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STATE OF MICHIGAN
LABOR MEDIATION BOARD

10/31/66

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In the matter of:

CITY OF LANSING

and

Case No. R66 E-215

THE LANSING FIRE FIGHTERS ASSOCIATION, LOCAL 421
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

Daniel Kruger 10-31-66

HEARINGS OFFICER'S FACT FINDING REPORT

APPEARANCES:

For the Employer:	Daniel J. Bodwin, Personnel Director, City of Lansing
For the Fire Fighters:	Gary L. Thomas, President, Local 421 Victor Rairigh, Vice President, Local 421 Albert Taggart, Chairman, Mediation Board, Local 421 Marvin Stump, Member, Mediation Board, Local 421 Simon Chapple, Legislative Representative, Michigan State Fire Fighters Association

This is a fact finding report under the provisions of Section 25 of Act 176
of the Public Acts of 1939, as amended, which provides in part as follows:

"Whenever in the course of mediation under Section 7 of
Act No. 336 of the Public Acts of 1947, being Section 423.207
of the Compiled Laws of 1948, it shall become apparent to
the Board that matters in disagreement between the parties
might be more readily settled if the facts involved in the
disagreement were determined and publicly known, the Board
may make written findings, with respect to the matters in
disagreement. Such findings shall not be binding upon the
parties but shall be made public * * *."

In accordance with the Board's Rules and Regulations relating to fact
finding procedures, the undersigned Hearings Officer was designated to conduct a
hearing in the matter and to issue a report in accordance with Article V, Section 1 of
Rules and Regulations which provides as follows:

"After a hearing for the purpose of taking evidence upon a
petition, the Labor Hearings Officer shall prepare a report.
Such report shall contain findings of fact and the reasons or
basis therefor. The Labor Hearings Officer shall file the
original with the Board and cause a copy thereof to be served
upon each of the parties. Within ten days from the date of
service of the report, the parties may file written comments
with the Board."

*J. Kruger
City of Lansing*

On May 23, 1966, the City of Lansing at the recommendation of the State Labor Mediator, Mr. Edward O. Connor, requested fact finding. On June 29, 1966, the Lansing Fire Fighters Association, Local 421, International Association of Fire Fighters requested fact finding by the State Labor Board. On July 6, 1966, the Fire Fighters responded to the request for fact finding filed by the City of Lansing and on July 18, 1966, the City of Lansing replied. On the basis of these letters, the Labor Mediation Board concluded that the matters in disagreement between the parties might be more readily settled if the facts involved in the disagreement were determined and publicly known. Accordingly, the Board appointed Dr. Daniel H. Kruger as its Hearings Officer and agent. A meeting of the parties was held at Kellogg Center in East Lansing on August 9, 1966.

In its letter to the Labor Mediation Board, dated May 23, 1966, Mr. D.J. Bodwin, Personnel Director, City of Lansing, requested fact finding since the City of Lansing and Fire Fighters Local 421 have been unable to resolve salary differences through the mediation process. The City of Lansing in response to the Labor Mediation Board's request for additional information stated in its letter of June 16, 1966, that the issue in dispute is the Fire Fighters demand for salary rates equal to Lansing Police officers and that this dispute had not been settled by mediation. The City also stated that it had engaged in good faith mediation but had not succeeded in resolving the issue to the satisfaction of the Fire Fighters. It also noted that since the initial request for fact finding, dated May 23, 1966, the Fire Fighters had completed an initiatory referendum procedure as permitted by law on the issue of equal pay as between Firemen and Policemen employed by the City of Lansing. The issue will be on the ballot in the November 1966 election.

In its request for fact finding dated June 29, 1966, the Fire Fighters Local 421 cited the following issues to be in dispute: (1) equal pay and rates with city Policemen, (2) overtime, (3) holiday pay, (4) night premium, (5) call back pay, and (6) weekend duty pay for day workers. The Fire Fighters also stated that the City of Lansing had not engaged in good faith bargaining or mediation.

