, Personnel Manager
Mark F. Hoffman, Police Deputy Chief
Greg J. Schwarber, Police Deputy Chief

FOR THE UNION

Guy Kauffman, Staff Representative
Kathy A. Pierce, Dispatchers Representative
Diane E. Bishop, Dispatchers Representative

ADMINISTRATION

By letter dated December 1, 1997, from the State Employment Relations Board, the Undersigned was notified of his mutual selection to serve as Factfinder to hear arguments and issue recommendations relative thereto pursuant to Ohio Administrative Code Rule 4117-9-05(j), in an effort to facilitate resolution of this issue that remained at impasse between these Parties. The impasse concerns a one (1) year wage re-opener for the period of January 1, 1998, through December 31, 1998. The impasse concerning this wage re-opener resulted after attempts to negotiate a base wage pursuant to the one (1) year re-opener as set forth in the current Collective Bargaining Agreement by and between the Parties proved unsuccessful. The Parties initially met on November 12, 1997, wherein the Union's proposal reflected an 8% increase in base salary. Such was explained as an attempt at re-classification of the Dispatcher position based on the larger work load as well as the stress associated therewith. The Parties again met on November 19, 1997, whereupon the City proposed a 3% increase to settle the Collective Bargaining Agreement. Such was rejected by the Union and consequently this matter is properly before the Factfinder.

On December 11, 1997, a Factfinding proceeding was conducted wherein Mediation was offered prior the Factfinding proceeding, however, such was rejected by the Parties. The Factfinding proceeding commenced at approximately 2:00 p.m. and concluded at approximately 3:00 p.m. that afternoon. During the course thereof, each party was afforded a fair and adequate opportunity to present testimonial and/or documentary evidence supportive of positions advanced. And, inasmuch as the Parties indicated, a willingness to recognize the fourteen (14) day statutory period within which this Report shall be issued, no indication to submit any post-

hearing statement relative to the evidentiary arguments amassed at the Factfinding proceeding was presented. The Record of this proceeding was subsequently closed at the conclusion of the Factfinding proceeding. The one (1) year wage re-opener that remains at impasse herein is the subject matter for the issuance of this report hereunder.

The following Findings and Recommendations, are offered for consideration by these Parties and were arrived at based upon their mutual interest and concerns; and, are made in accordance with the statutorily-mandated guidelines set forth in Ohio Administrative Code Rule 4117.9 which recognizes certain criteria for consideration herein as follows:

- (1) Past collectively bargaining agreements, if any, between the Parties;
- (2) Comparison of 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;
- (3) The interest and welfare of the Public and the ability of the Public Employer to finance and administer the issues proposed and the affect of the adjustment on a normal standard of public service;
- (4) The lawful authority of the Public Employer;
- (5) Any stipulations of the Parties; and,
- (6) Such other factors not confined in those listed above which are normally or traditionally taken into consideration in the determination of issues submitted to mutually agreed upon dispute settlement procedures in Public Service or in private employment.

I.

The Bargaining Unit defined it's duties and responsibilities to the Community and general background considerations.

The City of Middletown, Ohio is a municipal corporation with a population in excess of

50,000 located on the Interstate 75 corridor between the major cities of Cincinnati and Dayton, Ohio. As the Record demonstrates, the major employer within the City of Middletown is a AK Steel Corporation, formally known and doing business as Armco Steel, Inc. AK Steel underwent an extensive downsizing at it's Middletown operation included a relocation of it's general headquarters to New Jersey. The total number of employees at this facility was reduced from approximately 8,000 to approximately 4,000 as part of this downsizing. Given the reduction in employees and revenues generated therefrom, the City, as it contends, suffered through very difficult financial times during the mid-1980's and through the early 1990's. It acknowledges, however, that in recent years it's finances have recovered to the point where stability has returned. It notes that the City's "fathers" have adopted a strict five (5) year spending plan which is dependent upon the control of the City's wages and benefits as a major component thereof.

