

105

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
ACT 312 ARBITRATION PROCEEDING

12/10/92
Sub.

IN THE MATTER OF:

CASS COUNTY SHERIFF AND COUNTY OF CASS,
Public Employers/Respondents

and

MERC Case No. G91K-0621

POLICE OFFICERS ASSOCIATION OF MICHIGAN,
Labor Organization, Petitioner.

FINDINGS, OPINION AND ORDERS OF
COMPULSORY ARBITRATION PANEL

This arbitration occurred under Act 312, Public Acts 1969 (MCLA 423.231 et seq) after mediation by the Michigan Employment Relations Commission (MERC). Panel Chairman Don R. Berschback was appointed by MERC on August 20, 1992 and held a pre-hearing conference via conference call on September 17, 1992. The other members of the panel are Terry Proctor for the Employer and James DeVries, for the Union. Advocate for the employer was Douglas L. Callendar and the Advocate for the Union was Robert Wines. The parties waived all statutory and administrative time limits. The findings, opinions and order of the panel (prepared by the Chairman with concurrence by the employer delegate and the union delegate) are as follows:

Cass County

ISSUES:

The following issues were in dispute:

1. Duration of the contract.
2. Wages.
3. Prescription drug rider.
4. Pension-Employee Contribution.

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DETROIT OFFICE

LABOR AND INDUSTRIAL
RELATIONS COLLECTION
Michigan State University

Deb Berschback, Don R.

5. Changes to the health insurance package.

Two other issues regarding wages of the Emergency Service Director, security officer and matron/secretary were settled before the hearing of December 8, 1992.

After a consultation with the parties on December 8, 1992 and a complete review of the exhibits and evidence submitted to the panel, the following are the opinions and order of the panel as to the issues in dispute.

DURATION OF THE CONTRACT

The contract shall run from January 1, 1992 through December 31, 1994.

WAGES

A. Effective January 1, 1992 all bargaining unit employees in all classifications (including emergency service director, security officer, and matron/secretary) shall receive a four and one-half percent wage increase. This retroactive wage increase shall be based on each employee's year to date earnings and shall be paid as promptly as practicable. The attached settlement letter (12-8-92, Exhibit 5) is incorporated by reference and is adopted.

B. Effective January 1, 1993 each bargaining unit employee shall receive a two percent "across the board" wage increase. Said increase shall include all employees in all classifications.

C. Effective July 1, 1993 each employee shall receive a two percent "across the board" wage increase. Said increase shall include all employees in all classifications.

D. Effective January 1, 1994 each employee shall receive a two percent "across the board" wage increase. Said increase shall include all employees in all classifications.

E. Effective July 1, 1994 each employee shall receive a two percent "across the board" wage increase. Said increase shall include all employees in all classifications.

PRESCRIPTION DRUG RIDER

There shall be no prescription drug rider. Employees have the benefit of the prescription by mail program set forth in the revised health insurance plan.

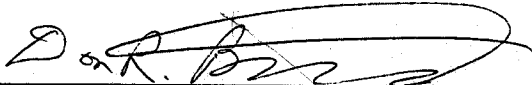
PENSIONS

IT IS ORDERED that there be a discontinuance of the Cass County Retirement Plan and a transfer of all of the assets to the Municipal Employee Retirement System (MERS). The MERS Plan shall be adopted by the Board of Commissioners during its first meeting of January, 1993 and shall take effect immediately thereafter. The new MERS Retirement System shall be as close to the existing plan (Cass County Retirement Plan) as possible and shall utilize the provisions of benefit program C2, which until attainment of the age at which unreduced Social Security benefits are available, shall revert to C1 (NEW) with a 25 and out provision.

IT IS FURTHER ORDERED that the employee's contribution shall remain at 5% and shall not be reduced during the life of the contract.

HEALTH INSURANCE PACKAGE

IT IS ORDERED that the employees in the bargaining unit be covered by and subject to the changes in the health insurance coverage (self insured by the employer) as revised by the employer. Details of the health insurance plan are covered in the attached Employer Exhibits F-1 and F-2 and shall become effective January 1, 1993.



DON R. BERSCHBACK, Chairman

Dated December 10, 1992



TERRY L. PROCTOR, Delegate

Dated December 18, 1992



JAMES DEVRIES, Union Delegate

JANUARY

Dated ~~December~~ 25, 1992



POLICE OFFICERS ASSOCIATION OF MICHIGAN

28815 West Eight Mile Road, Suite 103 • Livonia, Michigan 48152-2052

**DEPOSITION
EXHIBIT**

#5 12/8/92
hws

September 30, 1992

Telephone (313) 476-3355

FAX (313) 476-0307

Voice Mail Extension

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Larry Gorham, Undersheriff
County of Cass Sheriff's Department
101 N. Rowland Street
Cassopolis, Michigan 49031

Dear Undersheriff Gorham:

Attached please find the salary schedule of the three (3) positions which were agreed to at our September 28th meeting. Please review the attached scales and let me know if they accurately reflect the parties agreement.

In addition, I will need to know what salary step the current secretary/matron is to be assigned.

Once your approval is given, I will send a letter to the arbitrator indicating that the salary issue for the new classifications have been resolved and will be withdrawn as an issue.

Thank you.

Respectfully,

POLICE OFFICERS ASSOCIATION
OF MICHIGAN

Jim DeVries

Jim DeVries
Business Agent

JD/11a

Enclosure

cc: Terry Proctor
Doug Callander

| | | | | | | | |
|----|----|----|----|-----|-------|----|----|
| VB | AS | SS | PA | JD | PS | LD | BN |
| PS | SE | PO | IP | ONE | OTHER | | |
| | | | | | | | |

Emergency Services Director/Security Officer

| <u>1991</u> | <u>Start</u> | <u>1 Year</u> | <u>2 Years</u> | <u>3 Years</u> | <u>4 Years</u> |
|-------------|---|---------------|----------------|----------------|----------------|
| OK JJ | \$18,667 | \$20,904 | \$21,752 | \$22,379 | \$23,000 |
| | (Currently being paid at the 4 year step) | | | | |

OK JJ (Jill HERSHBERGER)
Matron/Secretary - placed in salary schedule identified as
"matron" in collective bargaining agreement.
(currently being paid at 2nd (\$18,864) step)

OK JJ Part-time Security Officers - \$7.50 per hour.

Jim:

These are accurate reflections of what was agreed to
as far as I'm concerned. If you need more than
this please call Sandy at our office and let her
know.

Shaula 10/6/92
Larry