

~~(IV) THE FINANCIAL ABILITY OF THE STATE OR A UNIT OF STATE GOVERNMENT TO FINANCE ECONOMIC ADJUSTMENTS AND THE EFFECT OF THOSE ADJUSTMENTS ON THE NORMAL STANDARD OF PUBLIC SERVICES PROVIDED BY THE STATE;~~

~~(V) THE OVERALL COMPENSATION PRESENTLY RECEIVED BY EMPLOYEES IN THE BARGAINING UNIT, INCLUDING DIRECT WAGES, PAID LEAVE AND HOLIDAYS, HEALTH AND WELFARE BENEFITS, PENSIONS, THE CONTINUITY AND STABILITY OF EMPLOYMENT, AND ALL OTHER BENEFITS RECEIVED;~~

~~(VI) COMPARISONS OF WAGES, HOURS, AND CONDITIONS OF EMPLOYMENT RECEIVED BY:~~

- ~~1. EMPLOYEES IN THE BARGAINING UNIT;~~
- ~~2. EMPLOYEES PERFORMING SIMILAR DUTIES; AND~~
- ~~3. EMPLOYEES GENERALLY IN PUBLIC OR PRIVATE EMPLOYMENT IN COMPARABLE COMMUNITIES;~~

~~(VII) THE AVERAGE CONSUMER PRICES FOR GOODS AND SERVICES, COMMONLY KNOWN AS THE COST OF LIVING, AND OTHER FACTORS THAT GENERALLY OR TRADITIONALLY ARE TAKEN INTO CONSIDERATION IN THE DETERMINATION OF WAGES, HOURS, AND CONDITIONS OF EMPLOYMENT THROUGH VOLUNTARY COLLECTIVE BARGAINING, MEDIATION, FACT FINDING, OR OTHERWISE BETWEEN PARTIES IN PUBLIC OR PRIVATE EMPLOYMENT; AND~~

~~(VIII) ANY CHANGES IN ITEMS (I) THROUGH (VII) OF THIS PARAGRAPH DURING THE PENDENCY OF THE PROCEEDINGS.~~

~~(5) (I) THE PRESIDENT OF THE SENATE MAY DESIGNATE A REPRESENTATIVE TO ATTEND FACT FINDING PROCEEDINGS AND TO PRESENT TESTIMONY ON ISSUES OF INTEREST.~~

~~(II) THE SPEAKER OF THE HOUSE OF DELEGATES MAY DESIGNATE A REPRESENTATIVE TO ATTEND FACT FINDING PROCEEDINGS AND TO PRESENT TESTIMONY ON ISSUES OF INTEREST.~~

~~(D) PAYMENT OF THE COSTS OF FACT FINDING SHALL BE DETERMINED BY THE BOARD.~~

~~(E) THE BOARD SHALL ISSUE AN ORDER DIRECTING THE PARTIES TO COMPLY WITH EACH RECOMMENDATION OF THE PANEL THAT IS SUPPORTED BY COMPETENT AND MATERIAL EVIDENCE ON THE WHOLE RECORD.~~

~~(F) THE ORDER CAN BE OVERTURNED BY THE GOVERNOR OR THE GOVERNOR'S DESIGNEE.~~