

STATE EMPLOYMENT
RELATIONS BOARD

2005 JAN 18 P 12:09

**IN THE MATTER OF CONCILIATION
BETWEEN**

CITY OF LORAIN

)

CASE NO. 03-MED-10-1252

AND

)

CONCILIATION AWARD

**OHIO POLICE BENEVOLENT
ASSOCIATION**

)

)

)

)

)

JAMES M. MANCINI, CONCILIATOR

APPEARANCES:

FOR THE CITY

**Michael J. Scherach, Operations Deputy
Craig Miller, Service-Safety Director**

FOR THE UNION

Jeff Perry, Business Agent OPBA

SUBMISSION

This matter concerns conciliation proceedings between the City of Lorain (hereinafter referred to as the Employer or City) and the Ohio Police Benevolent Association (hereinafter referred to as the OPBA or Union). The State Employment Relations Board (SERB) duly appointed the undersigned as conciliator in this matter. Conciliation proceedings were held on December 13, 2004 in Lorain, Ohio.

The applicable bargaining unit involved herein consists of all Telecommunicators/Information Officers performing the duties of Police Department Dispatch and Records. Currently, there are thirteen full-time dispatchers in the Lorain Police Department.

The conciliation proceedings were conducted pursuant to the Ohio Collective Bargaining Law as well as the rules and regulations of SERB. During the conciliation hearing, this conciliator attempted mediation of the issues at impasse. Pursuant to those mediation efforts, the parties reached tentative agreement on all of the outstanding issues presented to conciliation. The parties, however, opted to have this conciliator issue his award reflecting the tentative settlement reached.

1. WAGES

A me-too provision whereby the dispatchers' unit would be provided with the same wage increase, if any, which is granted to the police unit.

2. HEALTH INSURANCE

A me-too provision which would provide the same health insurance coverage as provided to the police unit.

3. HOURS OF WORK AND OVERTIME COMPENSATION

Section 13.1 – OPBA amended proposal – accrual of .25 hours of break for each two (2) hours worked.

Section 13.2 – Amend to include the following language: “If forced to work overtime, up to four (4) hours of overtime will be paid at time and one-half (1½), and forced overtime in excess of four (4) hours will be paid at double time (2).”

Section 13.3 – OPBA amended proposal awarded – modify to provide for “480 hour comp time bank.”

Section 13.4 – Amend to provide for up to a maximum of 340 hours per year for accumulated compensatory time sell back.

4. LONGEVITY


Section 18.1 – Current contract language.

Section 18.2 – Amend to provide that all time employed with the City is to be counted towards seniority.

CONCLUSION

In conclusion, this conciliator hereby submits his awards on the outstanding issues presented.

JANUARY 13, 2005



JAMES M. MANCINI, CONCILIATOR