

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
LABOR RELATIONS DIVISION

In the Matter of:

Case No. L99 A-7025

CITY OF GRANDVILLE,

Respondent.

Hearing Before
Karen Bush Schneider

- and -

POLICE OFFICERS LABOR COUNCIL,

Charging Party.

Act 312 Annual

STIPULATED AWARD

At the hearing held on March 30, 2000, the parties stipulated on the record to the contract language changes enumerated below. All issues not addressed below, have been dropped by both parties. All portions of the collective bargaining agreement not listed below, remain unchanged.

1. **SECTION 42a.** "Effective January 1, 2000, the City shall provide up to \$150 per calendar year reimbursement for optical expenses incurred by/for employee only. An employee may elect to roll over one year's reimbursement to second year and be reimbursed for expenses up to \$300. Combining more than two years is not permitted."

2. **SECTION 44.** "Effective July 1, 2000, the City shall provide fully paid Thirty Thousand Dollars (\$30,000) life insurance policies for all members of the Division. This amount to be increased to Sixty Thousand Dollars (\$60,000) in case of accidental death on or off duty."

3. **SECTION 54a.** "In the absence of a uniformed supervisor on any of the respective shifts, the senior officer shall be responsible. Accordingly, the senior employee shall be paid premium pay for all hours worked in the higher classification and provided such premium pay is authorized in advance by the Chief of Police. Premium pay shall be one and one-half dollars (\$1.50) per hour effective April 6, 2000."

Grandville, City of

4. **SECTION 58b. PENSION CONTRIBUTION.** Last paragraph changed to:

"New officers hired after July 1, 1993, will not participate in the MERS defined benefit retirement plan, but shall be placed in a defined contribution plan with the City contribution five percent (5%) of gross annual wages to such plan. Effective July 1, 2000, the City will contribute eight percent (8%) to the plan, and each participating employee shall be required to contribute three percent (3%), through payroll deduction, to the plan."

5. **APPENDIX A - WAGES.**

PATROL

Effective July 1, 1999, increase wages by 3.0%

Effective July 1, 2000, increase wages by 3.0%

Effective July 1, 2001, increase wages by 3.0%

DISPATCH

	S	1	2	3	4
1999	22,007	24,205	26,637	28,375	30,384
2000	22,667	24,931	27,436	29,226	31,301
2001	23,347	25,679	28,259	30,103	32,240

6. **APPENDIX B - DENTAL CARE EXPENSE BENEFIT PLAN #21
POLICE, SUPERVISORY AND OFFICERS**

"Effective July 1, 2000, the benefits shall be:

Class I - Preventive, payable at 100%
Regular Examinations
X-rays and laboratory tests
Emergency treatment for relief of pain
Cleaning and fluoridation
Children's space maintainers

Class II - Restorative, payable at 50%
Fillings and crowns
Root canals
Treatment of gums and bones
Surgical extractions
Adjustment and relining of existing
dentures and bridges
General anesthesia

Class III - Prosthodontic, payable at Construction and installation of <u>NEW</u> dentures and bridges	50%
Class I, Class II, and Class III combines Annual Maximum Benefit	\$1,500
Class IV - Orthodontic, payable at Lifetime Maximum Benefit	50%* \$1,000

*Orthodontic benefits are available only to dependent children under age 19."

7. **MEMORANDUM OF UNDERSTANDING - LIGHT DUTY**

"The Chief of Police and City Manager, will make their best efforts to make available temporary light-duty assignments. Temporary light-duty assignments may be discontinued by the City at any time. To the extent there are problems with implementing light duty, the Chief and the Union shall meet and confer."

8. **MEMORANDUM OF UNDERSTANDING - SPECIAL ASSIGNMENTS**

"This memorandum of understanding is mutually agreed to by the City of Grandville and the Police Officers Labor Council, Grandville Police Department Rank and File Unit. The memorandum and its procedures shall terminate June 30, 2002. The parties may extend by mutual written agreement.

The City of Grandville and the Police Officers Labor Council, Grandville Police Department Rank and File Unit believe that there may be an advantage to providing employees with the opportunity to experience different assignments over the course of their careers if they so wish. Such mobility may provide a more knowledgeable and motivate work force. Both parties also recognize that there frequently occurs some amount of natural mobility due to promotions and changes of assignment at the direction of management or the request of employees.

Whenever the Police Department intends to fill a special assignment position, the opening shall be posted to allow officers to request to be considered for the position.

Therefore, in areas of the department that have more than one officer in a special assignment (currently the detective unit and community policing unit), and when there has been no mobility in the officers assigned for a two-year period, management agrees to post an announcement to determine whether any other officers have an interest in the

assignment. If there are other officers interested in the assignment, management will select one of the interested officers for transfer into the assignment and one of the existing officers to be rotated out of the assignment. If there is some compelling need in the assignment, management may delay the transfers up to twelve months."

9. **RETROACTIVITY**

The July 1, 1999, to June 30, 2002, contract improvements shall only be made retroactive to those employees who 1) are on the payroll as of the date of this 312 Award, or 2) retired during the term of this contract.

The panel delegates, by their signatures below, accept this Award.

Date: 4/7/00

Karen Bush Schneider
KAREN BUSH SCHNEIDER, Appointed Arbitrator

Date: 4/7/00

Mark P. Douma
MARK P. DOUMA, Delegate for POLC

Date: 4/7/00

John Patrick White
JOHN PATRICK WHITE,
Delegate for City of Grandville