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April 20, 2016

E-MAILED AND
HAND DELIVERED

Peter Mazzei
Manager OLS Library
P.O. Box 068, Room 101
Trenton, NJ 08625-0068

Re: 2016 Report of the Police and Fire Public Interest Arbitration Impact Task Force

Dear Mr. Mazzei:

Attached please find the 2016 annual report from the Police and Fire Public Interest Arbitration Impact Task Force to the Governor and the Legislature. The report outlines the Task Force's responsibilities, findings analysis of data collected and the impact of the amended P.L. 2010, c. 105 and P.L. 2014, c. 11 on police and fire contracts.

Very truly yours,

A handwritten signature in blue ink that reads "Kellie P. Hullfish".

Kellie P. Hullfish
Administrative Assistant to the Chair
Public Employment Relations Commission

kph
Attachment

2016 ANNUAL REPORT

OF THE

POLICE AND FIRE PUBLIC INTEREST

ARBITRATION IMPACT TASK FORCE

TO THE GOVERNOR AND LEGISLATURE

April 19, 2016

Police and Fire Interest Arbitration Impact Task Force

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POLICE AND FIRE PUBLIC INTEREST ARBITRATION TASK FORCE MEMBERS

Members

Ronald Bakley
NJ State Fraternal Order of Police - Appointee of the Legislature

Timothy Cunningham, Esq.
Director, Division of Local Government Services
Department of Community Affairs
State of New Jersey - Appointee of the Governor

Robert M. Czech, Esq.
Chair & CEO, Civil Service Commission
State of New Jersey - Appointee of the Governor

Michael Dee, Esq.
Director - Governor's Office of Employee Relations
State of New Jersey - Appointment of the Governor

Edwin Donnelly
NJFMBA President - Appointee of the Legislature

Dominick Marino
Professional Firefighters Association of New Jersey
International Association of Fire Fighters - Appointee of the Legislature

George O'Brien
New Jersey State PBA - Appointee of the Legislature

Hon. Declan O'Scanlon, Jr.
Assemblyman - District 13 - Appointee of the Governor

Staff

P. Kelly Hatfield, Ph.D.
Chair
Public Employment Relations Commission
Task Force Executive Director (non-voting)

Daisy Barreto, Esq.
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Public Employment Relations Commission
PERC Staff Liaison to Task Force

Frank Kanther, Esq.
Deputy General Counsel
Public Employment Relations Commission
PERC Staff Liaison to Task Force

Kathleen Vogt
Mediator
Public Employment Relations Commission
PERC Staff Liaison to Task Force

**POLICE AND FIRE
INTEREST ARBITRATION
IMPACT TASK FORCE
REPORT**

The report below is hereby submitted pursuant to N.J.S.A. 34:13A-16.8, on behalf of the Police and Fire Public Interest Arbitration Impact Task Force (hereinafter referred to as the “Task Force”). The Task Force initially was established by P.L. 2010, c.105, which took effect on January 1, 2011. In that legislation, it provided that the Task Force shall be comprised of eight members as follows:

- (1) four to be appointed by the Governor;
- (2) two to be appointed by the Senate President; and
- (3) two to be appointed by the Speaker of the General Assembly.

A chairperson is selected from among the appointees of the Governor and a vice chairperson from among the appointees of the Legislature. The Chair of the Public Employment Relations Commission (“Commission”) serves as the non-voting executive director of the Task Force.

The Task Force was to be dissolved as of the filing of its final report in 2014. P.L. 2014, c. 11, continued certain provisions of P.L. 2010, c. 105, with modifications, through December 31, 2017. One such provision that was continued beyond April 1, 2014, is the Task Force which is now reconstituted. This first report of the reconstituted Task Force includes data through calendar year 2015, the first full calendar year following the 2014 amendments.

Role of the Task Force

It shall be the duty of the task force to study the effect and impact of the arbitration award cap upon local property taxes; collective bargaining agreements; arbitration awards; municipal services; municipal expenditures; municipal public safety services, particularly changes in crime rates and response times to emergency situations; police and fire recruitment, hiring and retention; the professional profile of police and fire departments, particularly with regard to age, experience, and staffing levels; and such other matters as the members deem appropriate and

necessary to evaluate the effects and impact of the arbitration award cap. Specifically, the task force shall study total compensation rates, including factors subject to the arbitration award cap and factors exempt from the arbitration award cap, of police and fire personnel throughout the state and make recommendations thereon. The task force also shall study the interest arbitration process and make recommendations concerning its continued use in connection with police and fire labor contracts disputes. The task force shall make findings as to the relative growth in total compensation cost attributable to factors subject to the arbitration award cap and to factors exempt from the arbitration award cap, for both collective bargaining agreements and arbitration awards.

N.J.S.A. 34:13A-16.8(e).

The Task Force is required to report its findings, along with any recommendations it may have, to the Governor and the Legislature annually. The Task Force's final report, due on or before December 31, 2017, shall include, in addition to any other findings and recommendations, a specific recommendation for any amendments to the arbitration award cap. Upon the filing of its final report on or before December 31, 2017, the Task Force shall expire.

