

STATE OF MICHIGAN
LABOR MEDIATION BOARD

RECEIVED
JUL 25 1969

IN THE MATTER OF:

CITY OF CADILLAC, MICHIGAN,

- and -

CADILLAC POLICE OFFICERS
ASSOCIATION,

LABOR MEDIATION BOARD
LABOR RELATION DIV.

Michigan State University
LABOR AND HUMAN RESOURCES
RELATIONS LIBRARY

FACT-FINDING RECOMMENDATIONS

A fact-finding hearing was held in Cadillac, Michigan on June 9, 1969, between the City of Cadillac and the Cadillac Police Officers Association. The Police Officers Association requested the hearing in a communication to the State Mediation Board on April 16, 1969.

Participating in the hearing were representatives from the City; Donald L. Mason, City Manager, and Edward F. Tenhauten, City Attorney. The union was represented by Winston L. Livingston, and Mrs. Nancy J. Van Lopik of Livingston, Gregory, Van Lopik & Hagle. Kenneth Davidson, the President of the Pontiac Police Officers Association, Harry Kunkle, the Vice-President of the Pontiac Police Officers Association, Harry Hagstrom, the President of the Cadillac Police Officers Association, Theodore Platz, the Secretary of the Cadillac Police Officers Association, and Ronald Jameson, Vice-President of the Cadillac Police Officers Association also were present.

Cadillac is a City with a population in excess of 11,000, covering some seven and one-half square miles. It is primarily a resort area with some private industry.

The bargaining unit in question covers some fourteen employees, including policewomen and sergeants.

ELLMANN AND ELLMANN
ATTORNEYS AND COUNSELLORS
PENOBSCOT BUILDING
DETROIT, MICHIGAN 48226

William Ellmann

At the formal hearing, voluminous records presented by both sides were reviewed by the fact-finders, including, but not limited to, the following:

Leaflet on State Police

POAM pamphlet

Original contract proposals

December 13, 1968 offer from City

March, 1968 union proposal

Telegram to City

Reply from City dated April, 1969

City demands presented September, 1968

Cadillac Traffic Survey, 1966

Selection from a report by the President's Commission on Law Enforcement and Administration of Justice

Detroit Police Dispute Panel Recommendations

1966 Carpenter's contract for Traverse City

FBI pamphlet

Speech on parity delivered October 24, 1963

City Charter

Year End Report

Michigan Manpower Review

Earning Levels, Consumers Power Company, Data on Michigan

Detroit Free Press, February 18, 1969

Labor Agreement, Wedin Corporation

Labor Agreement, Kysor of Cadillac

Labor Agreement, Michigan Bell Telephone Company, pages 48, 49, 50, and 51

Police Department Activity Report, December, 1968

Background

The fiscal year for the City of Cadillac coincides with the calendar year. Negotiations on this contract began

last August and continued through the first part of April and finally in April this Petition for Fact-Finding was filed.

Union's Position

Asked that top salary be raised to \$7,025 from \$6,025 for patrolmen and that it be raised to \$8,025 in the second year. They also seek comparable increases for policewomen, and sergeants.

City's Position

City offers an increase of \$400 to \$6,425 in the current year and an additional \$600 to \$7,025 in the next fiscal year on a two year contract.

Hearing

The hearing held on June 9, 1969, lasted from approximately 9:30 a.m. through 4:30 p.m. that day. In addition, the fact-finder and the various parties met with the City officials in the council chambers that night seeking to find a formula for disposition voluntarily by the parties. Considerable effort to seek a disposition of this matter had also been made previously by mediator Jerry Ford.

Background of Decision

There is considerable concern throughout this country about the reported crime which has shown a tremendous increase over the last few years. Many have used and will continue to use in political campaigns the thesis of "crime in the streets." Without concentrated public involvement, led by City officials, these phrases are empty and remain ineffective. How can City governments participate? They must upgrade the police personnel and adjust police salary rates so as to be consistently competitive with private industry. The President's crime commission report urges that police salaries for all positions be increased in nearly all cities. (See President's Commission

on Law Enforcement and Administration of Justice Task Force Report: The Police, page 135.) It is urged that the starting salaries be between \$6,000 and \$9,000, and that the maximum salary for a patrolman be at least \$12,000 (supra, Task Force Report: The Police, 135).