In its response to the request for fact finding filed by the City of Lansing, dated July 6, 1966, the Fire Fighters stated that the fact finding should not be confined

to the single issue of salary rates equal to Lansing Police officers as requested by the City of Lansing but should include all other unresolved issues including overtime, holiday pay, night premium, call back pay and weekend duty pay for day workers. The Fire Fighters also denied that the City of Lansing had engaged in good faith mediation. They alleged that the City had ultimately refused to discuss certain issues on grounds that they were not negotiable. Furthermore, they contend that the City of Lansing "had conducted itself as though the laws of the State of Michigan allowing respondent (Fire Fighters) to organize and bargain collectively did not exist." The Fire Fighters also asserted that the reference made by the City of Lansing to the referendum in its response dated June 16, 1966, be stricken and that it be ignored in the fact finding.

In its letter to the Labor Mediation Board dated July 18, 1966, the City of Lansing noted that it had no objection to fact finding in regard to the economic issues contained in the Fire Fighters secondary petition dated July 6, 1966. It objected to that part of the petition alleging a lack of good faith mediation.

In the hearing, Mr. Gary Thomas, President of the Lansing Fire Fighters, listed six issues which they considered to be in dispute:

- 01 1. equal pay with police officers employed by the City of Lansing,
- 14 2. shift differential of premium pay -- a 5 percent premium for the afternoon shift and a 10 percent premium for the night shift,
3. holiday pay -- seven paid holidays at \$30 for firemen, dispatchers and any day worker whether they work or not,
4. overtime pay -- overtime pay at one and one-half times the regular pay based on a 40 hour week,
5. call back pay -- a minimum of three hours at regular pay,
6. weekend duty pay -- \$15 plus pay for any hours worked. (This issue may require a brief explanation. Every weekend, one man from each of the three non-firefighting divisions is required to work the weekend duty. This means that he must be in contact at all times by telephone with the Fire Department. Consequently, his activities are very much restricted.)

DISCUSSION AND RECOMMENDATIONS

The most important of these issues is the salary. The Fire Fighters seek to be paid at the same salary rate as policemen employed by the City of Lansing. In the testimony presented, this issue was intertwined with the need for a general salary increase.

In support of the need for a salary increase, the Fire Fighters submitted data. One table entitled "Firemen Salaries, Michigan Cities - 50,000 and over, August 1966" showed the salaries for 18 such cities (Union Exhibit #1).^{*} The conclusion reached is that "at the maximum salary, Lansing pays \$285.00 per year less than the average." Included in the list of cities are those which have a work week for firemen of either 63 hours or 56 hours. In another table entitled "Firemen Salaries - All Michigan Cities Working a 56-Hour Week" [no date but presumably as of August 1966] (Union Exhibit #2).^{*} The average for the City of Lansing was \$7,327 a year. The conclusion, according to the Fire Fighters, is "25 Michigan cities work a 56-hour week. Lansing is 20 from the top. Lansing firemen are paid \$471 per year less than the average of all Michigan cities working a 56-hour week and \$331 below the average raise." A third table entitled "Firemen Salaries, Michigan Cities - 50,000 and over - 56-Hour Week Cities" [no date but presumably as of August 1966] showed that eleven cities have such a duty week and that "at the maximum salary, Lansing pays \$571 per year less than the average" (Union Exhibit #3).^{*}

The Fire Fighters also introduced data on wage rates at Oldsmobile and Fisher Body as well as the fringe benefits which are paid by these two manufacturing divisions of General Motors. The data show that the average line pay is \$³3.17 an hour as compared with \$2.35 an hour for Lansing Firemen. The firemen hourly rate is based on a 56-hour duty week. Also included in the data is the hourly rate for a factory fireman which is \$3.22. Factory firemen work a 40-hour week.

The City of Lansing through Mr. D. J. Bodwin, Personnel Director, responded by submitting a table entitled "Firemen Salaries - All Michigan Cities - 50,000 and Over" dated May 1966 (City of Lansing Exhibit #1).^{*} The conclusion, according to the City, is that "at the minimum salary, Lansing pays \$403 per year

^{*}In appendix

more than the average for Michigan's 17 largest cities. At the maximum salary, Lansing pays \$373 per year more than the average."

