

In the matter of conciliation between

City of Loveland

2004 DEC 21 A 11: 01

and the

Fraternal Order of Police, Ohio Valley Lodge 112

SERB Case No. 2003-MED-12-1401

The Conciliator was appointed by SERB to hear this case.

This case was heard before Louis V. Imundo, Jr., Conciliator on December 13, 2004 in Loveland, Ohio.

## **1.0 Introduction**

### 1.1 Appearing For The City

- Charles A. King, Director of Labor Relations, Clemons, Nelson & Associates
- Dennis Rees, Police Chief
- Bill Taphorn, Director of Finance
- Josie Bellissemo, Assistant to the City Manager

### 1.2 Appearing For The Union

- Barry Gray, Staff Representative
- Carl A. Ray, Sergeant & Operations Manager

## **2.0 Unresolved Issues**

Article 17 – Wages, Section 17.1

Article 17 – Wages, Section 17.2

Article 17 – Wages, Section 17.3

Article 31 – Duration, Section 31.1

Article 31 – Duration, Section 31.2

**3.0 Discussion**

The Conciliator carefully reviewed the Parties oral arguments and thoroughly reviewed their comprehensive and informative submissions. After full consideration of the record in its entirety the Conciliator has determined that the City's last and final offers should be adopted.

**4.0 Award**

The unresolved issues placed before the Conciliator will read as follows in the successor agreement:

**Article 17**

Wages

Section 17.1 Effective January 1, 2005 employees will receive a six percent (6%) pay increase. Effective January 1, 2006 employees will receive a four percent (4%) pay increase. Effective January 1, 2007 employees will receive a four percent (4%) pay increase

Section 17.2

SERGEANT		Step 1 0-12 mos.	Step 2 13-18 mos.	Step 3 19 + mos.
01/01/2005	Annual :	55,813.11	58,603.77	61,533.96
	Hourly :	26.8332	28.1749	29.5836
01/01/2006	Annual :	58,045.63	60,947.92	63,995.32
	Hourly :	27.9066	29.3019	30.7670
01/01/2007	Annual :	60,367.46	63,385.84	66,535.13
	Hourly :	29.0228	30.4740	31.9977

LIEUTENANT		Annual	Hourly
01/01/2005		62,191.77	29.8999
01/01/2006		64,679.44	31.0959
01/01/2007		67,266.62	32.3397

Section 17.3. The annual wages in this Wage Article are for illustrative purposes and do not indicate a guaranteed income. The hourly rate is accurate.

Section 17.4The City has adopted the IRS "salary reduction" method regarding payroll and pick-up contributions (P.F.D.P.F) by Ordinance No. 1998-84

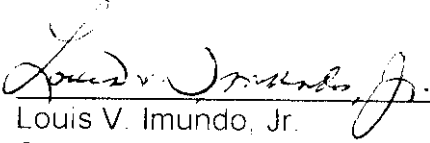
### ARTICLE 31

#### DURATION

Section 31.1. This Agreement shall be effective upon execution by the parties unless otherwise provided for herein, and shall remain in full force and effect through 11:59 p.m., December 31, 2007.

Section 31.2. If either party desires to modify or amend this Agreement, it shall give written notice of such intent no earlier than one hundred twenty (120) calendar days prior to the expiration date, nor later than ninety (90) calendar days prior to the expiration date of this Agreement. Such notice shall be by certified mail with return receipt requested. The parties shall commence negotiations within two (2) calendar weeks upon receiving notice of intent.

December 31, 2007  
Date

  
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Louis V. Imundo, Jr.  
Conciliator