

City of Hart Patrol  
(7/1/86-6/30/88)  
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6/30/88

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Hart, City of

Michigan State University  
LABOR AND INDUSTRIAL  
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A G R E E M E N T

THIS AGREEMENT entered into on this 1st day of July, 1986, between the CITY OF HART, (Hart, Michigan), its successors and assigns, (hereinafter referred to as the "Employer"), and the FRATERNAL ORDER OF POLICE, STATE LODGE OF MICHIGAN, LABOR COUNCIL, (hereinafter referred to as the "Union").

PURPOSE AND INTENT

It is the purpose and intent of the parties to this Agreement, that its results should promote mutual cooperation and further the safety and welfare of the citizens of the City of Hart, to set forth the general policy of the Employer on personnel and procedure, to establish uniform and equitable rates of pay and hours of work, to provide for a disposition of grievances and to improve the efficiency of all employee services, to the end that the citizens of the City of Hart may be better served.

I

RECOGNITION

1.1 Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the Employer does hereby recognize the Union as the exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of this Agreement of all employees of the Employer included in the bargaining unit described below.

1.2 All full-time police officer-employees of the Hart Police Department, City of Hart, BUT EXCLUDING the Chief of Police and all other supervisory employees and all other City employees.

1.3 Extra-Contract Agreements. The City agrees not to enter into any agreement with another labor organization with respect to the employees covered by this Agreement or any agreement or contract with employees covered by this Agreement, individually or collectively which conflicts with the express provisions of this Agreement.

II

UNION SECURITY

2.1 Agency Shop As a condition of continued employment, all employees included in the collective bargaining unit set forth in Section 1.0, thirty-one (31) days after the start of their employment with the City or the effective date of this Agreement, whichever is later, shall either become members of the Union and pay to the Union the periodic, monthly dues uniformly required of all Union members or pay to the Union a monthly service fee which shall be less than the periodic, monthly dues required of all Union members. An employee shall be deemed to be in compliance with the provisions of this Section if he has tendered the periodic dues or service fee to the Union and if he is not more than thirty (30) days in arrears in payment of such dues or service fees. In the event an employee becomes delinquent thirty (30) days or more in the payment of his dues, and the Local Union has properly notified the City, such employee shall be separated from his employment.

### III

#### REPRESENTATION

3.1 All employees who are covered by this Agreement shall be represented for the purpose of the grievance procedure and negotiations by representatives and the bargaining committee, to be chosen by the Union.

3.2 The Bargaining Committee shall be composed of one (1) duly elected member and one (1) alternate who shall be employees with at least six (6) months seniority, if possible. In lieu of a steward, the Bargaining Committee member or alternate shall assist in the grievance procedure.

3.3 No member of the committee or any representative will be paid for any time spent in collective bargaining. The Employer shall make a reasonable effort to alter the work schedule if necessary, to schedule the Bargaining Committee representative off duty for periods of negotiations provided it can be done consistent with the safety and welfare of the citizens of the City of Hart and without other adverse impact to the Employer.

3.4 It is understood that the safety and welfare of the citizens of the City of Hart are foremost and accordingly no member of the committee or representative, in the performance of any Union-related business, will disregard any of the rules and procedures regarding such safety and welfare; provided, however, the Chief, or in his absence, the City Manager, will cooperate in the granting of permission to investigate grievances.

3.5 All grievances will be investigated during non-working time except when it is necessary, in the opinion of the Chief or in his absence, the Chairman of the Police Committee or his designee, to do so on working time. In that event, the representative investigating the grievance will proceed promptly and will be paid for the time spent.

ARTICLE IV - GRIEVANCE PROCEDURE

4.1 Any Union representative or other officers of the Union employed by the Employer having an individual grievance in connection with his own work may ask for a member of the bargaining committee to assist him in adjusting the grievance, in a manner provided for in the grievance procedure. When an employee presents his own grievance without intervention of the Committee representative, the representative shall be allowed to be present upon consent of the employee. A grievance shall be defined as a written complaint by an employee or group of employees concerning the application or interpretation of this Agreement.

4.2 STEP 1

(a) Any employee having a specified grievance shall take the matter up with the Chief of Police within five (5) days following the alleged occurrence of the grievance. The Chief of Police shall attempt to adjust the matter in a manner not inconsistent with the terms of this Agreement.

