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FF 8/28/98

STATE OF MICHIGAN  
COMPULSORY FACT FINDING

IN THE MATTER OF

CITY OF TRAVERSE CITY,

*Mark Glazey*

Employer,

Arising pursuant to  
Act 380, Public Acts  
Of 1965, as amended

-and-

TEAMSTERS LOCAL 214,

Case No:L96 D-7019

Union.

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**FACT FINDER'S REPORT AND RECOMMENDATION**

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APPEARANCES

Richard Lewis, City Manager

Joseph Valenti, President

STATE OF MICHIGAN  
EMPLOYMENT RELATIONS COMMISSION  
DETROIT OFFICE

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*Traverse City, City of*  
*Re: Glazey*

## REPORT AND RECOMMENDATION

A Petition was filed by the parties on September 5, 1997 for a fact finder to consider the internal and external equities for the positions of Parking Enforcement Officer, Departmental Secretary and the tree trimming work associated with the Aerial Bucket Truck, Park Specialist I classification. A hearing was held on May 29, 1998. The relevant data has been reviewed and considered.

Upon review, it is concluded that the person(s) in the aerial bucket should receive compensation when engaged in this activity, a rate of pay equivalent to the Parks/Recreation Specialist II in conformance with Article XII, Section 9, of the collective bargaining agreement.

Carla Woods, currently a Clerk Typist II, should be upgraded to a Department Secretary, Range 7 based upon the nature of her work.

The union strongly maintains that there should also be an upgrade for the Parking Enforcement Officers. However, over the objection of the union, it is concluded that an upgrade for the Parking Enforcement Officers would not be appropriate.

The appropriate payments should be made in the pay period closest to this Report.



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Mark J. Glazer, Fact Finder

August 28, 1998