Special agents for the FBI earn starting salaries of \$8,421 and can ultimately earn \$16,905 in that same position. On July 1, 1968, salaries for beginning troopers stationed at the Michigan State Police Post located in Cadillac was \$7,120, and increased to \$7,550 on July 1, 1969. Testimony was taken as to the patrolmen salaries in the City of Pontiac: 1966, \$7,200; 1967, \$8,000; 1968, \$9,150; January 1, 1969, \$10,000; July 1, 1969, \$10,300. The City of Detroit has offered approximately \$10,800 for the year commencing July 1, 1969.

Cadillac lags behind other cities in its own area. Based on figures produced by the Municipal League Bulletin, the following rates are effective: Alpena, \$6,468; Traverse City, \$6,512, Big Rapids, \$6,628; Manistee, \$6,378; Cadillac, \$6,025.

It is important that since five of the fourteen officers in the unit have less than three years service that the turnover problem be handled by the City, and one important reason may be inadequate pay. The cost of hiring, recruiting, replacing, and training of new police personnel is substantial and cannot be disregarded.

An examination of the wages for the respective jobs shows that Cadillac wages are about 70% of those of Detroit. The police percentage in comparison to Detroit is approximately 59% to 65.4%. All other wages appear to be higher. (See Police Officers Exhibit 16).

Many communities now realize or must realize the need to increase salaries, but for the most part they are still inadequate. The police cannot be expected to recruit adequate

personnel until communities are willing to pay the price for improved police performance.

How Crime Has Infected Our Communities

One boy in six will be referred to a juvenile court sometime during his life. In 1965 more than 2,000,000 Americans were received in prisons or juvenile homes, or placed on probation in courts. Forty (40%) percent of all male children now living in the United States will be arrested for non-traffic offenses during their lives. Another paragraph of the same review (The Challenge of Crime in a Free Society) indicated that an independent survey of some 1700 persons (who had never been charged with a crime) suggested that 91% of the group reviewed admitted that they had committed acts for which they might have received jail or prison sentences.

Responsibility of the Public

It appears that the duties of the Cadillac Police are varied and include all types of work generally performed by the force.

The public must assure its police force of adequate pay, working conditions, and fringe benefits. Otherwise, the requirement that improved personnel qualifications in the police department, prosecutors, defense attorneys, and the judiciary will not result. Controlling of crime is the responsibility of every American and every American institution.

Recommendation

The provision on pay for the police made by the City is a good start but is not adequate and must be increased. It is my recommendation that the increase be \$800 in the first year to a maximum of \$6,825, and \$800 in the second year, to a maximum of \$7,625. Until police salaries are upgraded, the police will never be able to recruit people in its continuing

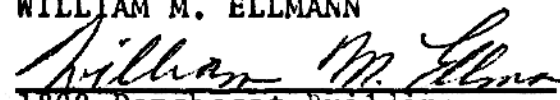
struggle to upgrade personnel.

We realize that this recommendation throws a burden on the City to find sources of revenue under the present budget, or to increase other sources of revenue. But because of the necessities of the times, no longer can a City avoid its responsibility. It must, at the least, assure its personnel of adequate pay.

The marketplace determines the wage rates to be paid. The self-imposed inability to pay by any City must not be permitted to go unchallenged. Cities must move affirmatively into those areas in order to provide adequate compensation for its representatives, particularly in an area as critical as that of law enforcement.

Respectfully submitted,

WILLIAM M. ELLMANN


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Dated:

7/24/69

*Police Year
4/13/71 #
16*

COMPARISON DETROIT - CADILLAC JOBS

(Figures from Municipal League Bulletin unless otherwise indicated).

<u>JOB</u>	<u>DETROIT</u>	<u>CADILLAC</u>	<u>% OF CADILLAC TO DETROIT</u>
Teacher *			
(max. BA)	11,200	9,525	85
(min. BA)	7,500	6,350	84.4
(min. MA)	8,000	6,850	85.6
(max. MA)	11,700	10,276	87
Laborer	3.154	2.55	80
Truck Driver	3.46	2.68	77
Automotive Mech.	3.95	2.99	75
Custodian	3.02	2.58	85.4
Beg. Clerk Steno	5,488	4,303	78.4
Sr. Steno	7,644	4,524	59
Water Meter Reader	3.68	2.68	72.8
Painter	5.05	2.58	51
Light Equip. Op.	3.60	2.68	74
Foreman	4.355	3.02	69
POLICE	10,800	6,425 7,025	59 65.4

* Figures from Teachers' Salary Schedule Study 1968-1969, published by M.E.A.