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STATE OF MICHIGAN
DEPARTMENT OF LABOR
EMPLOYMENT RELATIONS COMMISSION

In the Matter of

INTERMEDIATE SCHOOL DISTRICT
OF MACOMB COUNTY
Mount Clemens, Michigan

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

-and-

AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES

COUNCIL NO. 23

LOCAL UNION NO. 1917

CASE NO. D72 L-2863
(Data Processing Supervisors)

On March 6, 1973 the undersigned, Leon J. Herman, was appointed by the Employment Relations Commission as its hearings officer and agent to conduct a fact finding hearing relevant to the matters in dispute between the above parties, pursuant to Section 25 of Act 176 of Public Acts of 1939 as amended, and the Commission's regulations. Accordingly, and upon due notice, hearings were scheduled and held on April 17, 1973 at the Offices of the Employment Relations Commission, Detroit, Michigan.

Alfred A. Blomberg, Attorney and Bueford Rickman, Assistant Superintendent, appeared on behalf of the School District.

Ralph Liberato, Staff Representative, Council 23, represented the Union on behalf of the District's data processing supervisors.

Macomb County Intermediate School District

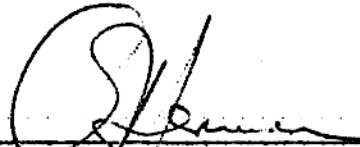
The sole matter in dispute in this case is the salary scale to three data processing supervisors. The Union has asked for a salary increase of 5.5% across the board which was later, according to the Board, reduced to 5.0%. The 1972 salary for the program manager was \$17,690, for the systems manager \$15,885 and for the operations manager \$15,385. In October, 1972 the Board offered increases of 2.5%, 4.0% and 3.0% respectively. This was changed in November, 1972 to 3.01%, 6.56% and 3.45%. In January, 1973 the Union reduced its request for the operations manager to 3.9%, retaining the 5.5% demand for the other two employees. The Board proposed, as its final offer, \$18,309 (3.38%) to the program manager; \$16,943 (6.24%) to the systems manager and \$15,935 (3.45%) to the operations manager.

The Board agrees that the salary of the systems manager is inequitable in relation to other members of the bargaining unit and has proposed a higher increase for him, although the Union has insisted that the increases be made substantially across the board.

It is contended that in Detroit industrial installations pay higher salaries than do educational institutions. This District rents an IBM 360 50 installation which is considered a medium sized unit. Salaries paid for similar positions in Detroit area industrial firms for similar size equipment, according to Business Automation, is \$18,044 for the program manager, \$18,564 for systems managers, and \$13,156 for operation manager. Educational institutions pay equivalent positions at the rate of \$15,392, \$17,368 and \$12,844 respectively.

It appears obvious that an increase of wages across the board would be unfair to the systems manager, who is apparently receiving less than a fair salary. I believe a fair increase would be 4.0% for program manager and operations manager and 7.0% for systems manager. I recommend that these increases be made retroactive to the beginning of the contract year.

I have made no comparison with increases allowed to administrative personnel, which range from 6.13% to 7.81%. As I have indicated in companion opinions, this would result in comparing apples and oranges. The employees in this unit are entitled to be paid the going rate for the work they do. The percentage of increase which they should receive has no relation to percentages of pay allowed to other occupations requiring different skills and necessitating competition with persons in other fields.


Leon J. Herman, Fact Finder

Southfield, Michigan
June 6, 1973