2014 Amendments

On June 24, 2014, the Governor signed P.L. 2014, c. 11, amending various provisions of the interest arbitration statute applicable to police and fire negotiations as follows:

1. Requiring an initial mandatory mediation session with the appointed arbitrator before any interest arbitration hearing commences in order to effect a voluntary resolution of the impasse (N.J.S.A. 34:13A-16(3)(b)(3));
2. Extending the time period for the issuance of the arbitrator's award from forty-five days to ninety days from the date of the Commission's assignment of an arbitrator (N.J.S.A. 34:13A-16(3)(f)(5));

3. Extending the time for filing an appeal with the Commission of an interest arbitration award from seven days from the date the award is issued to fourteen days (N.J.S.A. 34:13A-16(3)(f)(5)(a));
4. Extending the time for the Commission to render a decision on any appeal of an interest arbitration award from thirty days to sixty days (N.J.S.A. 34:13A-16(3)(f)(5)(a));
5. Increasing the total cost an arbitrator can charge for his or her services from \$7,500 to \$10,000 (N.J.S.A. 34:13A-16(3)(f)(6));
6. Providing for compounding of the percentage increases under the two percent cap (N.J.S.A. 34:13A-16.7(2)(b))
7. Extending the expiration date of the two percent cap from April 1, 2014 to December 31, 2017 (N.J.S.A. 34:13A-16.9(4)).

In addition to reviewing and tracking the progress and effect of the interest arbitration process generally, the Task Force will review data provided by the Commission to determine the effect, if any, of the 2014 amendments on process and outcomes.

April 19, 2016 Report of the Task Force

A. Trends in Interest Arbitration and Impact of P.L. 2010 c. 105, as amended

1. Petitions Filed for Interest Arbitration

The Task Force has continued to track the number of Petitions to Initiate Interest Arbitration. As noted in the Task Force's March 19, 2014 Final Report, the number of Petitions

declined precipitously under P.L. 2010, c.105, from 121 Petitions in 2010 (the calendar year immediately prior to the effective date of the arbitration award cap) to 28 in 2013.

In 2014, the number of Petitions increased to 88. That increase appears to be associated with the anticipated expiration of the 2% cap on salary awards as of April 1, 2014. Of those 88 Petitions filed in 2014, 74 were filed within a few days of the April 1 expiration and all but three were filed by employers. **See Tab A.** In 2015, the number of filed cases dropped to 20 which is consistent with the number of cases filed annually prior to the initial expiration of the interest arbitration award cap. Critically, as shown in Point 2 below, even with the sharp increase in the number of cases filed in 2014, the number of pending cases at the beginning of 2015 remained low compared with the number of cases that were pending prior to the effective date of P.L. 2010, c.105. The Task Force will continue to monitor the filings of Petitions to confirm that the 2014 increase was an anomaly.

2. Open Interest Arbitration Cases

P.L. 2010, c.105 established strict deadlines for the issuance of interest arbitration awards (45 days from date of appointment). P.L. 2014, c. 11 extended the deadline for an arbitrator's award from 45 days to 90 days.

As recognized in the Task Force's March 2014 Report, as of the beginning of calendar year 2014, there were 37 pending Interest Arbitration cases. **See also Tab B.** That number represented a significant reduction from 187 open interest arbitration cases as of January 2011, when the initial law took effect. In 2015, the number of pending cases as of the beginning of calendar year 2015 increased slightly to 42. **Id.** That number decreased significantly to 17 pending cases as of the beginning of 2016. Accordingly, despite the nominal increase in 2015, it

appears that the reduction in the number of pending cases realized under the initial cap law has continued under the amended law. The Task Force will continue to monitor the number of open cases to determine if any different or additional trends can be determined.

3. Impasse/Fact-Finding Filings

One of the areas the Task Force stated it would review in its June 2012 Report was the number of impasse and fact-finding filings. Upon the initial passage of P.L. 2010, c. 105, the impasse/fact-finding procedures available through the Commission began to be utilized with significant regularity by the parties. For example, in the five years immediately preceding the effective date of P.L. 2010, c. 105, there were five impasse or fact-finding filings (four of which were filed in 2010). **Tabs C & D.** By comparison, over the five -year period since P.L. 2010, c. 105 (2011-2015), there have been 88 impasse/fact-finding filings. **Id.**

At the same time, the average annual number of Petitions to Initiate Interest Arbitration has declined significantly since the effective date of P.L., 2010, c. 105. Specifically, from 2006 through December of 2010, the average number of annual interest arbitration filings was 111. **Tab E.** From January 2011 through 2015, including the significant increase in filings on the eve of the anticipated expiration of the 2% cap, the average number of filings was down to 41 – a decrease by more than half. If you exclude the 74 Petitions filed in the days leading up to April 1, 2014, that average drops to 27 annually. The Task Force will continue to monitor the number of impasse and fact-finding petitions, and intends to focus future reports on the numbers of such filings that result in voluntary settlements as compared to the number that are followed by interest arbitration.

4. Appeals

Following a spike of 22 appeals in 2012 after the 2010 amendments were passed, the number of appeals has decreased to 9 in 2013, 5 in 2014 and 3 in 2015. **Tab F.** Based on this data, it does not appear that the increased time for filing an appeal with the Commission from 7 to 14 days under the 2014 amendments has had any effect on the number of appeals filed annually. The Task Force will continue to monitor trends associated with the filing of appeals in future reports.