The City of Lansing submitted as evidence an extensive survey of Fire Departments in 14 Michigan cities with a population of 50,000 and over. This survey was conducted in June 1966 by the City's Internal Auditor and Deputy Barratt of the Lansing Fire Department. The data on salaries and duty week appears in the table below:

FIREMAN SALARIES

July 1966

<u>CITY</u>	<u>RANGE</u>	<u>DUTY WEEK</u>
Lansing	\$6164-6856	56 hours
Flint	5772-7213	56 hours
Royal Oak	6526-7540	56 hours
Livonia	6510-7009	56 hours
Pontiac	6084-7108	56 hours
Muskegon	5200-6000	56 hours
Warren	5848-6688	56 hours
Grand Rapids	5616-6526	63 hours
Saginaw	5971-6706	63 hours
Bay City	5477-6077	63 hours
Dearborn	6569-7183	63 hours
Kalamazoo	5412-6312	63 hours
Roseville	6212-7112	63 hours
Battle Creek	5239-6396	63 hours

Of the seven cities in the survey with a 56 hour duty week, four cities have a lower minimum starting than Lansing. Two of these cities (Flint and Pontiac) have, however, a higher maximum.

The City also introduced evidence on fringe benefits which its spokesman, Mr. Bodwin, said must be taken into account in evaluating the total salaries of Lansing's firemen. For example, Lansing pays both the entire cost of medical-hospital insurance for firemen and all their dependents and the entire cost of group life insurance for firemen in the amount of \$6000. The City also pays firemen a length of service bonus with a six-year minimum requirement. In 1965, these payments ranged from \$120 to \$480 per man.

With respect to the parity issue, the policemen and firemen have both received the same pay for many years. Wage data submitted by the City of Lansing began with the year 1941, but data on salaries of firemen and policemen does not appear until 1954. Between 1954 and 1960, the data show that both received the same rate of pay although patrolmen (IV) received a \$200 per year uniform allowance and firemen (IV), a \$150 per year uniform allowance. These uniform allowances were incorporated into the salaries of both firemen and policemen in July 1961 and the differential between the two groups first developed in that year. Since there was no salary adjustment for any of the city's employees in fiscal 1962, the differential of \$50 was unchanged. On July 1, 1963, all city employees, including firemen but excluding policemen, received a salary adjustment of 4 percent. The policemen, however, received a 7 percent increase. All employees including both firemen and policemen were given a 2 percent increase on July 1, 1964, and a 4 percent increase on July 1, 1965.

Prior to 1962, the firemen worked a 63 hour duty week (no reference was made as to the number of years firemen had a duty week of 63 hours). As a result of a referendum, the voters in the City of Lansing reduced the duty week to 56 hours. It was contended by the Fire Fighters that policemen received the 7 percent increase in July 1963 because of the reduction in the firemen's duty week from 63 to 56 hours.

On July 1, 1966, all employees of the City including both firemen and policemen, received a 4 percent increase. Later in July an additional adjustment of 3 cents an hour was made to the hourly employees. Salaried personnel including the firemen and policemen received an adjustment of ^{\$}1.20 a week or \$63 a year. The policemen and certain classifications of firemen received on July 1, 1966, in addition to the 4 percent, the following increases for the year:

<u>POLICEMEN</u>			<u>FIREMEN</u>		
Patrolman	I	\$300	Fire Fighter	I	No Increase
Corporal	III	200	Engineer	II	\$100
Sargeant	III	300	Lieutenant	III	200
Lieutenant	IV	400	Captain	IV	300
Captain	VI	500	Deputy Chief	VI	400

There are conflicting points as to the reasons for the above increases in addition to the 4 percent. The Fire Fighters allege that the City retaliated against the firemen because of the picketing which the Fire Fighters conducted before the City Hall Building

In April and May 1966. The City contended that these adjustments for policemen are needed because the Police Department has been experiencing difficulties in recruiting qualified applicants. Furthermore, it maintains that these increases reflect the changing nature and duties of policemen resulting from recent U. S. Supreme Court decisions on rights of defendants.

