

Before Louis V. Imundo, Jr., Fact-Finder

In the matter of Fact-Finding between

CITY OF NORWOOD

and the

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS AND ITS LOCAL NO. 445

This matter was heard before Louis V. Imundo, Jr., Fact-Finder, in Norwood, Ohio on January 22, 2000.

1.0 Introduction

1.1 Appearing for the City

- Robert W. Windle, Consultant
- Joe Hochbein, Mayor
- Cliff Miller, Director of Safety

1.2 Appearing for the Union

- Rickie Paul, President & ATO/Engineer
- George Schneider, Vice President & Lieutenant
- Ben Schibi, Trustee & Firefighter/Paramedic
- Rick Evans, Treasurer & ATO/Engineer
- Michael Montgomery, Committee Member & Captain
- Kevin Schleben, Committee Member & ATO/Engineer
- Bob Schlachter, Committee Member & Firefighter/Paramedic

2.0 Unresolved Issues

Article II - Issues, Complaints, and Grievance Procedure

Article VI - Wages and Benefits

Article VIII, Section 3 - Time Trades

Appendix A - Table of Organization and Equipment

Appendix B - Fire Department Base Salaries

Appendix C - Vacation

At the Hearing, the Parties were able to agree on the language to be memorialized in Articles II, VIII, and Appendices A and B.

3.0 Recommendations

Article VI - Wages and Benefits

After a thorough review of the information provided to the Fact-Finder, and a determination of the cities in Southern Ohio that are comparable to Norwood, the Fact-Finder has found that there is merit in the Union's argument that a three (3) percent raise for one year will result in their falling behind in compensation relative to other fire fighters in the region.

At the Hearing, the Mayor stated that it is the City's desire to have fire fighters' wages be around the median relative to fire fighters in comparable cities in the surrounding area. In view of this fact, and other considerations, it is the Fact-Finder's recommendation that all job classifications in the bargaining unit receive a three (3) percent parity wage adjustment, and an additional three (3) percent wage increase for the year that the successor agreement is in effect.

Appendix C - Vacation

After full consideration of the Parties' respective positions, and the information relied upon to support them, it is the Fact-Finder's recommendation that the language in Appendix C that appears in the expired Agreement be carried over intact into the successor Agreement.

In the Fact-Finder's opinion, the Union's demand would adversely affect Management's ability to effectively and efficiently utilize the Department's human resources. In addition, adoption of the Union's proposed language could potentially significantly increase the City's wage costs for fire fighters.

January 24, 2000
Date



Louis V. Imundo, Ph.D.
Fact-Finder