The City is party to a Collective Bargaining Agreement with the FOP, Fraternal Order of Police, Ohio Labor Council, Inc., hereinafter referred to as "the Union," with an effective date of January 1, 1996, through December 31, 1998. The Bargaining Unit consisting of fifteen (15) to seventeen (17) full-time Employees assigned to man the community center for incoming telephone calls for the Division of Police and Division of Fire units for the City. This Unit was certified April 3, 1985, and the City is characterized as a municipal corporation operating a City Charter through the Home Rule Provisions of the Ohio Constitution. These Employees in the Bargaining Unit receive incoming phone requests for police and fire services, including emergency medical services.

Article I of the Parties' Current Collective Bargaining Agreement, titled "Recognition - The Collective Bargaining Unit," defines the Bargaining Unit as follows:

The City recognizes the Union as the sole and exclusive Collective Bargaining Representative of a Bargaining Unit consisting of all Dispatchers employed by the Employer, but excluding all other Employees of the Employer.

* * *

Article XXII, titled "WAGES," demonstrates that Dispatchers are paid on a bi-weekly basis based on certain classifications and effective January 1, 1997, these Employees received a base-wage increase representing a 3% increase for "probationary employees" and those classified under categories titled A, B, C, D, E, F, and G, respectively. It also notes that a probationary employee receives 4.7% less than a Step A Employee.

Article XXVII, titled "TERMINATION," sets forth the Parties' agreement for the re-opener in the third year of the Agreement, wherein it states as follows:

This Agreement shall become effective January 1, 1996, and shall remain in force until December 31, 1998, provided, however, that wages for the third year of the Contract shall be reopened and the provisions of the Ohio Revised Code, Chapter 4117 shall apply.

As set forth in the Wages Article previously discussed, Dispatchers within this Bargaining Unit currently receive, effective January 1, 1997, a 3% increase as follows:

Probationary Employees-	795.20 (bi-weekly)
Step A -	834.40
Step B -	873.64
Step C -	914.72
Step D -	957.60
Step E -	1,007.64
Step F -	1,049.96
Step G -	1,099.32

Prior to the December 11, 1997, Factfinding Proceeding, each Party submitted a Pre-hearing Statement and accompanying documentation for review and consideration by the Factfinder in accordance with the statutory procedure identified *supra*. At the conclusion of the negotiations entered into between the Parties, that proceeded this Factfinding Proceeding, the Parties remained at the following proposed wage increase subject to the wage re-opener for the year in question as follows: The City proposes a 2.7% increase whereas the Union proposes a 6% increase to the base wage.

POSITIONS OF THE PARTIES

THE FOP'S CONTENTIONS

In proposing the 6% increase to the base wage, the FOP indicated that its "attempt to sell" a re-classification of the Dispatchers unit has been ongoing since approximately 1992 based on numerous studies, including the Hayes Study regarding the job responsibilities attendant with the positions of this Unit, however, the City continues to maintain that it does not deem it appropriate to address any re-classification at this time when simply the matter subject to the re-opener concerns a base wage increase. The Union notes that the City has determined that other Officers receive significant raises up to 16.5%, and six (6) other Employees have received raises recently. Based on a mere 3% increase, it would remain 16th out of the 18 comparables it submits in Tab No. 2 of its presentation materials. (*See*, attached Exhibits.) In this regard, 3% simply does not address the disparity based on the current duties and the increased workload/duties that will begin in early 1998 with regard to the EMD (Emergency Medical Dispatching) responsibilities that these Employees will undertake. It emphasizes there are personnel problems with regard to

retention based on, as it contends, this job being viewed as somewhat of a training opportunity to move forward. The Union asserts that, indeed, compensation is tied to the importance of the job and, based on the fact that these Employees do not receive a comparable wage rate has decreased the moral of the Employees. A 6% base wage increase would certainly take into consideration that aspect.

For these reasons, the FOP requests that the Factfinder recommend a 6% increase as it has proposed to the base wage these Employees would receive for the wage re-opener at issue herein.