B. Number of Interest Arbitrators Available and Arbitration Costs

Under P.L. 2010, c. 105, the total cost of services of an arbitrator shall not exceed \$7,500.00. With the passage of P.L. 2014, c. 11, the maximum cost of service was increased to \$10,000.

Prior to the effective date of P.L. 2010, c. 105, the Commission had a total of 21 interest arbitrators on its panel. As of April 2014, that number had decreased to 5. Currently, there are 6 interest arbitrators on the Commission's panel. The Task Force will continue to monitor the number of interest arbitrators available on its panel.

C. Analysis of Base Salary Increases in Awards and Voluntary Settlements.

A primary focus of the initial Task Force was to determine the effect of P.L. 2010, c. 105 on the economic impact of both interest arbitrator awards and voluntary settlements. As reported in the Task Force's Final Report, the average increase to base salary (as defined by N.J.S.A. 34:13A-16.7(a)) in all reported voluntary settlements that would have been subject to the 2% cap was 2.11%. The average increase for those matters that proceeded to interest arbitration but

settled prior to a final award was 1.84%. For those matters that proceeded to interest arbitration, the average increase to base salary awarded was 1.92%. As recognized by the Task Force in its 2014 Final Report, because the cost of increments and longevity was not typically calculated prior to P.L. 2010, c. 105, it is difficult to compare the true economic impact of the law. In order to put the impact into context, however, the 2014 Final Report provided an analysis of twelve interest arbitration awards that were subject to the 2% cap. In that analysis, the Task Force compared the true cost of the twelve arbitration awards to the costs that would have been incurred had the same terms been carried over into the successor agreements. That analysis showed on average a 1.9% annual increase under the 2% cap compared to a 4.69% increase without the cap.

The Task Force will continue to monitor the average increase to base salary for voluntary settlements and for interest arbitration awards. Preliminary data, however, shows that the economic impact of the 2% cap recognized in the 2014 Final Report has continued. **Tab G.** In calendar year 2014, there were 16 reported voluntary settlements after interest arbitration was initiated with an average increase to base salary of 1.61%. During the same period there were 12 arbitration awards with an average increase to base salary of 1.69%. In calendar year 2015, there were 9 reported voluntary settlements after interest arbitration was initiated with an average increase to base salary of 1.73%. During the same period there were 6 interest arbitration awards with an average increase to base salary of 1.71%. As it monitors increases to base salary in future reports, the Task Force will consider the 2014 amendments which allow for compounding in the calculation of the cap.

Tab

A

TASK FORCE REPORT OF THE IA 74

(as of 3/31/2015)

	Employer	Union	Filed by/on	IA and SM Dkt. Nos.	Status as of March 31, 2015
1	Asbury Park	PBA Loc 6	Employer, 3/31/2014	IA-2014-030 (SM-2014-008)	Settled by mediator
2	Asbury Park	PBA Loc 6 (Superiors)	Employer, 3/31/2014	IA-2014-052 (SM-2014-008)	Settled by mediator
3	Atlantic Cty	FOP Lodge 34	Employer, 3/26/2014	IA-2014-014	Interest arbitration award issued 10/2/2014
4	Berkeley Tp	PBA Loc 237	Employer, 3/28/2014	IA-2014-019	Withdrawn by petitioner
5	Bernardsville	PBA Loc 365 (Lts/Sgts)	Employer, 3/31/2014	IA-2014-053 (SM-2014-005)	Settled by mediator
6	Bernardsville	PBA Loc 365	Employer, 3/31/2014	IA-2014-051 (SM-2014-004)	Settled by mediator
7	Camden Cty	FOP Lodge 218	Employer, 3/31/2014	IA-2014-057	Settled by mediator
8	Camden Cty	FOP Lodge 218A	Employer, 3/31/2014	IA-2014-058 (SM-2014-023)	Parties negotiating on own Reassess May 1, 2015
9	Camden City	IAFF Loc 2578	Employer, 3/31/2014	IA-2014-068	Settled with assistance of interest arbitrator
10	Camden City	IAFF Loc 788	Employer, 3/27/2014	IA-2014-018	Interest arbitration award issued 8/11/2014
11	E Orange	E Orange SOA, Loc 16	Employer, 3/31/2014	IA-2014-063	Withdrawn by petitioner
12	E Orange	E Orange Fire Officers Assn	Employer, 3/31/2014	IA-2014-041	Parties negotiating on own
13	E Orange	FMBA Loc 23	Employer, 3/31/2014	IA-2014-042	Withdrawn by petitioner
14	E Orange	E Orange Fire Officers Assn (Captains)	Employer, 3/31/2014	IA-2014-043	Parties negotiating on own
15	E Orange	FOP Lodge 111	Employer, 3/31/2014	IA-2014-062 (SM-2014-024)	Withdrawn by petitioner
16	Essex Cty Prosecutor	PBA Loc 325	Employer, 3/31/2014	IA-2014-076 (SM-2014-025)	Withdrawn by petitioner