It was also pointed out by the City that turnover among policemen is higher than for firemen and that the higher salaries for policemen would tend to reduce turnover. No evidence was submitted to support this position. The Fire Fighters contend that the firemen are more career minded and therefore there is less turnover. The policemen, it was suggested, have more alternative employment opportunities and thus are more mobile than firemen. Furthermore, as is well known, the causes of turnover include both economic and non-economic factors.

In support of parity, the Fire Fighters called attention to the fact the City Charter [Chapter 29 of Previous City Charter, as amended] provides for a Policemen's and Firemen's Retirement System separate from all other City employees.

The Hearings Officer requested from the City rules and regulations of both the Fire Department and Police Department. The purpose was to examine the qualifications which the City had established for both firemen and policemen.

Section 9, Rules and Regulations of the Lansing Fire Department (p.2) states:

"Every applicant for appointment to the Fire Department must:

1. Be a citizen of the United States of America,
2. Be a resident of the City of Lansing and be a qualified voter,
3. Be at least 22 and not over 27 years of age,
4. Have completed at least ten grades of school,
5. Have a driver's license,
6. Have not been convicted of a felony,
7. Be at least five feet eight inches in height,
8. Not be over or under weight,
9. Be approved in regard to his general health and physical condition by the doctor appointed by the Police and Fire Board."

The Manual of the Police Department of the City of Lansing states (p. 10, Manual; adopted 1948):

"All applicants for the Police Department must:

1. Have completed at least ten grades in high school, and preferably should be a graduate of a twelve grade school,
2. Be a resident of the City of Lansing for at least one year,
3. Have been a resident of the State of Michigan for two years next preceding their appointment,
4. Never have been convicted of any crime,
5. Not over 27 years of age and not under 22,
6. Be at least 5 feet 10 inches in height, not over 6 feet 4 inches tall; not less than 160 pounds in weight and not over 200 pounds,
7. Be of good health and sound body,
8. Be of steady habits and good moral character."

From the above, the qualifications for both firemen and policemen appear to be very similar.

Turning next to the job duties of both policemen and firemen. The Hearings Officer requested from the City of Lansing a job description of a Fireman I and a Patrolman I which were supplied. An examination of these descriptions indicate no differences in "necessary special qualifications." As for desirable experience and training, the job description for Fireman I calls for "graduation from a standard high school" whereas the Patrolman I specifies "some experience involving meeting and dealing with people under varying circumstances; graduation from a standard high school.

To get a more generalized picture of job requirements for both positions, reference was made to the new Dictionary of Occupational Titles, published by the U. S. Department of Labor. It was found that both occupations require the same general educational development. Of the four temperaments listed for each occupation, three are identical for both. Of course, physical demands and working conditions vary between the two positions, but no relative or absolute weights are assigned to these variations. Both firemen and policemen, however, are in a special kind of public service which is dedicated to protecting life and property.

The hazards as between the two occupations -- firemen and policemen -- do not appear to be very significant at least in Lansing. The Fire Fighters introduced testimony which showed that firefighters nationally in 1964 has 18.9 injuries per 100

workers, whereas state and local police had an injury frequency of 4.3 per 100 workers. In 1965, according to data requested by the Hearings Officer from the City of Lansing, there were 63 injuries without any lost time for firemen and 47 injuries for policemen. In total days loss through injuries, the policemen had 37 and the firemen 11. It does appear that Lansing enjoys a relatively low injury frequency rate for both firemen and policemen.

The amount of pay and the hours of work for both policemen and firemen are two separate issues. The hours worked per week by policemen and the hours in a duty week for firemen are not the same. Furthermore, the concept is not the same. The firemen work a 24-hour shift, whereas policemen have an 8-hour shift. The Michigan Supreme Court pointed out in a recent decision [Satterley v. City of Flint, 373 Mich. 102, June 1, 1964] that a fireman's weekly "on duty time cannot be compared on an hour-for-hour basis with the work week of other municipal employees." Therefore it is meaningless to compare the actual days worked in a year as between firemen and policemen. Similarly, computing the actual number of hours spent in work directly related to the fire service is of no relevance to the question as to what constitutes a fair and equitable salary for firemen. Firemen are not paid per hour of service in fighting fires or maintaining equipment. It may be argued that the community is better off the less time the fire department is engaged in fighting fires. Thus the hours of work as between firemen and policemen should not be the basis for pay differentials for comparable positions in the fire and police departments.