THE CITY CONTENTIONS

The City emphasized that it traditionally reviews comparable wages provided to other City Employees, comparable wage increases and salary rates for Employees who perform comparable positions for Employers similar to the City of Middletown, Ohio and, cost of living increases which occur during the course of the year. In light of these considerations, it argues that it's proposed base wage rate increase of 2.7% is indeed appropriate. The City emphasizes that since 1994 to the present, wage increases granted to City Employees, whether organized or not, has ranged between 2.5% and 3.5%. It notes that the Police Division effective, as of November 1, 1997, received a 3% wage increase; the Division of Fire, Department of Public Works and the Transit Department all will receive a 3% increase for the year in question herein. In this regard, a wage increase of 6% as suggested by the Union would simply be inappropriate. During the first year of this Collective Bargaining Agreement, these Employees received a 3.5% increase and for 1997, a 3% increase. As such, even a 2.5% increase, if recommended by the Factfinder would equal the percentage increases received by the Fire Division over the term of their contract and

would exceed that received by AFSCME over the same period of time.

With respect to external comparables, the City notes that it has traditionally used other Butler County Public Employers as a base line for wage comparisons. And also, it has identified other Public Employers throughout the State who are demographically similar to the City which includes the City of Elyria; the City of Huber Heights; the City of Mansfield; and, the City of Newark. More recently, the City has also considered the City of Lima and the City of Springfield as comparable to the City of Middletown. The City recommends that the Factfinder consider 1 of 3 possible scenarios with regard to the appropriate comparables; i.e.,

- (1) That would only include Butler County Employers - the City of Hamilton; the City of Oxford and the City of Fairfield;
- (2) The Butler County cities plus other cities demographically similar to the City of Middletown; or,
- (3) If the cities of Kettering and Blue Ash are deemed appropriate by the Factfinder, then, see, comparables provided by both Parties.

In it's Employer Exhibit - 4, it notes that the increases are ranging from 3 to 4% in the cities it has cited with the exception of the City of Hamilton. It notes that a more significant increase is being implemented, but does not become effective until August 1, 1998. In this regard, it cannot be appropriately considered in this wage re-opener which has an effective date of January 1, 1998.

Actual salary figures for Butler County cities averages \$28,239 which, in comparison to present salary, the Dispatchers for this City is more than what these Employees receive. A 3% increase in pay would be greater for the 1998 fiscal calendar year than either Hamilton, Fairfield or Butler County. A 3% increase in Oxford would be \$3.00 more per year than that the City of Middletown. Clearly, a 3% increase or less is sufficient to remain competitive in the Butler County market.

If the Factfinder relies upon the Butler County comparables plus those reflected in it's Exhibit - 4, the average salary would be \$27,839, which is, again, higher at the present level than that salary represents. A 2.5% - 3.0% increase would indeed be sufficient to remain competitive. Even taking the Union's highest paid comparable, that average would rise only to \$28,730, again, keeping those Employees above that number.

Based upon the consideration of all the comparables provided, the average is \$28,743. In this regard, a 6% increase above the present salary for these Employees is inappropriate in that a 2.5% - 3.5% increase would sufficiently provide a competitive stance for these Employees. With regard to the situation occurring in the City of Hamilton, that increase does not become effective until August 1, 1998, four (4) months before the expiration date of the Contract between these Parties. The City of Hamilton will realize a 3% increase in August of 1998, as well as adding an additional step in the payment structure which resulted in a more significant increase in this re-opener year. The City insists such, if relied upon by the Factfinder, is inappropriate because the effective date of these pay increases is not until August, 1998. This Bargaining Unit seeks to use a wage rate which is not in effect for eight (8) months as a benchmark for their present salary considerations. Moreover, that negotiated salary was as a result of full contractual negotiations between the Parties. Such is not the case with this wage re-opener.

