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**STATE EMPLOYMENT RELATIONS BOARD
STATE OF OHIO**

In the Matter of Fact-Finding Between	*	FINDINGS AND RECOMMENDATIONS
	*	
FRATERNAL ORDER OF POLICE	*	
LODGE NO. 67 (SUPERVISORS)	*	CASE NO. 98-MED-09-0829
	*	
and	*	June 24, 1999
	*	
CITY OF INDEPENDENCE	*	Charles Z. Adamson, Fact-Finder
	*	

APPEARANCES

For the Fraternal Order of Police, Lodge No. 67:

Robert M. Phillips, Esq,
55 Public Square - Suite 100
Cleveland, Ohio 44113-1904

For the City of Independence:

Kurt D. Weaver
Kelley, McCann & Livingstone, L.L.P.
3500 BP Tower
200 Public Square
Cleveland, Ohio 44114

The undersigned was appointed as Fact-Finder in this dispute by the State Employment Relations Board (SERB) on December 1, 1998 pursuant to *Ohio Revised Code* § 4117.14 (C)(3). The parties participated in mediation and a hearing that was held on June 11, 1999. During the course of the hearing that was held on June 11 the parties agreed that the following outstanding issues would be resolved by the same results and conclusions ("me, too") reached in respect to these issues in the Conciliator's Report to be issued in City of Independence and FOP, Lodge No. 67 (Patrol Unit) Case No. 98 MED-09-0830:

1. Holidays
2. Uniform Allowance and Maintenance
3. Sick Leave
4. Paid Time Off Program
5. Duration
6. Wages
7. Longevity
8. Hospitalization
9. Shift Differential

It is hereby recommended that the resolution of this matter referred to above be adopted by the parties.



Charles Z. Adamson, Fact-Finder

June 24, 1999