Since the hours of work is a separate issue, the pay issue can be isolated and examined on the merits. The historical relationship which has existed between the pay of firemen and policemen presents a most persuasive argument for its return. If the job content of policemen or firemen has changed significantly, there would be reasons for a reconsideration of this relationship. No evidence was submitted to the Hearings Officer which would indicate conclusively that either the qualifications or the job content of the firemen or patrolmen have changed in recent years.

The City of Lansing argues that salaries of policemen were raised in order to attract qualified applicants. Although differentials between policemen and firemen have been in effect since July 1, 1963, no evidence was submitted as to whether the

differential has, in practice, attracted better qualified applicants. It is reported that the Lansing Police Department has not been up to authorized strength in recent years.

The Hearings Officer is not in a position to evaluate the hiring requirements or qualifications for policemen or firemen as to whether they are realistic. If they are, in fact unrealistic, it may help to explain why the City is experiencing difficulties in recruitment, especially in a tight labor market, i.e. a city with a low unemployment rate.

The payment of equal annual salaries for firemen and policemen of comparable ranks is widespread in Michigan. According to September 1966 Supplement to the Michigan Municipal League Information Bulletin No. 106 -- "1966 Michigan Municipal Salaries, Wages and Fringe Benefits" -- a majority of cities over 4000 population pay the same or nearly same annual salaries to patrolmen and firefighters. Of the 39 cities of 25,000 and over population, 21 have parity pay for policemen and firemen. Nine of the 19 cities of over 50,000 population have the same or nearly same pay for both.

In addition to the historical relationship which has existed between the pay of firemen and policemen, there are other reasons for parity. Police and Fire Departments are paramilitary organizations. The various branches of the nation's armed forces all have the same pay schedule. This policy indicates, among other reasons, that all branches are equally important. Similarly, paying firemen and policemen the same annual pay for comparable jobs indicates to both departments that they are equally important. With differentials, there is the feeling that the higher paid jobs require more skill and carry more status. Countless times during the hearing, the representatives of the Fire Fighters stated and restated that they are just as skillful and just as important as the policemen.

The attitudes and sentiments of workers regarding the relative worth of jobs are part and parcel of the social structure of the employing unit in this instance the City of Lansing. The impact of wage or salary increases on the social structure cannot be ignored, if sound personnel relations are to be maintained. Serious individual

or group dissatisfactions are more likely to arise if workers feel that inequities exist, especially as between certain jobs which have long carried the same pay. To put it succinctly, their sense of justice is outraged. The result is demoralization. Tensions develop between management and the group of workers so affected. Within the framework of public employment, these tensions can and do spill over into the community. They in fact can become political issues involving the entire community and every citizen becomes involved in personnel administration.

There is another reason for a return to parity. Paying comparable salaries to both firemen and policemen will eliminate whipsaw tactics, i.e. one group always trying to better what the other has received. Whipsaw tactics have a tendency to create needless rivalry and tensions.

After careful consideration of the facts surrounding the issue of parity, the Hearings Officer recommends that the parity relationship between the salaries of the firemen and policemen of comparable ranks be restored by the City of Lansing.

Turning to the other issues -- (2) Shift Differential or premium pay --

The City of Lansing pays premium pay to hourly rated personnel [Section 2, Personnel Rules, City of Lansing, 1963]. There are several exceptions made to salaried workers in the water and sewerage department. Given the peculiar and special nature of the firemen's duty week, it is difficult for the Hearings Officer to understand how premium pay will work. The firemen's duty day is 24 hours. It is not divided into three shifts of eight hours. It can not be compared with any other municipal employee. Accordingly, the Hearings Officer recommends that this issue be dropped.