(b) Any employee may request the Chief of Police to call the Union representative to handle the specified grievance. No further discussion of the grievance will be held until a meeting with the representative can be arranged.

(c) Grievances which are not so settled shall be reduced to writing on appropriate forms and signed by the aggrieved party. The representative shall meet with the Chairman of the Police Committee, or his designee, not later than three (3) days following the signing of the grievance. These parties shall attempt to settle the grievance.

(d) The Chairman of the Police Committee or his designee shall write his disposition on all copies of the grievance forms and shall return it to the representative within ten (10) calendar days of said meeting.

#### 4.3 STEP 2

(a) If the answer at Step 2 is not satisfactory, the grievance may be presented by the Union's Bargaining Committee to the City Council within five (5) calendar days after receipt of the answer in Step 2.



Upon proper presentation a meeting shall be held between the Bargaining Committee and the City Council or its representatives, which representatives shall include a member of the City Council, within thirty (30) calendar days of presentation of the grievance to the Board. The meeting shall be held for the purpose of attempting to settle the matter in dispute. The City Council or its representatives shall give their answer within twenty (20) calendar days after the meeting.

#### 4.4 STEP 3

If the decision of the City Council is unsatisfactory to the grievant, he may, with the approval of the Union, appeal the matter to arbitration.

Within seven (7) days from receipt of the decision of the City Council, the Union shall request from the Michigan Employment Relations Commission, Department of Labor, State of Michigan, a panel of five (5) qualified arbitrators. A copy of this request shall be given to the City Manager and to the City Council. Upon receipt of the panel, the President of the Union and the City Manager

shall alternately strike names from this list with the right of first strike being decided by the flip of a coin. After two (2) names have been struck by each party, the remaining name will be the arbitrator. It should be the responsibility of the Union to notify the Commission of the selection of the arbitrator.

4.5 The arbitrator shall have no power to amend, add to, alter, ignore, change, or modify the provisions of this Agreement or the written rules and regulations of the Department or the City Council decision shall be limited to the application and/or interpretation of the above or to the specified issues presented to him. However, within the limitations of this provision, the arbitrator shall have the power to award to either party the remedies he considers appropriate to the circumstances.

The arbitrator shall render his decision in writing as soon after the hearing as possible, and the fees and expenses of the arbitrator shall be borne equally by the parties.

The decision of the arbitrator shall be final and binding upon the parties including the Union, its members, and the employees involved, the City and its officials, the City Council, the Chief of Police and their designated representatives.

#### 4.6 Time Limits

The time limits for all steps of the grievance procedure may be extended or waived by mutual written agreement of the Union and the Employer.

#### 4.7 Procedural Errors

Failure of either party to follow the steps and time limits as allowed and outlined herein shall result in the following:

- (A) If the Employer does not respond in the time limits or fashion required in each step, the grievance shall be automatically appealed to the next step.
- (B) In the event the Union does not appeal the grievance from one step to another within the time limits and fashion required, the grievance shall be considered as being settled on the basis of the Employer's last answer.

SENIORITY

5.1 Seniority is defined to mean the length of continuous service of an employee with the Employer since the day and year of the employee's last hiring and if two or more employees are hired on the same day, seniority preference shall be determined by lot.

5.2 During the first twelve (12) months of continuous active employment an employee shall be on probation. There shall be no responsibility to reemploy any probationary employee who is discharged, or otherwise terminated during the probationary period. Upon completion of the probationary period the employee's name shall be placed on the seniority list with seniority from the original hiring date.

5.3 Grounds for Loss of Seniority.

Seniority shall accumulate until it is broken for one of the following reasons:

- (a) If the employee quits or retires;
- (b) If the employee is discharged for just cause and the discharge is not set aside in the grievance procedure;

(c) If the employee is absent for three (3) consecutive working days without properly notifying the Employer unless a reasonable explanation to the Employer of both the absence and failure to notify is given. Employees will properly notify the Employer promptly and before the start of the shift when necessity for absence becomes apparent and failure to so notify shall result in discipline, up to and including discharge.

(d) If an employee, upon proper notification of recall from layoff, fails to report within three (3) days of his desire to return to work or fails to return to work within ten (10) days following notification. Notification to employees by certified mail or telegram delivered to the last address appearing on the employee's record shall be considered proper notice. Each employee shall be responsible for having his proper address on record with the Employer. Nothing in this item (d) shall be deemed to preclude the Employer from filling any vacancy caused by the failure of an employee to report promptly after notification in such manner as the Employer shall determine until such employee reports for work or has lost his seniority under this provision;

(e) If the employee for any reason, other than sick leave or leave of absence granted by the Employer, is off the active payroll for a period of one (1) year or the length of his seniority, whichever is less.

