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State of Michigan
Department of Labor
Michigan Employment Relations Commission

Act 312 Compulsory Arbitration Panel

Police Officers Labor Council and Clawson
Patrol Officers Association,

Petitioner,

MERC Case No. D98-A-0030

City of Clawson

Date of Hearing:

Employer.

Panel: Edward Rosenbaum, Chairman of the Panel
Brad A. Rayle, City Delegate
Timothy J. Dlugos, Police Officers' Labor Council/Clawson Patrol Officers
Association Delegate

STIPULATED ACT 312 AWARD

The Chairman of the Panel, the City of Clawson, by its delegate, and the Police Officers' Labor Council/Clawson Patrol Officers Association, by its delegate, hereby stipulate and agree to the following Act 312 Award:

Term of Agreement: three years.

Article 6. Hospitalization, Dental & Optical Benefits: increase orthodontics to \$900, effective 09-01-99; increase dental co-pay to 80/20, with \$900 maximum, effective 09-01-99

Article 11. Vacations and Personal Days:

- City will allow unused personal business days to be rolled over into, and used as, vacation days.

Article 14. Court time, Call Back, Standby time

- City will allow employees to bank up to -40- hours comp time; use subject to City's approval;
- Can't create overtime situation;
- Must be used within year earned, and unused time will be paid off at the officer's wage rate during the year earned;
- Will have a one (1) year trial period, and either party can terminate at any time upon sixty (60) days written notice after the one year trial period has expired

Article 21. Uniform Cleaning Allowance: increase to \$500 for contract year beginning 7/1/1999

Section 2 Uniform: change "May 14" to "April 14," and allow for turtlenecks to be worn by officers. Purchase of first turtleneck will be at City's expense.

Article 31. Pensions:

- increase pension to B-4 level as of 06-30-01

Wages:

year 1	3% increase
year 2	3% increase
year 3	3% increase

Wages to be retroactive to 07-01-98

Act 78. References

Promotions to Sergeant - City proposes the following items for promotions:

- Five years of service with City in order to be eligible.
- Total score would determine position on list.
- List would be good for two years.
- Total score made up of following components, both of which must be passed:
 - 25% written test. Applicant must pass test with score of 70% or more to be eligible to move on in the process to Assessment Center.

- 65% based on Assessment Center selected by the City. It is the City's intent that EMPCO would be used by City. If City changes Assessment Center used, it will consult with Union before doing so. Assessment Center panel would be made up of only sergeants and lieutenants. All applicants must achieve minimum score of 70% to pass Assessment Center.
- 10% based on departmental seniority
- The number of applicants for promotion must exceed the number of positions available for promotion. If the number of applicants does not exceed available positions, or if no officer tests for the promotion, or no officer is certified after the written test and Assessment Center for the promotion list is conducted, City has right to appoint any officer in unit to the position on a temporary basis. Temporary appointment will last until another officer is certified, or for 180 days, whichever comes first. This period may be extended by mutual agreement of the parties. If number of applicants fails to exceed available positions for the promotion the second time, or no officer is certified after second opportunity to test, or second test and Assessment Center for the promotion is conducted, City Manager would have discretion to permanently appoint any officer in the unit to the position.
- City not required to promote, but if it does, must promote top candidate from list
- A promoted officer would serve a one-year probationary period. Probationary period does not include any leave time or other leaves of absence greater than 1 day. During this time period he or she would be subject to being removed from the position by the City Manager, whose decision could not be arbitrary or capricious. If the promoted employee decides to return to the unit within one year, he or she retains all seniority, including time spent in sergeant position.

Article 4. Seniority: modify as follows--

Section 1. The seniority list of all patrol officers shall be furnished to the Union by the City once a year, and seniority shall apply for selection of shifts and vacation. Seniority for purpose of layoffs, recalls, and for eligibility for promotions shall be based on an employee's departmental seniority date. For purposes of layoffs and recall, the least senior employee will be laid off first, and the most senior employee will be recalled first, of those laid off.

Article 25. Section 4. Shift Assignments: *status quo*

Article 25. Section 5. Special Assignments: *status quo*

THE ABOVE PROPOSAL IS PART OF A PACKAGE
PROPOSAL; THIS PACKAGE ALSO INCLUDES ALL
TENTATIVE AGREEMENTS PREVIOUSLY REACHED,
WHICH ARE AS FOLLOWS:

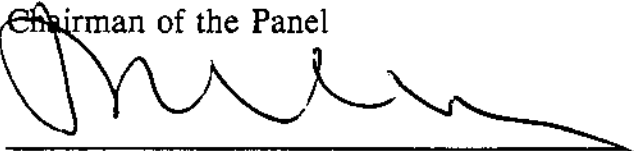
Letter of Understanding - regarding new hires

Article 19 - new paragraph to be added to Step 6 stating that all arbitration hearings will
be held within the City limits, unless the parties mutually agree to hold the arbitration
hearings at another location outside the City limits

Stipulated and Agreed to:



Edward Rosenbaum
Chairman of the Panel



Brad A. Rayle
Delegate: City of Clawson



Timothy J. Dlugos
Delegate: Police Officers' Labor Council
Clawson Patrol Officers
Association

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