(3) Holiday Pay -- All Employees of the City are entitled to seven holidays per year. The City recently began paying firemen \$20 per day per holiday if worked. Although this does not match the Fire Fighters request of \$30 per day, undoubtedly improvements will be made through future collective bargaining negotiations.

(4) Overtime Pay - The Fire Fighters requested overtime at one and one-half times the regular pay based on a 40 hour week. An important step towards the payment of overtime was recently taken by the City. In September 1966, the City authorized for the first time the payment of overtime to firemen. Some firemen elected

to take compensatory time basis for the extra hours worked. The principle has thus been established. In future negotiations, the parties can work out a procedure as to how overtime will be compensated and at what rate.

(5) Call Back Pay - The Fire Fighters requested a minimum of three hours at regular pay. In the study of the Fire Department in 14 Michigan cities conducted by the City of Lansing's Internal Auditor and Deputy Barratt of the Lansing Fire Department, twelve cities have some kind of pay arrangements for call back. Lansing and Muskegon do not. The method of compensation varies; four jurisdictions provide compensatory time off, three pay straight time rates with certain minima (e.g. two or three hours), three pay one and one half times the hourly rate, and two cities pay for call back time at the same rate as they do overtime. In one city, the maximum is \$12.50 per day; in the other, the city pays \$5 per hour for the first hour and \$3 per hour thereafter. It thus appears that in the larger cities of Michigan, call back pay arrangements are common. Accordingly, the Hearings Officer recommends that the City negotiate with the Fire Fighters this issue along the lines as requested by the Fire Fighters. He suggests that the parties spell out the method of compensation, i.e. pay or compensatory time off. Furthermore, the rate of pay to be used in calculating the compensation should also be negotiated in order to avoid misunderstanding.

(6) Weekend Duty Pay -- The Fire Fighters requested that personnel on weekend duty be paid \$15 plus pay for any hours worked. The Fire Fighters introduced evidence that the City of Flint pays its men on weekend duty. No other cities were cited as having this pay arrangement. The Fire Fighters did point out that the Lansing Board of Water and Light pays its "on call" employees two hour's pay for Saturday, Sunday and Holidays. Thus on a weekend, the "on call" crews receive a minimum of four hour's pay.

These men are from the non-firefighting divisions of the Department. They are involved in the repair of equipment. It was not brought out in the hearing whether these men are salaried or hourly rated employees. They presumably have different shift arrangements than the firemen.

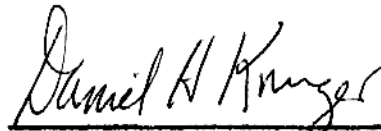
When workers are on call duty, their activities are restricted in that they must be in contact with the Department at all times by telephone. Some kind of pay arrangement for such duty is prevalent. The Hearings Officer therefore recommends

that the City of Lansing negotiate with the Fire Fighters on the issue of weekend duty pay along the lines of the policy in effect in the Lansing Board of Water and Light, a utility owned by the City.

SUMMARY

The Hearings Officer, after careful consideration of the entire record on the matter of pay for firemen, finds and recommends that the historical relationship of parity as between the salaries of firemen and policemen of Lansing for comparable ranks be restored by the City of Lansing. Furthermore, the Hearings Officer finds and recommends that the issue of shift differentials be dropped, that the parties negotiate the issues of call back pay and weekend duty pay along the lines recommended. With respect to the issues of overtime and holiday pay, the Hearings Officer finds and recommends that these be appropriate subjects for further negotiations.

