

OPBA,
Union

The City of Hubbard, Ohio,
Employer.

Conciliator: Steven L. Ball

SERB case # 2024-MED-03-0379

Patrol Officers

Hearing Date: January 27, 2025

The undersigned, Steven L. Ball, appointed as State Employees Relations Board conciliator, makes the following report and final offer settlement award:

The conciliation hearing was held at 220 W Liberty St., Hubbard, Ohio 44425 at 10:00 a.m. on January 27, 2025. The following were present:

Jonathan J. Downes, Counsel for City, Zashin & Rich
Mason P. Mackovjak, Counsel for City, Zashin & Rich
Shawn Rentz, Safety Director
Robert Thompson, Chief of Police

Daniel Leffer, Attorney
Niko Pacifico, Patrolman

After presentation of the evidence, consideration was given to the factors detailed in OAC 4117-9-06(8) and Section 4117.14(0)(7), Ohio Revised Code, and the Report and Recommendation of the Fact Finder.

III. FINDINGS OF FACT, RECORD AND REPORT

Report and Record

The Parties, the Ohio Patrolmen's Benevolent Association and the City of Hubbard, are at an impasse upon one issue, Article 21 Compensation. The Parties tentatively agreed to all other outstanding issues prior to the conciliation hearing. Prior to the conciliation hearing, the Union had submitted wages increases of 10% in 2025, 4% in 2026 and 3% in 2027 to be effective upon issuance of the Conciliators award as its final offer. At the conciliation hearing, the Union modified its final offer to 9.5% increase in 2025, 3% increase in 2026 and 3% in 2027 to be effective as of January 1, 2025. The City proposes the recommendation of the Factfinder in this case, which is a wage increase of 8% in 2025, 4% in 2026 and 3% in 2027 to be effective as of January 1, 2025.

Hubbard is a city located in Trumbull County, Ohio, and has a 2024 population of 7,568. Hubbard ranks as the 227th largest city in Ohio. The bargaining unit is comprised 6 Full-time sworn officers total as of this date with authorization for police officers of 9. The City provides its citizens with a wide range of services including general government, public safety, public works, electric distribution, water and wastewater management. Income tax is the primary source of general fund revenue for the City. Approximately 77% of City income tax revenues are currently dedicated to the City's Police Department.

The Employer's Position

The City believes the Factfinder awarded reasonable and appropriate wages and benefits to the Unit members. The City believes the Factfinder balanced the financial goals of both the bargaining unit and the City. The City's goals have remained constant: to remain financially

solvent. The City's final offer is a wage increase of 8% in 2025, 4% increase in 2026 and 3% in 2027 to be effective as of January 1, 2025.

The Union's Position

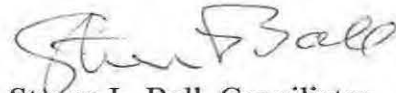
The Union's final offer is a wage increase of 9.5% in 2025, 3% increase in 2026 and 3% in 2027 to be effective as of January 1, 2025. The Union believes its final offer presented at the conciliation hearing to be reasonable.

Conclusion

The Conciliator finds the Union's final proposal of wage increases of 9.5% in 2025, 3% increase in 2026 and 3% in 2027 to be effective as of January 1, 2025 as fair and reasonable in this case. The Union's proposal on wages provides bargaining unit members with competitive wages that the City can sustain economically. As such, the Union's final offer for Article 21 Compensation is awarded.

IV. AWARD AND ORDER

The conciliator awards and orders the final offer of the Union, found below.


Steven L. Ball, Conciliator

January 30, 2025

ARTICLE 21
COMPENSATION

Section 1. Wages The following wage steps of the bargaining unit shall be as follows: Lateral hires may be hired up to the step of the years of service of the City based upon the new hire's experience as a police officer.

New Schedule

Full Rate after 1 year of service – 100%

The first calendar year of service with the Hubbard Police Department – 95% of full rate

The following pay rates shall be applicable to Police Patrolman:

Effective January 1, 2025, a (9.5%) increase. The following pay rates shall be applicable to Police Patrol Officers:

<u>STEP</u>	<u>HOURLY</u>	<u>YEARLY</u>
Step 2 (after 1 year)	\$30.07	\$62,545.60
Step 1 (first year) (95%)	\$28.57	\$59,425.60

Effective January 1, 2026, a (3%) increase. The following pay rates shall be applicable to Police Patrol Officers:

<u>STEP</u>	<u>HOURLY</u>	<u>YEARLY</u>
Step 2 (after 1 year)	\$30.97	\$64,417.60
Step 1 (first year) (95%)	\$29.42	\$61,193.60

Effective January 1, 2027, a (3%) increase. The following pay rates shall be applicable to Police Patrol Officers:

<u>STEP</u>	<u>HOURLY</u>	<u>YEARLY</u>
Step 2 (after 1 year)	\$31.90	\$66,352.00
Step 1 (first year) (95%)	\$30.31	\$63,044.80

Section 2. Officer in Charge Pay. A Patrolman shall be assigned by the Chief of Police to be in charge of a shift as a result of the unavailability of a Sergeant, either due to not being on duty or not being on call, and the Chief of Police not being on duty in the City and not otherwise

available to respond to calls. The Patrolman assigned to the Officer in Charge shall receive OIC pay at the rate equal of nine percent (9%) above the top Patrolman. The Officer in Charge shall normally be the most senior patrol officer on the shift, unless said officer is removed from OIC duties by the Chief of Police.

Section 3. Field Training Officer. An employee designated as a Field Training Officer shall be compensated an additional one dollar fifty cents (\$1.50) per hour worked providing training and oversight as a Field Training Officer.

CERTIFICATE OF MAILING

I hereby certify that the Conciliation Report has been sent by email to Daniel Leffler, dleffler@opba.com, Jonathan J. Downes jjd@zrlaw.com, Mason P. Mackovjak mpm@zrlaw.com, and filed with the State Employment Relations Board med@SERB.ohio.gov, on this 30th day of January, 2025.

A handwritten signature in black ink, appearing to read "Steven L. Ball", written in a cursive style.

Steven L. Ball, Conciliator