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STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF FACT-FINDING)	BEFORE FACT FINDER:
)	JAMES E. RIMMEL
BETWEEN BAZETTA TOWNSHIP)	
TRUSTEES)	CASE NO.: 98-MED-08-0744
)	FILE: 9812-283
And)	
)	HEARD: ¹ 15 FEBRUARY 1999
IAFF LOCAL 3703)	BAZETTA TOWNSHIP BUILDING
)	REPORT ISSUED: 8 MARCH 1999

APPEARANCES

For the City:

Michael L. Seyer, CNA
Laurel K. Nicolaus, Township Clerk
Michael G. Peros, Township Trustee

For the Union:

Dennis Haines, Esquire
Michael Tylor, OPAFF, Vice President
Tom Rink, Township Firefighter

BACKGROUND

This matter comes on for fact-finding pursuant to Ohio Revised Code Chapter 4117 following impasse between the parties in their negotiations over a successor collective bargaining agreement. During negotiations, the parties were able to resolve all issues, save for the matters of Wages, and Pension Pickup. Prior to hearing, both parties appropriately submitted pre-hearing statements as mandated under OAC 4117-9-05. At hearing, additional evidence, written and testimonial as well

as argument, was proffered by the parties in support of their respective positions. All proffered data and argument were considered, analyzed and weighed, along with the criteria mandated under ORC Section 4117.14(G)(7) in arriving at the following recommendations.

WAGES

RECOMMENDATION:

EFFECTIVE THE FIRST FULL PAY PERIOD OF 1999, INCREASE EXISTING FIREFIGHTER, LIEUTENANT AND CAPTAIN WAGES BY THREE AND ONE-HALF (3 ½%) PERCENT.

EFFECTIVE THE FIRST FULL PAY PERIOD OF THE YEAR 2000, INCREASE FIREFIGHTER, LIEUTENANT AND CAPTAIN WAGES BY THREE AND ONE-HALF (3 ½%) PERCENT.

EFFECTIVE THE FIRST FULL PAY PERIOD OF THE YEAR 2001, INCREASE FIREFIGHTER, LIEUTENANT AND CAPTAIN WAGES BY FOUR (4%) PERCENT.

EFFECTIVE THE FIRST FULL PAY PERIOD IN OCTOBER 1999, PROVIDE THIRTY-THREE (\$.33) CENTS PER HOUR IN THE FORM OF AN EQUITY ADJUSTMENT AT ALL THREE LEVELS.

EFFECTIVE THE FIRST FULL PAY PERIOD OF OCTOBER 2000, PROVIDE THIRTY-THREE (\$.33) CENTS PER HOUR IN THE FORM OF AN EQUITY ADJUSTMENT AT ALL THREE LEVELS.

EFFECTIVE THE LAST FULL PAY PERIOD IN DECEMBER 2001, PROVIDE THIRTY-FOUR (\$.34) CENTS PER HOUR IN THE FORM OF AN EQUITY ADJUSTMENT AT ALL THREE LEVELS.

RATIONALE:

In addition to the criteria applied by the afore-referenced Code Section, the data proffered by the parties relative to millage reserved for Fire Department use, the size of the Township and the

number of runs provided by this Department in comparison to other Trumbull County Departments, were weighed in arriving at the afore recommendations. The proffered financial data covering the last several years as well as that projected, along with the five (5) year capital/departmental plan, a plan that incorporates some purchases bargaining unit members are also seeking, demonstrate that sought by the Firefighters versus that proffered by the Township are worlds apart and myopically focussed. As for the request for a substantial equity adjustment, that sought here under a three (3) year term simply cannot be justified totally. In any event, that recommended addresses both matters in a reasonable, responsible fashion.

Finally, I believe the present wage for Township police officers of \$13.83 , when considered in conjunction with the 5, 5 and 5 wage package received by the police, is not only relevant but weighs in the Firefighters favor vis a vis that offered by the Township in its wage offer.

PENSION PICK-UP

RECOMMENDATION

THERE SHOULD BE NO CHANGE IN THE SUCCESSOR COLLECTIVE BARGAINING AGREEMENT FROM THAT IN EXISTENCE UNDER THE PRIOR AGREEMENT.

RATIONALE:

While the Township's argument concerning parity in this area is quite relevant in light of the fact that the police and maintenance units presently contribute two (2%) percent towards their obligation, that argument simply does not carry the day in these negotiations. I would hasten to add,

however, as the Firefighters close the gap in years to come, their quest for eventual parity must be recognized as a two-edged sword.

Respectfully submitted,



JAMES E. RIMMEL
FACT-FINDER

DATE: 8 March 1999

ENDNOTE

1. The hearing on this matter had been extended by agreement of the parties following SERB's 1 December 1998 appointment of me as fact finder.