MICHIGAN LABOR MEDIATION BOARD



Daniel H. Kruger, Hearings Officer

Dated: October 31, 1966

FIREMEN SALARIES
MICHIGAN CITIES - 50,000 AND OVER
AUGUST - 1966

<u>City</u>	<u>Full Paid Fireman</u>	<u>Duty Week</u>
Detroit	\$8335	56
St. Clair Shores	7835	56
Warren	7688	56
Dearborn Heights	7595	56
Royal Oak	7540	56
Lincoln Park	7515	56
Flint	7211	56
Roseville	7200	63
Dearborn	7183	63
Pontiac	7059	56
Livonia	7009	56
Grand Rapids *	6897	63
Saginaw	6700	63
Jackson	6608	63
Ann Arbor	6477	56
Kalamazoo	6462	63
Bay City	6077	63
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Average:	\$7141	
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LANSING	\$6856	56
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At the maximum salary, Lansing pays \$285 per year less than the average.

* Grand Rapids will reach that figure on January 1, 1967.

FIREMEN SALARIES
ALL MICHIGAN CITIES WORKING A 56 HOUR WEEK

<u>City</u>	<u>Salary [Top of Range]</u>	<u>Amount of 1966-67 Raise</u>
Detroit	\$8335	\$1000
St. Clair Shores	7835	1000
Highland Park	7800	1258
Ferndale	7704	1056
Wayne County Training School	7691	0
Warren	7688	1000
Trenton	7605	678
Dearborn Heights	7595	929
Royal Oak	7540	507
Lincoln Park	7519	854
Hamtramck	7489	500
Madison Heights	7466	800
Taylor	7382	800
Allen Park	7355	800
Wyandotte	7352	700
Flint	7211	356
Southgate	7100	500
Pontiac	7059	351
Livonia	7009	344
Ypsilanti	7340	866
Lansing	6856	324
East Lansing	6855	520
Muskegon	6500	700
Ann Arbor	6477	367
Port Huron	6396	156
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AVERAGE	\$7327	\$655
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25 Michigan cities work a 56 hour week. Lansing is 20 from the top. Lansing firemen are paid \$471 per year less than the average of all Michigan Cities working a 56 hour week, and \$331 below the average raise.

FIREMEN SALARIES
MICHIGAN CITIES - 50,000 AND OVER
56 HOUR WEEK CITIES

<u>City</u>	<u>Salary</u>	<u>This Year's Raise</u>
Detroit	\$8335	\$1000
St. Clair Shores	7835	1000
Warren	7688	1000
Dearborn Heights	7595	929
Royal Oak	7540	507
Lincoln Park	7515	854
Flint	7211	356
Pontiac *	7059	0
Livonia	7009	344
Ann Arbor	6477	367
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AVERAGE:	\$7427	\$636
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LANSING	\$6856	\$324
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At the maximum salary, Lansing pays \$571 per year less than the average.

* Pontiac fiscal year started January 1, 1966, at which time they received a \$351 raise.

FIREMEN SALARIES
ALL MICHIGAN CITIES - 50,000 AND OVER
MAY - 1966

<u>City</u>	<u>Range</u>	<u>Duty Week</u>	<u>Adjusted Range</u>
Detroit	\$6424 - 7335	56	\$6424 - 7335
Royal Oak	6058 - 7033	56	6058 - 7033
Dearborn	6232 - 6903	63	5583 - 6135
St. Clair Shores	6035 - 6835	56	6035 - 6835
Roseville	5900 - 6800	63	5245 - 6043
Pontiac	5785 - 6708	56	5785 - 6708
Warren	6688	63	5945
Dearborn Heights	6236 - 6666	63	5544 - 5927
Lincoln Park	6665	56	6665
Livonia	6136 - 6635	56	6136 - 6635
Ann Arbor	5278 - 6110	63	4692 - 5429
Flint	5484 - 6855	56	5484 - 6855
Kalamazoo	5412 - 6462	63	4811 - 5745
Jackson	5071 - 6146	63	4507 - 5462
Saginaw	5465 - 6137	63	4857 - 5456
Grand Rapids	5122 - 5902	63	4554 - 5247
Bay City	5117 - 5900	63	4549 - 5245
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AVERAGE:	\$5833 - 6575		\$5463 - 6159
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LANSING	\$5866 - 6532	56	\$5366 - 6532
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At the minimum salary, Lansing pays \$403 per year more than the average for Michigan's 17 largest cities. At the maximum salary, Lansing pays \$373 per year more than the average.