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**ACT 312 ARBITRATION
MERC Case No. D96- A-0010**

CITY OF LATHRUP VILLAGE

AND

POLICE OFFICERS LABOR COUNCIL

The parties to this proceeding are the City of Lathrup Village (Employer) and the Police Officers Labor Council (Union), representing the Lathrup Village Command Officers. The bargaining unit consists of three sergeants employed by the City of Lathrup Village as of the date of this Stipulated Award. Pursuant to Public Act 312 of 1969, a pre-arbitration hearing was held on May 21, 1999. As a result of the hearing, the parties have agreed to enter into a stipulated award resolving all collective bargaining disputes involving wages, hours and working conditions. The parties agree to the following terms:

- (1) The most recent collective bargaining agreement between the parties became effective July 1, 1993 and terminated June 30, 1996. The parties agree to maintain the terms and conditions of the most recent contract and enter into a three (3) year collective bargaining agreement the term of duration being July 1, 1996 and ending June 30, 1999 with the following modifications:
 - (A) Article 28 A modification of the retirement program from the current MERS program B-3 to the MERS program B-4. A ten (10) year moratorium is hereby placed on any pension benefit improvements for this bargaining unit.
 - (B) Article 19 An increase in the Dental/Optical benefit from \$650 total billing allowance to \$1,000 total billing allowance (employee 20% share: \$200; City 80% share: \$800).
 - (C) Article 11 Effective June 30, 1999, the City will "buy back" unused sick leave days accumulated from each employee who retires or dies at a rate of 50% up to the current maximum accumulation of 100 days.
 - (D) Article 17 Employees covered by this Agreement shall retain the health insurance afforded them as specified in Article 17 of the July 1, 1993 to June 30, 1996 agreement for the balance of their careers and in retirement until death and may not be modified by any future agreements. Newly promoted employees coming into the command group after June 30, 1999 will be covered by their existing health insurance coverage prior to promotion.

- (E) Article 26 Sergeants shall be paid a rank differential base pay of 8% over the highest paid Police Patrolman.
- (F) Employees within the bargaining unit shall receive 95% of the retroactive wages to July 1, 1996
- (G) The parties agree to enter into a tentative collective bargaining agreement to commence on July 1, 1999 and terminate on June 30, 2002 which shall contain the same terms and conditions as set forth above.

The parties do hereby stipulate to the above as the sole and binding terms of the collective bargaining agreement for the dates specified under stipulation no. 1.

8/13/99
Date

8/28/99
Date

8-12-99
Date

[Signature]
Union Delegate

[Signature]
Arbitrator

[Signature]
Lathrup Village Delegate

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