As set forth in Employer Exhibit - 3, it also relies upon the most recent Consumer Price Index for the CPI-W both in the Cincinnati region and for all cities in the United States as being 1.9%. In this regard, it notes that it's offer is above that which would be recognized in a "normal cost of living consideration." It notes that in the last several years these Employees have maintained and have in fact received increases that have exceeded the cost of living increase. A

2.5% to 3% increase in this re-opener would continue that trend.

For these reasons, the City requests that the Factfinder recommend a base wage increase of 2.7% effective 1/19/98. (This date is apparently an error since the Record is void of any mention of the effective date of this re-opener.)

RECOMMENDATION AND RATIONALE

Based on the evidentiary Record and the positions advanced by the Parties, it is hereby recommended that the Parties adopt a wage increase to a base rate for the dispatcher's unit of 4.0% for the one (1) year wage re-opener for the period of January 1, 1998 through December 31, 1998. The Record demonstrates that these Employees are engaged in a high stress position and that those job responsibilities will increase in January of 1998 based on additional responsibilities resulting from implementation of the EMD or the Emergency Medical Dispatch function they are to undertake. In fact, most Employees have received the training necessary to implement this function. These Dispatchers are responsible for receiving incoming phone requests for Police and Fire services, including Emergency services and, for approximately 92 fire personnel and 87 sworn police personnel; 2 humane officers; 11 corrections officers; not to mention the citizens of the City of Middletown. The Record demonstrates there is a high degree of turnover and has been since January, 1995. Such bears out the proposition indeed this is a high stress position, one requiring a certain personality to understand and maintain the level of responsibility that is necessary. Of approximately the 15 Dispatchers employed by the City, 3 to 4 Dispatchers are usually assigned per shift, 3 shifts per day, 7 days per week, including weekends and holidays. Moreover, the Ohio Law Enforcement Automated Data System requires more

information relative to warrant searches; running criminal histories; driving status; registration status; and, inquiry on State identification by Social Security Number, all of which has increased the job responsibilities of these Employees.

The Factfinder is required to address the comparable wage considerations and typically, as is evident herein, there are no "on-point" comparisons relative to the City of Middletown.

However, similarities exist and those must be taken into consideration by the Factfinder under the statutory criteria. With respect to the "internal" comparables relied upon, the sworn members of the Division of Police received a 3% increase effective November 1, 1997, and the current Collective Bargaining Agreements for the Division of Fire and the Department of Public Works and the Transit Department is 3%. In this regard, the Factfinder must be mindful of the internal comparables the City has recognized to the extent that there always becomes a cry of disparity when one Division of Employees receives more or less than what other Employees received. The City's Position Statement is consistent with the testimony offered during the Factfinding Hearing; however, Employer Exhibit - 3 indicates that Public Works and Transit received a 3.25% increase for 1997. The Police, Fire, Public Works and Transit Divisions are to receive a 3% increase for 1998; with non-Union personnel receiving 2.7%; and, this Unit and Corrections being subject to re-openers. (See, attached Exhibits.)

Moreover, previous wage increases for this Bargaining Unit were 3.5% for 1996 and 3% for 1997, which would generally suggest to the Factfinder a descending financial picture based on the wage increases reflected. However, numerous considerations during "full-scale" bargaining could have possibly played a role in the increases that were received by these individuals as well as the re-opener at issue herein. It is interesting to note that, except for the Cities of Hamilton,

Mansfield, Oxford and Fairfield, the Parties have provided significantly different comparables for the Factfinder's consideration. Obviously, many factors must be addressed when selecting such comparables; typically it is the proximity to the city being considered; it's population; it's revenue base; medium family income and overall size based on response considerations in square miles. These factors obviously are subjective in many ways even though they do have objective origins in many other ways. The average salary for all of Butler County cities is \$28,239, which is less than that of the City of Middletown. Of the common cities relied upon by each party, the average is \$28,170. Again, lower than the current pay range for the top pay level for the City of Middletown and, if Kettering is considered, it is \$28,743, which is a .6% increase. For Butler County and Kettering, it represents an average of \$29,351 or a 2.7% increase over that of Middletown. In this regard, it can hardly be viewed as rendering non-competitive the salaries that would be achieved by even recommending a 2.7% increase as suggested by the City, based on actual salary considerations.