(f) If an employee works for another employer while on leave of absence unless agreed to in the leave of absence;

(g) If an employee fails to report for work at the expiration of his leave of absence unless a reasonable explanation is given.

5.4 The seniority and reemployment rights of any employee who is inducted into the Armed Forces of the United States shall be in accordance with all laws, orders or regulations now in effect or to be in effect in the future governing same.

5.5 Employees transferred from the bargaining unit to an excluded classification before or during the term of this Agreement, upon being returned to the bargaining unit, shall have retained but shall not accumulate their seniority while working in the excluded classification. They shall have no

rights under this Agreement while in the excluded classification.

VI

EMPLOYER RECOGNITION AND RIGHTS

6.1 The Union recognizes the Employer as the proper party to perform the usual and historical functions of management and that in order to insure the welfare and safety of the citizens of the City of Hart, it must have the maximum freedom to manage consistent with the terms and provisions of this Agreement and that the enumeration of management functions herein shall not be deemed to exclude other functions of management not herein enumerated, and accordingly, the Union agrees that some of these usual and historical functions are:

- (a) To direct the work force;
- (b) The right to plan, direct and control operation and the use of all equipment and other property of the City;
- (c) To hire, suspend, discipline or discharge employees for just cause;
- (d) To transfer employees within the police department;
- (e) To relieve employees from duty for lack of work or lack of funds;



(f) To maintain discipline of employees including the right to make rules of conduct and rules of regulation governing the operation of the Police Department, not inconsistent herewith and in effect as of the date of this Agreement, shall remain in force. There may be amendments, supplements, and additions to said rules and regulations during the term of this Agreement. The City shall give reasonable notice of such amendments, supplements or additions prior to implementation. Such rules shall be reasonable and shall relate to the performance that rules governing off-duty conduct are related to the proper performance of a police officer's duties. All such rules and regulations shall be subject to the grievance procedure.

(g) The right to study or introduce new or improved production methods or facilities.

(h) To make all financial decisions.

(i) To determine the organization of management and the selection of employees for promotion to supervisory and other management functions.

(j) To determine methods and schedules of service and work including technological alterations, the transfer or subcontracting of work, the type of equipment and the sequence and nature of processes to be utilized.

And further, the Employer hereby retains and reserves unto itself, without limitation, all powers, rights, authorities, duties, and responsibilities conferred upon it and required of it by law and exercised by it in the management and operation of a City Police Department.

Nothing in this Section shall be construed as authorizing the violation of any provision of this Agreement or as permitting of discrimination against any employee because of lawful activities in behalf of the Association or because of age, race, creed, sex, color or national origin.

VII

NO STRIKE - NO LOCKOUT

7.1 The parties hereto recognize the existence of Act 336, Public Acts of 1947, as amended, and agree to be bound by the provisions thereof. In addition, the parties further agree that there will be no concerted failure to report to work, cessation or interruption of work, slow-down, picket, strike or lockout during the term of this Agreement, or during any period of time when negotiations are in progress between the parties for the continuance or renewal of this Agreement.

VIII

TOTAL AGREEMENT

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

IX

UNION RIGHTS

9.1 Bulletin Boards. The Employer will provide space within the Police Department for a bulletin/clip board to be used by the Union for posting non-political notices of interest to its members. The Union will not use the bulletin/clip board for notices prejudicial to any City elected or administrative officials.

9.2 Personnel File. The Union members Police Department Personnel files shall be kept under the direct control of the City Manager. The City will not allow anyone other than authorized personnel to read, view, have a copy of or in any way peruse in whole or in part, a Union member's police personnel file or any document which may become a part of his or her file.

A member of the Union may by right view his own police personnel file as to its total content except the background investigation report, upon reasonable advance notice to the City Manager.

All police personnel files must be kept and maintained in a secure area.

LEAVES OF ABSENCE

10.1 Upon mutual agreement between the City and the Union, an employee, on request, may be granted a leave of absence, without pay, for a period of not exceeding three (3) months and will not thereby lose his seniority rights providing such employee returns to work at the end of such leave. A renewal of such leave may be granted by the City. A new employee, hired to replace the regular employee on leave, shall be regarded as temporary.