	Employer	Union	Filed by/on	IA and SM Dkt. Nos.	Status as of March 31, 2015
17	Essex Cty Sheriff	FOP Lodge 138 (Superiors)	Employer, 3/31/2014	IA-2014-072 (SM-2015-001)	Withdrawn by petitioner
18	Essex Cty	PBA Loc 382	Employer, 3/31/2014	IA-2014-074	Withdrawn by petitioner
19	Essex Cty Prosecutor	FOP Lodge 205	Employer, 3/31/2014	IA-2014-070	Withdrawn by petitioner
20	Essex Cty	FOP Lodge 105	Employer, 3/31/2014	IA-2014-073	Withdrawn by petitioner
21	Essex Cty Sheriff	PBA Loc 183	Employer, 3/31/2014	IA-2014-075	Withdrawn by petitioner
22	Evesham Tp	FOP Lodge 143	Employer, 3/31/2014	IA-2014-034 (SM-2014-002)	Settled by mediator
23	Evesham Tp	FOP Lodge 143A	Employer, 3/31/2014	IA-2014-033 (SM-2014-003)	Settled by mediator
24	Gloucester Cty Sheriff	PBA Loc 122	Employer, 3/31/2014	IA-2014-056	Withdrawn by petitioner
25	Green Brook	PBA Loc 398	Employer, 3/31/2014	IA-2014-035 (SM-2014-006)	Withdrawn by petitioner
26	Harding Tp	PBA 340	Employer, 3/31/2014	IA-2014-050 (SM-2014-001)	Settled by mediator
27	Hudson Cty	FOP Lodge 196A	Employer, 3/31/2014	IA-2014-059	Withdrawn by petitioner
28	Hudson Cty	FOP Lodge 196	Employer, 3/31/2014	IA-2014-060	Withdrawn by petitioner
29	Hudson Cty	PBA Loc 232	Employer, 3/31/2014	IA-2014-038	Withdrawn by petitioner
30	Hunterdon Cty	FOP Lodge 94	Employer, 3/31/2014	IA-2014-049 (SM-2015-002)	Parties negotiating with the assistance of mediator
31	Irvington Tp	IAFF Loc 305	Employer, 3/31/2014	IA-2014-055	Withdrawn by petitioner
32	Irvington Tp	IAFF Loc 2004	Employer, 3/31/2014	IA-2014-054	Withdrawn by petitioner
33	Irvington Tp	PBA Loc 29	Employer, 3/31/2014	IA-2014-066	Interest arbitration award issued 6/17/2014
34	Irvington Tp	Irvington Police SOA	Employer, 3/31/2014	IA-2014-064	Settled with assistance of interest arbitrator
35	Lakehurst Boro	FOP Lodge 179	Employer, 3/31/2014	IA-2014-040	Withdrawn by petitioner
36	Madison Boro	PBA Loc 92	Employer, 3/31/2014	IA-2014-025	Withdrawn by petitioner

	Employer	Union	Filed by/on	IA and SM Dkt. Nos.	Status as of March 31, 2015
37	Madison Boro	PBA Loc 92 SOA	Employer, 3/31/2014	IA-2014-026	Withdrawn by petitioner
38	Mercer Cty	PBA Loc 187	Employer, 3/31/2014	IA-2014-077 (SM-2014-016)	Settled by mediator
39	Mercer Cty Prosecutor	Mer Cty Pros Sup Officers Unit	Employer, 3/31/2014	IA-2014-078	Interest arbitrator being assigned
40	Mercer Cty	PBA Loc 339	Employer, 3/31/2014	IA-2014-079 (SM-2014-010)	Parties negotiating with assistance of mediator
41	Monmouth Cty Sheriff	FOP Lodge 30 Investigators	Employer, 3/31/2014	IA-2014-081 (SM-2015-009)	Settled by mediator
42	Monmouth Cty	PBA Loc 240	Employer, 3/31/2014	IA-2014-083 (SM-2014-014)	Settled by mediator
43	Monmouth Cty Sheriff	FOP Lodge 121	Employer, 3/31/2014	IA-2014-086 (SM-2015-008)	Settled by mediator
44	Monmouth Cty Prosecutor	PBA Loc 256 SOA	Employer, 3/31/2014	IA-2014-084	Interest arbitration award issued 8/4/2014
45	Monmouth Cty	PBA Loc 314	Employer, 3/31/2014	IA-2014-087 (SM-2014-018)	Withdrawn by petitioner
46	Monmouth Cty Sheriff	FOP Lodge 30 SOA	Employer, 3/31/2014	IA-2014-082 (SM-2015-009)	Settled by mediator
47	Monmouth Cty Prosecutor	PBA Loc 256	Employer, 3/31/2014	IA-2014-085	Interest arbitration award issued 8/4/2014
48	NJ/State	NJ Div of Criminal Justice NCO	Union, 3/26/2014	IA-2014-016	Withdrawn by petitioner
49	NJ/State	NJ Div of Criminal Justice SOA	Union, 3/26/2014	IA-2014-017	Withdrawn by petitioner
50	NJ/State	FOP Lodge 91	Union, 3/26/2014	IA-2014-015	Withdrawn by petitioner
51	Oakland Boro	PBA Loc 164	Employer, 3/31/2014	IA-2014-044 (SM-2014-022)	Interest arbitration award due 5/4/2015
52	Ocean Cty	PBA Loc 258 SOA	Employer, 3/28/2014	IA-2014-021	Settled with assistance of interest arbitrator