Of compelling importance however is the consideration that these Employees are undertaking new and additional responsibilities with regard to the Emergency Medical Dispatch Service the City has been and will be providing in full force in January, 1998, to Members of this Community. Obviously, this additional duty will have a significant and profound impact on the nature and responsibilities of these Employees. Obviously, the interest and welfare of the Public will be impacted in a positive manner based on this additional service. Of the comparables provided, only the cities of Beavercreek; West Carrollton; Miamisburg; Lima; Lebanon; and, Hamilton provide Fire, Police, Emergency Medical Dispatching Services. The addition of the EMD services will undoubtedly have a profound impact on the workload of these Employees.

The "projected" top pay for those cities that provide three (3) levels of dispatch service is as follows:

Beavercreek -	\$34,300
West Carrollton -	\$32,510
Miamisburg -	\$32,194
Lima -	\$30,430
Lebanon -	\$30,208
Hamilton -	\$30,414
<u>AVERAGE</u> -	\$31,676
Middletown (Based on 3% increase) -	\$29,439
(Based on 4% increase) -	\$29,725

Clearly, some monetary consideration must be addressed concerning this additional work load. The addition of the EMD services propels this Unit to a higher skill level based on comparable work as identified under 4117.

Based on the "common comparables," only the City of Hamilton performs all three (3) functions. Their "new" contract was implemented with a 3% increase as well as an additional step increase which was not addressed herein. I must agree with the City's proposition that a re-classification consideration would be better addressed during the course of a full negotiations for the successor Agreement. However, in the interim, these Employees will work approximately eight (8) months with these new innovated job responsibilities which, in my opinion, warrants additional consideration over that which has been received by other City Employees as well as those cities only performing Fire and Police dispatching. Of the comparables provided by the Union, each City that provides Police, Fire and EMD services all receive the higher rate than that of the City of Middletown. In this regard, the addition of these new and innovative services being

provided to Members of this Community would necessarily mandate consideration with commensurate pay for the additional duties, i.e., "comparable work." In this regard, it is hereby recommended, based on the internal as well as external considerations and, of significance importance, the additional duties these Employees shall undertake, some consideration be given for the period of time until this unit can address "re-classification" as both Parties seemingly view as inevitable. The raises received by other City Employees is represented by a 3% recommended increase and the additional increase of 1% takes into consideration the period of time that these Employees shall be undertaking these new duties which the Factfinder recommends be addressed more fully during the course of the negotiations for the successor Collective Bargaining Agreement. Based on the financial data provided by the Union, based on its proposal for a 6% increase resulting in a total cost to the City of approximately \$16,000, a 1% increase equates to approximately \$2,700. In this regard, an increase of less than \$10,800 to the City. The evidence is void of any arguments proffered by the City concerning any inability to pay considerations.

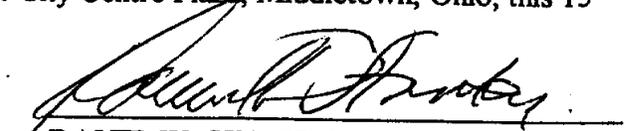
For these reasons, it is hereby recommended that the Parties adopt the aforementioned proposal for the one (1) year wage re-opener effective January 1, 1998, and running through December 31, 1998.


DAVID W. STANTON, ESQ.
Factfinder

December 15, 1997
Cincinnati, Ohio

CERTIFICATE OF SERVICE

I hereby certify that the foregoing Factfinding Report has been hand-delivered to the Parties at the City Administration Building at One City Centre Plaza, Middletown, Ohio, this 15th day of December, 1997.



DAVID W. STANTON, ESQ.

ARTICLE XXII

Union proposal for January 1, 1998 to December 31, 1998

The Union is requesting a reclassification so that wages would reflect The City's classification of 189 and or an 8% increase.