10.2 Any member of the Union, but limited to one, selected as a delegate for conventions or meetings of the Union, or other specific activities, shall be granted leave, without pay, to attend the specific function, limited however, to not in excess of three (3) days in any one (1) year.

10.3 Employees who enter the military service shall be granted leaves of absence and shall be returned from leave in accordance with the applicable federal and State laws and regulations.

XI

LAYOFF AND RECALL

11.1 Layoff shall be decided as a reduction of the work force due to lack of funds, changing services level requirements and any other management decisions for a reduction in the work force. Layoffs will not be used for disciplinary reasons. Seniority shall apply to layoff and recall as follows:

(a) When a reduction in the work force occurs full-time officers on probation and then the employees in the classification with the least seniority will be the first to be laid off.

(b) Employees shall be recalled in the reverse order of their layoff. Probationary employees shall not be recalled or new hires made until all employees with seniority have been recalled.

ARTICLE XII - VACATIONS AND PAID ABSENCE

12.1 All full-time employees who have twelve (12) months continuous service but less than two (2) years and who have during the year preceeding July 1, rendered at least 1600 hours compensated services in the employ of the City shall receive five (5) working days vacation with pay. Employees who have two (2) years of service or more and who have during the year preceeding July 1, rendered at least 1600 hours compensated service in the employ of the City, shall receive ten (10) working days vacation with pay. Employees who have five (5) years of service or more and who have during the year preceeding July 1, rendered at least 1600 hours compensated service in the employ of the City shall receive fifteen (15) working days vacation with pay. Employees who have twenty (20) years of service or more and who have during the year preceeding July 1, rendered at least 1600 hours compensated service in the employ of the City shall receive twenty (20) working days vacation with pay.

A working day shall be the number of hours the employee was scheduled to work on the day he missed work. }



12.2 All employees with similar service, as herein set forth, who do not qualify for said vacations shall be granted vacations and vacation pay according to the following schedule:

0 to 319 hours .....	0%	960 to 1279 hours .....	60%
320 to 639 hours .....	20%	1280 to 1599 hours .....	80%
640 to 959 hours .....	40%		

12.3 In qualifying for vacations, as aforesaid, service will be considered as qualifying at all times during the calendar year in which they will have completed their respective period of such service.

12.4 The Employer will post a vacation calendar no later than June 1 of each year and each employee shall fill in his desired vacation periods by seniority. If the employee fails to fill in his choice by July 1 of each year, seniority shall no longer apply. Any vacation credit not listed on the calendar may be used by the employee with three (3) days notice to the Employer, with approval at the discretion of the Employer.

12.5 Vacations are not accumulative and must be taken during the City's fiscal year following the one in which it was earned.

If an employee retires, resigns, is discharged or dies, he or his estate shall be paid for all vacations earned by him in the previous vacation year and unused at the time of the retirement, resignation, discharge or death.

12.6 All full-time employees who have been in the continuous employment of the City for a period of one (1) year shall be entitled to one (1) working day of sick leave per month at full pay, and this may be banked and accumulated to a maximum of sixty (60) working days by adding the unused portion of days from the previous year to the following year.

A working day shall be the number of hours the employee was scheduled on the day he missed work.

Sick leave shall be construed to mean that any employee shall be entitled to sick leave with straight time pay for the time set forth above during any incapacitation, illness, or non-compensable injury suffered by the employee, provided however, that the City may require proof or a certificate of such incapacity from his doctor. The City may also require a certificate or proof of such incapacity from its own doctor the costs of which shall be paid by the City. Provided further that illness or injury from illegal conditions of the employee may forfeit the employee's eligibility to be paid sick leave. Willful violations, subterfuge, or connivance on the part of any employee to defeat the spirit of said sick leave shall be cause for disciplinary action.

ARTICLE XIII - PERSONAL DAY

13.1 All full-time employees who have completed their probationary period shall be entitled to three (3) personal days off per calendar year. Employees shall receive pay for such lost time at their straight-time hourly rate. The day(s) shall be used solely for the purpose of attending to or caring for personal matters which cannot be handled during the employee's scheduled days off. These day(s) off shall be subject to the City's ability to replace the employee and no more than one (1) employee shall be off on the same day. Personal leave days shall not be cumulative and the employee must give reasonable notice to the Chief of Police of the requested time off.