	Employer	Union	Filed by/on	IA and SM Dkt. Nos.	Status as of March 31, 2015
53	Ocean Cty	Ocean Cty Pros Sgts Assn	Employer, 3/28/2014	IA-2014-024	Withdrawn by petitioner
54	Ocean Cty	PBA Loc 258	Employer, 3/28/2014	IA-2014-020 (SM-2014-015)	Interest arbitration award issued 10/7/2014
55	Ocean Cty	PBA Loc 171	Employer, 3/28/2014	IA-2014-023 (SM-2014-017)	Settled by mediator
56	Ocean Cty	PBA Loc 379A	Employer, 3/28/2014	IA-2014-022	Parties negotiating on own
57	Old Bridge Tp	FOP Lodge 22 (Lts/Sgts)	Employer, 3/31/2014	IA-2014-047 (SM-2014-020)	Settled with assistance of interest arbitrator
58	Old Bridge Tp	FOP Lodge 22 (Captains)	Employer, 3/31/2014	IA-2014-046	Withdrawn by petitioner
59	Old Bridge Tp	PBA Loc 127	Employer, 3/31/2014	IA-2014-045	Withdrawn by petitioner
60	Paulsboro Boro	PBA Loc 122	Employer, 3/31/2014	IA-2014-048	Withdrawn by petitioner
61	Pennsauken Tp	FOP Lodge 3	Employer, 3/31/2014	IA-2014-071	Withdrawn by petitioner
62	Pennsauken Tp	FMBA Loc 64	Employer, 3/31/2014	IA-2014-061	Withdrawn by petitioner
63	Pennsauken Tp	FMBA Loc 264	Employer, 3/31/2014	IA-2014-065	Withdrawn by petitioner
64	Plainfield	Plainfield Fire Officers Assn	Employer, 3/31/2014	IA-2014-029	Withdrawn by petitioner
65	Plainfield	PBA Loc 19	Employer, 3/31/2014	IA-2014-037 (SM-2014-011)	Settled by mediator
66	Plainfield	FMBA Loc 7	Employer, 3/31/2014	IA-2014-028 (SM-2014-021)	Settled by mediator
67	Plainfield	PBA Loc 19 SOA	Employer, 3/31/2014	IA-2014-036	Settled by mediator
68	Plainsboro Tp	PBA Loc 319 SOA	Employer, 3/31/2014	IA-2014-031	Parties negotiating on own
69	Plainsboro Tp	PBA Loc 319	Employer, 3/31/2014	IA-2014-032 (SM-2014-009)	Withdrawn by petitioner
70	Plumsted Tp	PBA Loc 390	Employer, 3/31/2014	IA-2014-080	Settled with assistance of interest arbitrator

	Employer	Union	Filed by/on	IA and SM Dkt. Nos.	Status as of March 31, 2015
71	Sea Girt Boro	PBA Loc 50	Employer, 3/31/2014	IA-2014-027 (SM-2015-004)	Withdrawn by petitioner
72	Tinton Falls	PBA Loc 251	Employer, 3/31/2014	IA-2014-039 (SM-2014-007)	Settled by mediator
73	Union Cty	PBA Loc 199	Employer, 3/31/2014	IA-2014-069 (SM-2014-019)	Withdrawn by petitioner
74	Union Cty	PBA Loc 199A	Employer, 3/31/2014	IA-2014-067 (SM-2015-003)	Withdrawn by petitioner