Current wages:

Pro	A	B	C	D	E	F	G
795.20	834.40	873.64	914.72	957.60	1007.64	1049.96	1099.32

Effective January 1, 1998 (8% Increase)

Pro	A	B	C	D	E	F	G
858.82	901.15	9473.53	989.90	1034.20	10883.25	1133.96	1187.26



Comparison of City of Middletown Wage Increases, 1989- and CPI-W

	Police	Fire	Public Works	Transit	Correction	Dispatch	Non-Union	CPI-W
1989	3%	4%	4.50%	4%	4.50%	4%	4%	3.19%
1990	6%	4%	5%	4%	5.90%	5.90%	4%	5.27%
1991	4%	6%	6%	6%	2.50%	2.50%	5%	3.02%
					2%	2%		
1992	5%	4%	4%	4%	4%	4%	5%	2.08%
1993	5%	5%	4%	4%	3%	4%	3%	2.72%
1994	5%	3%	3%	3%	3%	3%	3%	2.49%
1995	3%	3%	3%	3%	3%	2.50%	3%	2.60%
1996	3%	2.50%	3%	3%	3.50%	3.50%	3%	2.80%
1997	3%	3%	3.25%	3.25%	3%	3%	3%	1.90%
TOTAL	37%	34.5%	35.75%	34.25%	34.40%	34.40%	33%	26.07%
1998	3%	3%	3%	3%	reopener	reopener	2.70%	
1999	3%	3%	2.50%	2.50%				
2000	reopener							

12/9/97

Water Treatment unit not included. Received 3% in 1994-1996. Same as other AFSCME units for 1997-1999

CPI-W is for urban wage earners and clerical workers for the Cincinnati area

Excel/Citycomp/JG



DISPATCHER SURVEY

Dispatcher Survey	City of Middletown	Butler County	City of Elyria	City of Hamilton	City of Huber Heights	City of Mansfield	City of Newark	City of Oxford	City of Fairfield	AVERAGE OF OTHER CITIES
Contract Dates	1-1-96 12-31-98	3-1-96 2-28-98	6-22-97 6-21-00	8-1-97 7-31-99	8-15-97 8-14-00	5-1-97 4-30-00	1-1-95 12-31-97	1-1-97 non-union	4-1-96 3-31-99	
Minimum Salary	\$20,675	\$19,760	\$23,982	\$17,306	\$22,623	\$16,369	\$24,794	\$24,296	\$23,982	\$21,639
Maximum Salary	\$28,582	\$27,560	\$25,168	\$28,668	\$30,473	\$27,289	\$26,832	\$28,584	\$28,142	\$27,840
1996 Increase	3.5%	3%					3%		3.25%	3% +
1997 Increase	3%	3%		3%			4%	3%	3%	3% +
1998 Increase			3%	3% + additional step increase	4%	3%			3%	3% +
1999 Increase			3%	3% + additional step increase	4%	3%				3% +
2000 Increase			3%		4%	3%				3% +

e:\personnel\kissurvey

November 25, 1997



OTHER DEPARTMENTS 1997 WAGES

CITY	POLICE/FIRE/EMD	START PAY	TOP PAY
1. KETTERING	YES/NO/NO	27,955	35,859
2. MORAINÉ	YES/YES	28,288	34,361
3. BEAVERCREEK	YES/YES/YES	23,670	33,134
4. BLUE ASH	YES/NO/NO	28,142	32,572
5. FAIRBORN	YES/YES/NO	24,211	32,385
6. WEST CAROLLTON	YES/YES/YES	23,483	31,403
7. MIAMISBURG	YES/YES/YES	22,848	31,256
8. CENTERVILLE	YES/NO/NO	21,942	30,893
9. HAMILTON	YES/YES/YES	18,865	30,414
10. SHARONVILLE	YES/NO/NO	24,532	30,212
11. READING	YES/YES/NO	28,700	29,800
12. LIMA	YES/YES/YES	23,504	29,532
13. LEBANON	YES/YES/YES	17,804	29,328
14. SPRINGFIELD	YES/YES/NO	21,528	28,891
15. OXFORD	YES/YES/NO	24,296	28,534
16. MIDDLETOWN	YES/YES/NO	20,675	28,532
17. FAIRFIELD	YES/YES/NO	23,982	28,142
18. MANSFIELD	YES/YES/NO	18,369	27,283
AVERAGE WITHOUT MIDDLETOWN		23,523	30,327
AVERAGE WITH MIDDLETOWN		23,360	30,702
AVERAGE WITHOUT MIDDLETOWN		23,528	30,827
MIDDLETOWN		-20,675	-28,582
DIFFERENCE		9.78% 2,853	9.27% 2,245
AVERAGE WITH MIDDLETOWN		23,360	30,702
MIDDLETOWN		-20,675	-28,582
DIFFERENCE		3.85% 2,685	8.0% 2,120