ARTICLE XIV - HOURS OF WORK AND OVERTIME

14.1 A regular workweek, which is not a guaranteed workweek, for regular full-time employees shall consist of forty (40) hours. A normal workday for a full-time employee shall be eight (8) hours, unless otherwise scheduled. Upon advance notice to the Union, the City may alter the regular workweek and workday.

14.2 Subject to Section 1 above, the City shall post an annual shift schedule indicating the scheduled workdays of the employees on or before March 1 of each year.

14.3 All hours worked in excess of eighty (80) in the applicable two (2) week payroll period shall be paid at the rate time and one-half (1-1/2).

14.4 Overtime shall be mandatory at the discretion of the City.

14.5 Employees scheduled to work eight (8) hours or more in a day shall be entitled to two (2) fifteen (15) minute coffee breaks and a thirty (30) minute lunch period to be taken at times scheduled by the Employer. It is understood that from time to time the necessity of a continuous and efficient operation of the department may delay, interrupt or preclude such rest and lunch period(s).

ARTICLE XV - HOLIDAYS

15.1 All full-time employees covered by this Agreement who have completed their probationary period as set forth in Section 5.2 of Article V, as of the date of the holiday shall be paid eight (8) hours pay at their regular straight-time hourly rate for each of the following holidays even though not worked:

New Year's Day  
Good Friday  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving Day  
Christmas Eve  
Christmas Day  
New Year's Eve  
Employee's Birthday

If an employee is required to work on any of the above holidays, then such employee shall be paid time and one-half (1-1/2) for all hours actually worked.

Full holidays which occur on Sunday shall be celebrated and paid for on the following Monday. When full holidays fall on Saturday, the City will pay the employee eight (8) hours additional pay at the straight-time hourly rate as mentioned above, in lieu of the holiday off on another workday.

XVI

CALL BACK

16.1 An off-duty employee who is called back to work for reasons such as, but not limited to, time spent in court testifying, time spent in signing complaints and other official documents shall receive pay for all hours actually spent on such activities with a minimum of one (1) hour call-back pay.

Effective July 1, 1985, the minimum call-back pay shall be increased to two (2) hours.

XVII

DEATH IN IMMEDIATE FAMILY

17.1 Full-time employees shall be paid for any time lost not to exceed three (3) working days, if necessary and not deducted from sick day bank, at the time of the death or funeral in any employee's immediate family, provided, such days are consecutive and one of the days is the day of the funeral. For the purpose of this Agreement, an employee's immediate family shall be defined as father, mother, father-in-law, mother-in-law, sister, brother, spouse, child, step-child, grandchild and grandparents.

The day of the funeral, only, shall be granted in case of death of the grandparents of the spouse of an employee. An employee may use accrued vacation leave or sick leave, pursuant to the scheduling needs of the department, if more time is needed.



XVIII

PHYSICAL FITNESS OF EMPLOYEE

18.1 No employee will be declared physically unfit for his job without a physical examination provided by the City. If such employee is not satisfied with the conclusions thereof, he may, at his own expense, submit a report obtained from a doctor of his own choosing for consideration by the City. Should any conflict result between the examination reports of the doctors involved, the Union and the City shall, by agreement, select a third doctor who will consider the case and his decision will be binding upon all parties. The expense of the third doctor shall be borne equally by the Union and the City. The City may require a physical examination of any employee whenever it is deemed necessary, to be paid for by the City.

XIX

UNIFORMS AND EQUIPMENT

19.1 Except for that equipment customarily furnished by an officer, the City shall furnish each full-time employee upon hiring with the necessary uniforms and equipment. For employees with one (1) year seniority, the City shall provide each full-time officer with an annual lump-sum uniform allowance in the amount of \$200 payable at the end of each contract year. In addition to the \$200 uniform allowance the City, if given sufficient proof, shall replace uniforms or equipment destroyed or damaged in the line of duty. The City shall have no other responsibility with respect to uniforms.

19.2 The type and quality of equipment provided the employee is exclusively a decision of the City.

19.3 The City shall provide each full-time officer with fifty (50) rounds of practice ammunition per month during April, May, June, July, August and September provided the officer returns the empty shell casings to the City.