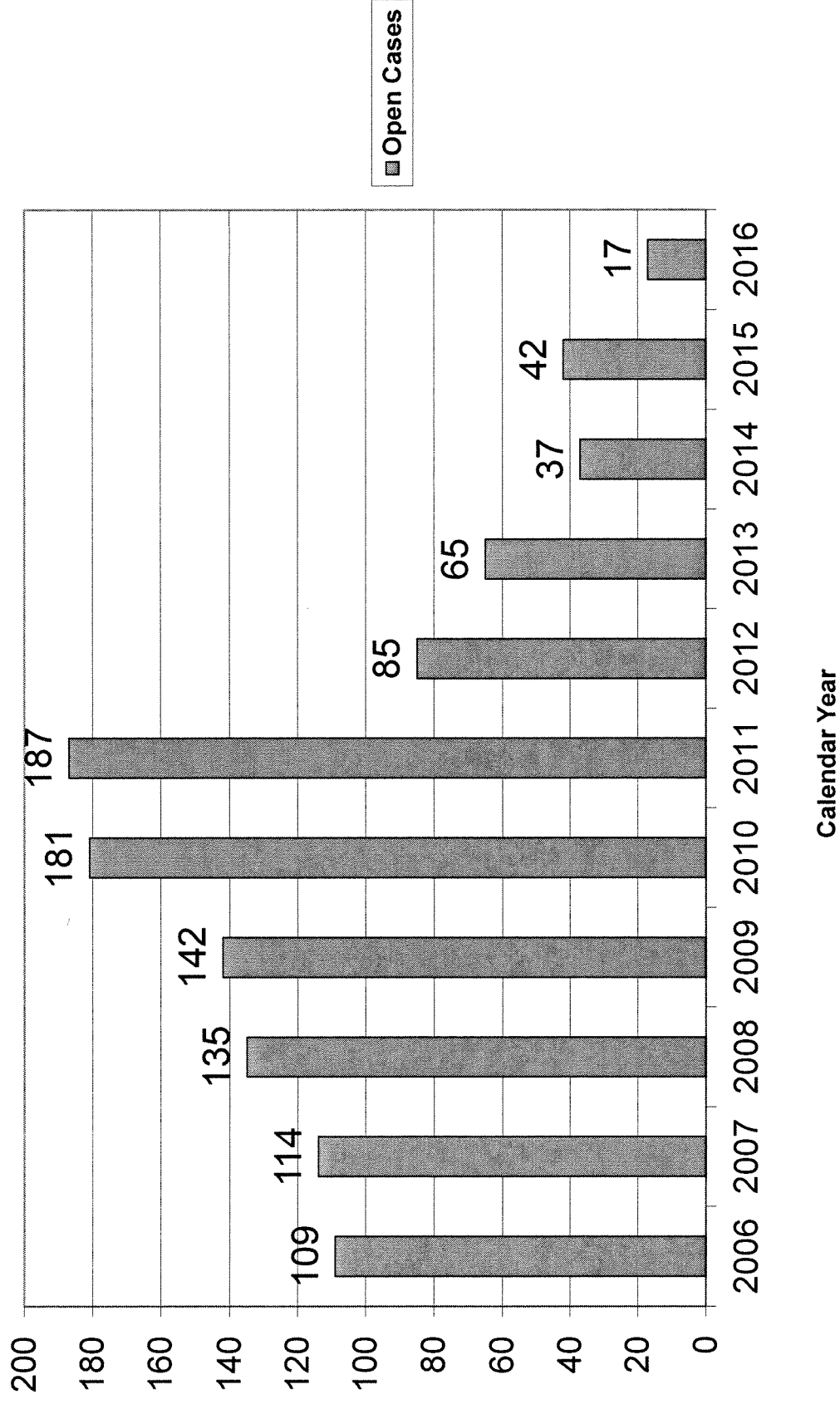
Cases Open 8

Cases Closed 66

Tab

B

Interest Arbitration Cases Open at Start of Calendar Year



Tab

C

**TASK FORCE
INTEREST ARBITRATION DATA**

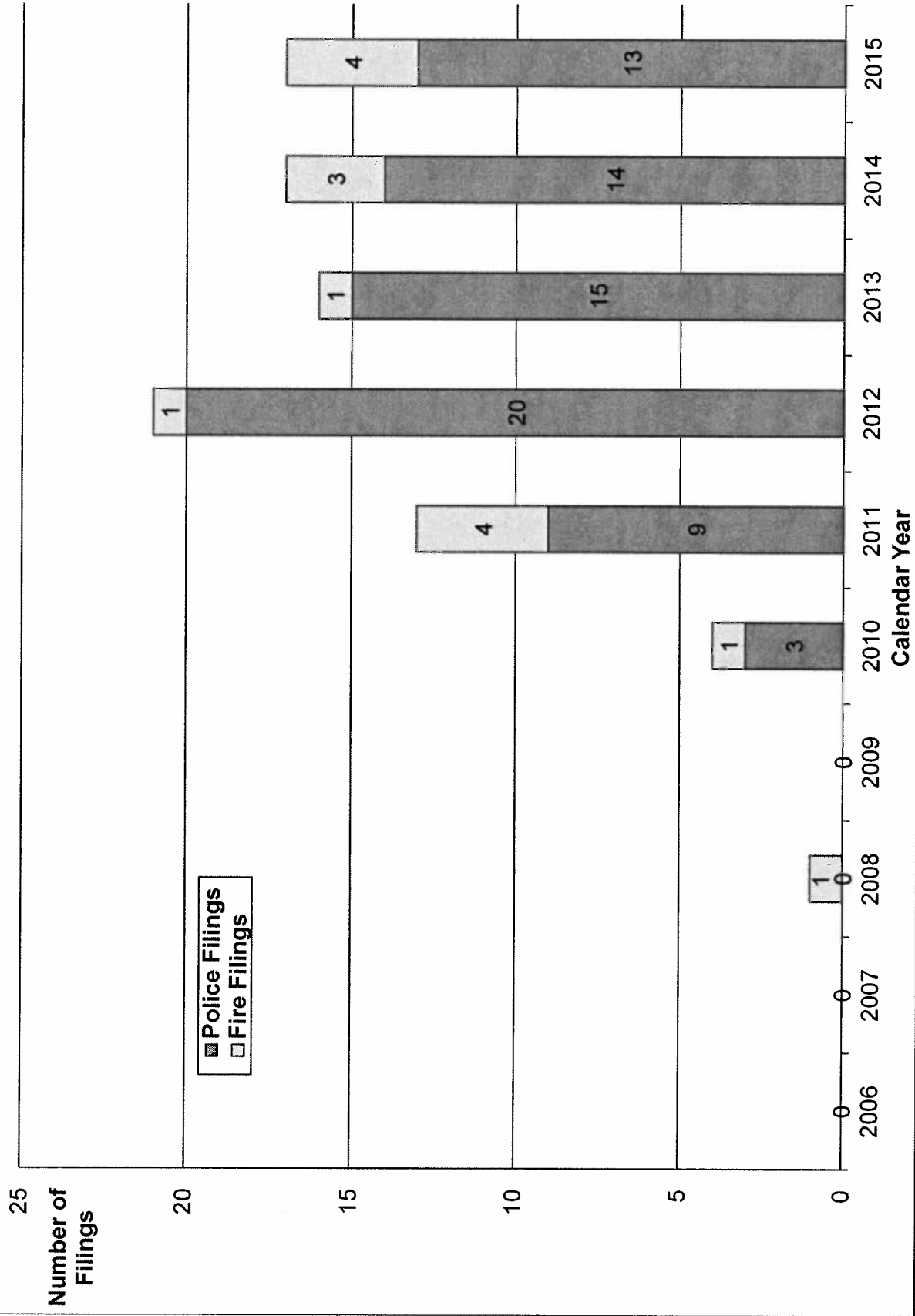
Data	CY 2006	CY 2007	CY 2008	CY 2009	CY 2010	CY 2011	CY 2012	CY 2013	CY 2014	CY 2015
IA PETITIONS FILED	104	104	107	117	121	23	48	28	88	20
OPEN CASES @ START OF CY	109	114	135	142	181	187	85	65	37	42
IA DISPOSALS (closed dockets)	98	80	100	89	115	124	74	57	80	40
IA AWARDS ISSUED	13	16	15	16	16	34	36	27	12	6
IA VOLUNTARY SETTLEMENTS*	51	44	58	43	45	38	29	8	16	9
IA APPEALS FILED	3	1	2	5	15	17	22	9	5	3
IMPASSE FILINGS (Police / Fire)	0P / 0F	0P / 0F	0P / 1F	0P / 0F	3P / 1F	9P / 4F	20P / 1F	15P / 1F	14P / 3F	13P / 4F
FACT-FINDING (Police / Fire)	0P / 0F	0P / 0F	0P / 0F	0P / 0F	0P / 0F	1P / 1F	0P / 1F	0P / 0F	0P / 0F	0P / 1F

