

183

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
ACT 312 ARBITRATION

COUNTY AND SHERIFF OF IONIA

-and-

MERC Case No. L04 B-9005

POLICE OFFICERS ASSOCIATION
OF MICHIGAN – CORRECTIONS COMMAND UNIT

JOHN R. McGLINCHEY, ESQ.
For the County

JAMES DeVRIES
For the Union

THOMAS L. GRAVELLE
FACT FINDER

FACT FINDER'S REPORT

JANUARY 1, 2004 – DECEMBER 31, 2006
COLLECTIVE BARGAINING AGREEMENT

Dated: January 31, 2006

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
DETROIT OFFICE
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183

FINDINGS AND RECOMMENDATIONS

The hearing of this matter (along with two companion Act 312 cases) was held in Ionia, Michigan on September 20, 2005. Briefs were submitted in December, 2005. The arbitration panel met in conference on January 16, 2006 in Lansing, Michigan.

The Corrections Command Unit is ineligible for Act 312. However, it is in the same bargaining unit (and operates under the same collective bargaining agreement) as the Deputies Command Unit. Therefore, the parties agreed that I should act as fact finder for the Corrections Command Unit.

The same issues raised by Deputies Command Unit have also been raised by the Corrections Command Unit. Although not required to do so, Fact Finders often taken into account the same factors as Act 312 Arbitration Panels. Having founding various disputed issues thoroughly covered in the the Act 312 findings and opinion, I hereby incorporate by reference the Deputies Command Unit Act 312 Findings, Opinion and Award, MERC Case No. C-9003, as if I had made them initially in this fact finding proceeding.

Based on the findings and reasoning set forth in MERC Case No. C-9003, I make the following recommendations on the parties' disputed issues:

Issue 1: I recommend that the employees receive a 1.5% increase for 2004, 2.5% for 2005, and 2.5% for 2006.

Issue 2: I recommend that the current 10% employee cost-sharing contract language be retained, but with the monthly maximum employee premium co-pay be raised from \$75 to \$100 effective January 1, 2006.

Issue 3: I recommend that wage increases (only) be paid retroactively to January 1, 2004 for all employees still employed on the date of this fact finding report.

Issue 4: I recommend that the current pension multiplier be retained.

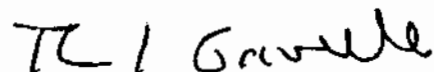
Issue 5: I recommend that the parties' agreement on annual medical reimbursement be adopted.

Issue 6: I recommend that the parties' agreement on the Workers' Compensation supplement be adopted.

Issue 7: I recommend that the employees' current annual 3% employee contribution be retained.

On the issue of wage increases, I have recommended the same percentage raises as have been awarded to the Ionia County Deputies and Deputies Command Officers. In reviewing the evidence before me, I see that the Ionia Corrections Command Sergeants are paid lower wages than the Corrections Command Sergeants in the three comparable Counties having Corrections Sergeants. U. Ex. 45. For 2005 (with the wage increases I am recommending) Ionia County Corrections Sergeants will receive \$35,907 in annual wages whereas the average of the three comparable Counties for 2005 was \$39,613. If any extra moneys were available, the parties may want to consider some sort of equity adjustment for the Corrections Command Officers either now or in their next negotiations, which likely will commence later on this year.

Dated: January 31, 2006



Thomas L. Gravelle, Fact Finder