XX

BENEFIT INSURANCE

20.1 For all eligible full-time employees covered hereunder and except as provided in Sections 4 and 8 herein, the City will pay the employee and dependent premiums and will continue in effect for the duration of this Agreement the Blue Cross - Blue Shield Hospitalization Plan, including Master Medical Plan, the ML Rider and Prescription Drug Program that was in effect as of January 1, 1978.

20.2 The above benefits apply to all employees after thirty (30) days of service.

20.3 In the event of layoff, the Employer's obligation to pay the above premiums shall cease the month following the month in which the layoff begins.

In the event of a leave of absence, the Employer's obligation to pay the above premiums should cease at the end of the month in which the leave commences.

20.4 The City reserves the right to select or change the insurance carrier upon advance notice to the Union and provided said new coverage provides a comparable overall benefit level.

20.5 The City will provide and pay the premiums of a \$5,000.00 life insurance policy with an A.D. & D. rider, for all members of the bargaining unit.

20.6 The City will provide and pay the premiums of a dental plan that will provide a 100% payment for benefits outlined in group policy H13677 from the Canada Life Assurance Company. This plan shall be for all members of the bargaining unit and their eligible dependents.

20.7 The City will continue to provide and pay the premiums of a long-term income protection plan as outlined in group policy 3042 from the Fireman's Fund Insurance Company for all members of the bargaining unit.

20.8 If prior to July 1, 1987, the health or dental insurance rates increase, the City agrees to pay the first 5% of the increase over the premiums in effect on July 1, 1986. If prior to July 1, 1988, the health or dental insurance rates increase, the City agrees to pay the first 5% of the premiums in effect on July 1, 1987.

XXI

LONGEVITY PAY

21.1 Longevity pay shall be granted as follows:

(a) Employees with five (5) years service shall be paid longevity adjustment of 2% of their base hourly rate, subject to a maximum payment of \$1,000.00.

(b) Employees with ten (10) years service shall be paid longevity adjustment of 3-1/2% on their base hourly rates, subject to a maximum payment of \$1,000.00

(c) Employees with fifteen (15) years service shall be paid longevity adjustment of 5% on their base hourly rates, subject to a maximum payment of \$1,000.00.

(d) Employees with twenty (20) years and more of service shall be paid 6-1/2% longevity adjustment, subject to a maximum payment of \$1,000.00. Such adjustment to the nearest full cent and on the base hourly rate only.

(e) Employees hired after July 1, 1986 shall not be entitled to longevity pay under this Article.

PENSION PLAN

22.1 A pension plan was made effective November 1, 1970. Said plan is set forth in a contract between the City of Hart and the Bankers Life Company of Des Moines, Iowa, dated October 21, 1970. Each employee shall participate in the plan and shall contribute 3% of his monthly compensation not in excess of \$350, plus 5% of the amount, if any, by which such monthly compensation exceeds \$350. Contributions by the City shall be made in accordance with the terms of the plan herein described.

XXIII

WAGES

23.1 Full-time police officers covered by this Agreement shall receive the following hourly rates of pay:

Effective  
July 1, 1986

\$8.37\*

Effective  
July 1, 1987

\$8.71

\*This rate, which is retroactive to July 1, 1986, will be paid the first full pay period following execution of this entire Agreement.

23.2 Any new hires covered by this Agreement may be hired \$1.00 per hour below the existing rate. After six (6) months of continuous service the employee shall receive a fifty cent (50¢) increase and after one (1) year of continuous service the employee shall receive the existing rate.

XXIV

DURATION - TERM

24.1 The parties agree this Agreement shall be effective as of the 1st day of July, 1986, and shall continue in force and effect until and including June 30, 1988.

Either party must notify the other in writing of its desire to terminate, change or amend any of the provisions in this Agreement sixty (60) days prior to June 30, 1988. Failure to provide such notification shall automatically renew this contract from year to year thereafter.

IN WITNESS WHEREOF, the parties hereto have by their officers duly authorized in the premises, executed this Agreement as of the day and year above written.

FRATERNAL ORDER OF  
POLICE, STATE LODGE OF  
MICHIGAN, LABOR COUNCIL

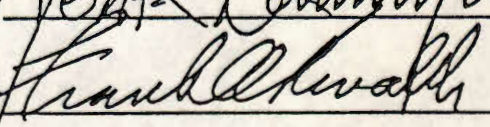
BY 

BY \_\_\_\_\_

BY \_\_\_\_\_

THE CITY OF HART  
HART, MICHIGAN

BY 

BY 

BY \_\_\_\_\_