* - Includes only settlements in impasses for which an arbitrator was assigned.

Tab

D

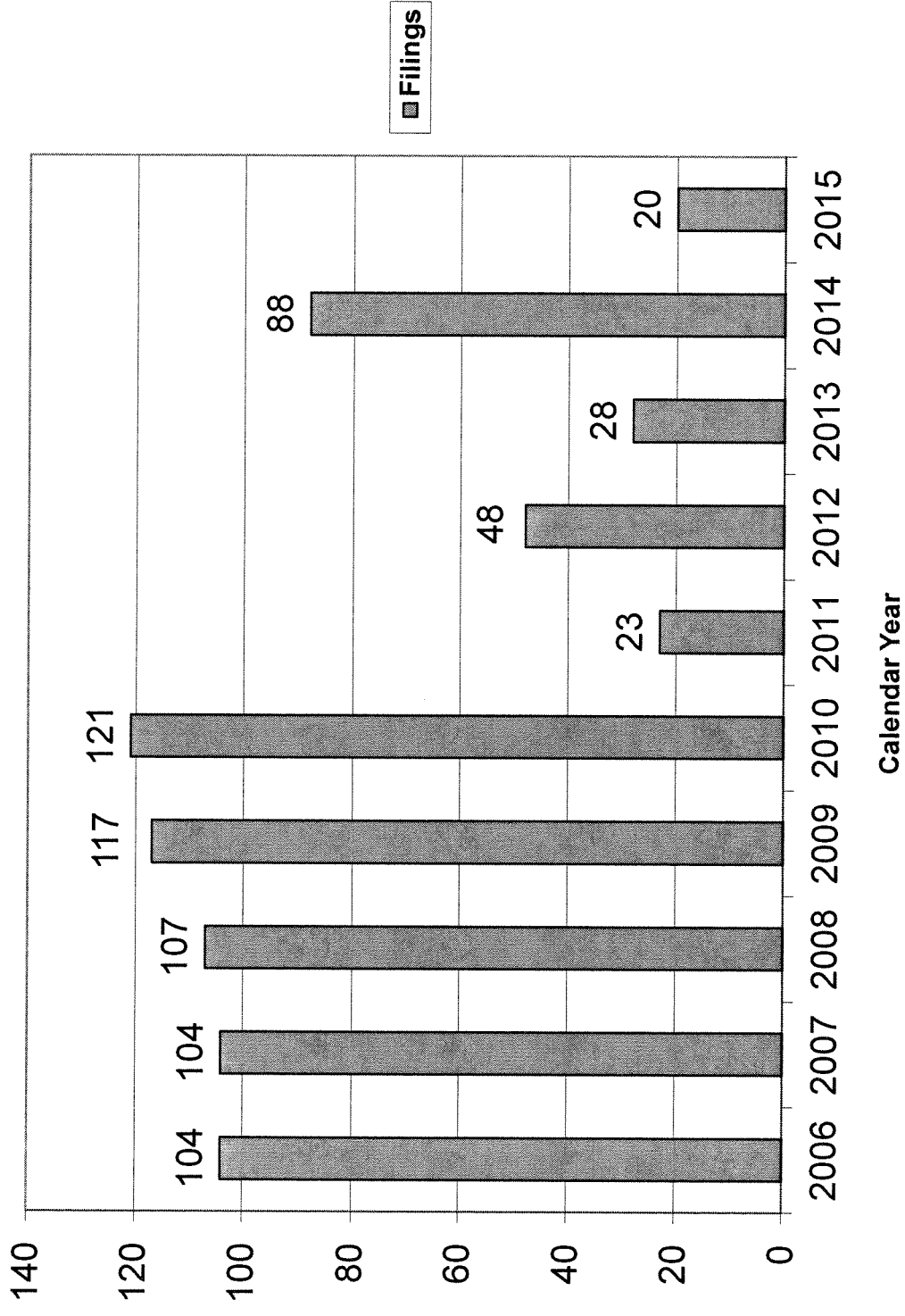
Impasse Filings for Police and Fire



Tab

E

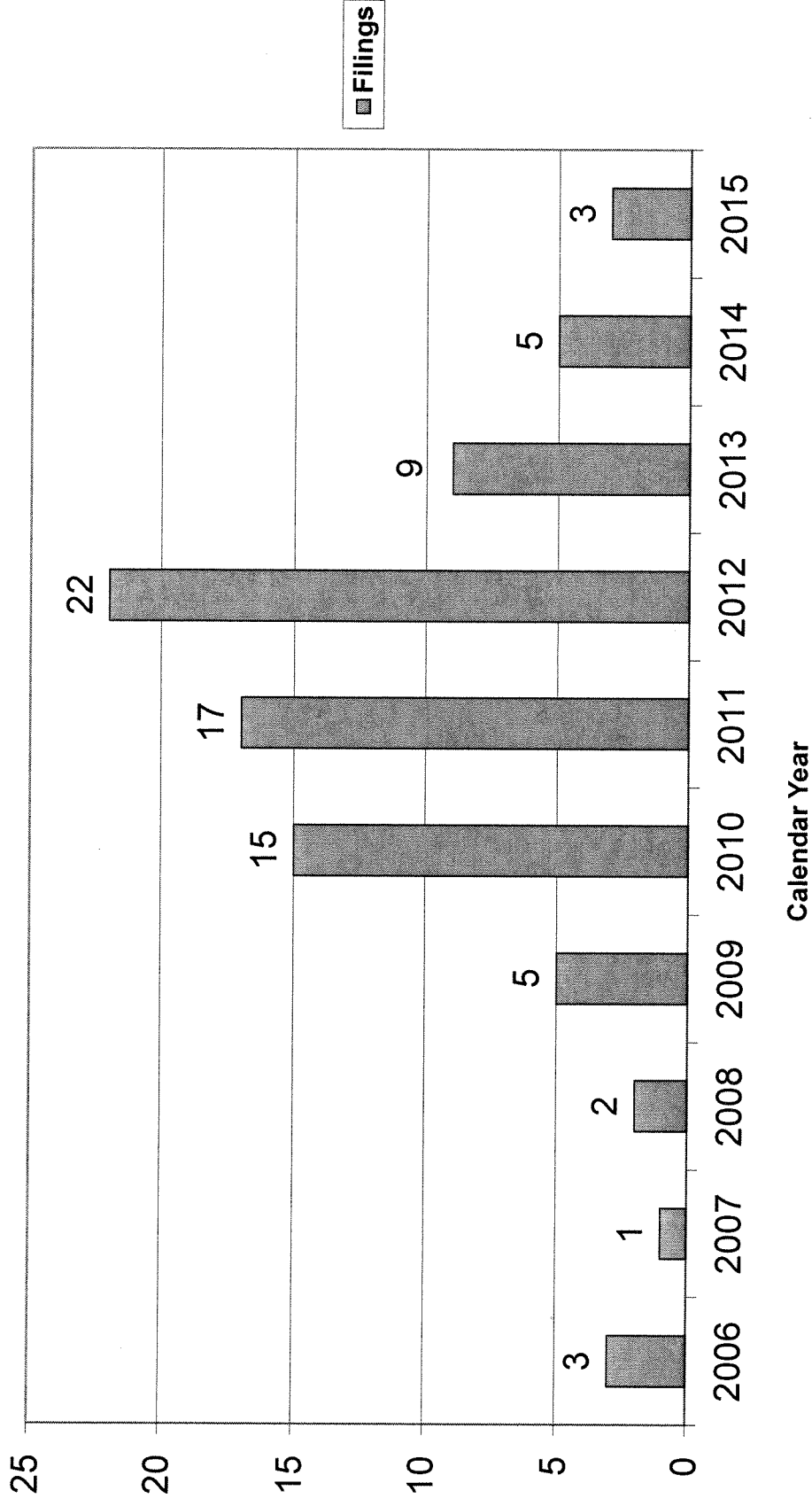
Interest Arbitration Petitions Filed during Calendar Year



Tab

F

Interest Arbitration Appeals Filings during Calendar Year



Tab

G

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