OTHER DEPARTMENTS 1997 WAGES

CITY	POLICE/FIRE/EMD	START PAY	TOP PAY
1. KETTERING	YES/NO/NO	27,955	35,859
2. MORAINE	YES/YES	28,288	34,361
3. BEAVERCREEK	YES/YES/YES	23,670	33,134
4. BLUE ASH	YES/NO/NO	28,142	32,572
5. FAIRBORN	YES/YES/NO	24,211	32,385
6. WEST CAROLLTON	YES/YES/YES	23,483	31,408
7. MIAMISBURG	YES/YES/YES	22,848	31,256
8. CENTERVILLE	YES/NO/NO	21,942	30,893
9. HAMILTON	YES/YES/YES	18,865	30,414
10. SHARONVILLE	YES/NO/NO	24,532	30,212
11. READING	YES/YES/NO	28,700	29,800
12. LIMA	YES/YES/YES	23,504	29,532
13. LEBANON	YES/YES/YES	17,804	29,328
14. SPRINGFIELD	YES/YES/NO	21,528	28,891
15. OXFORD	YES/YES/NO	24,296	28,584
16. MIDDLETOWN	YES/YES/NO	20,675	28,582
17. FAIRFIELD	YES/YES/NO	23,982	28,142
18. MANSFIELD	YES/YES/NO	16,369	27,289
AVERAGE WITHOUT MIDDLETOWN		23,528	30,827
AVERAGE WITH MIDDLETOWN		23,360	30,702
AVERAGE WITHOUT MIDDLETOWN		23,528	30,827
MIDDLETOWN		-20,675	-28,582
DIFFERENCE		3.78%	2,353
		9.27%	2,245
AVERAGE WITH MIDDLETOWN		23,360	30,702
MIDDLETOWN		-20,675	-28,582
DIFFERENCE		3.85%	2,095
		9.3%	2,120

WAGE RANKS FOR 1995 AND 1997

1995		1997	
1. KETTERING	33,134	1. KETTERING	35,359
2. MIAMISBURG	32,000	2. MORaine	34,361
3. BLUE ASH	31,299	3. BEAVERCREEK	33,134
4. BEAVERCREEK	30,936	4. BLUE ASH	32,572
5. FAIRBORN	30,534	5. FAIRBORN	32,385
6. WEST CARROLLTON	29,323	6. WEST CARROLLTON	31,408
7. OXFORD	27,359	7. MIAMISBURG	31,256
8. SHARONVILLE	27,343	8. CENTERVILLE	30,393
9. LIMA	27,310	9. HAMILTON	30,414
10. CENTERVILLE	27,000	10. SHARONVILLE	30,212
11. HAMILTON	26,892	11. READING	29,900
12. SPRINGFIELD	26,932	12. LIMA	29,536
13. MIDDLETOWN	26,811	13. LEBANON	29,328
14. FAIRFIELD	26,479	14. SPRINGFIELD	28,891
15. READING	26,455	15. OXFORD	28,584
16. MANSFIELD	24,544	16. MIDDLETOWN	28,562
17. MORaine	23,400	17. FAIRFIELD	28,142
		18. MANSFIELD	27,289