

1929

**Stipulated Award
In the Act 312 Proceeding
Between**

The Township of DeWitt

And

Police Officers Labor Council

L 02 A-9009

**Act 312 Chair
C. Keith Groty, Ph.D.**

**Employer Representative
Peter A Cohl, Attorney**

**Union Representative
Homer Lafrinere, Business Agent**

Background

Dr. C. Keith Groty was appointed by the Michigan Employment Relations Commission March 7, 2003 to serve as Chairperson of an Act 312 proceeding involving the Township of DeWitt, Michigan and the Police Officers Labor Council (Command Unit). On May 7, 2003 a pre-hearing conference was held. At the conference, Mr. Peter A Cohl represented the Employer, and Mr. Homer Lafrinere the Union. Both these representatives also served as their respective parties panel delegates. On May 7, 2003, the following issues were identified as unresolved: wages, holidays, pension, health care insurance including cost sharing and drug testing.

As a result of this meeting and ensuing discussions, the parties entered into a stipulated award as follows:

1. **Wages – Article 39**

01/01/02 3% increase*
01/01/03 4% increase*
07/01/03. 1% increase
01/01/04 2.5% increase
07/01/04 2.5% increase

*Retroactive for employees employed on the date of ratification.

2. **Holidays – Article 21**

Effective 01/01/04 increase compensation for holidays to \$2000.00.

3. **Health Care – Article 32**

Modify current PHP Plan to include:

- a. Office visit to \$10.00.
- b. Prescription drug \$7.00/\$15.00/\$30.00.

c. Urgent care \$30.00.

d. Emergency room \$60.00.

4. Cost sharing as follows:

Effective April 1, 2003, the Employer pays the entire cost of any premium increase of 10% or less. Any premium increase over 10%, the employee shall pay 50% by payroll deduction and the Employer will pay 50% of the increase. However, the employee(s) maximum annual cost sharing payment shall not exceed 1% of his/her base annual wage rate and such payment continues thereafter by payroll deduction.

Effective April 1, 2003, the employees shall pay for their current health insurance program, which is more costly than the above-stated health insurance program change noted in #3 above. Employees will be responsible for the difference in premium between their current health plan and the new program. The Employer shall implement the new health insurance program effective June 1, 2003. Employees shall also start paying the cost sharing premiums effective April 1, 2003 based upon the new plan cost, even though the new plan will not be effective until June 1, 2003. The above-noted retroactive cost sharing costs of the employees shall be deducted from their retroactive paycheck for their wages.

5. E-2 Retirement Benefit

The Employer and Union agree to split the cost of an actuarial study to determine the cost of the E-2 retirement benefit. Within 60 days of the receipt of the actuarial study, the employees shall decide whether they want to obtain the E-2 benefit and notify the Employer in writing of their decision. In the event they decide to obtain the E-2 benefit within the above-stated 60 day period, the employees shall pay for the entire cost of that benefit by payroll deduction. If there is any change in the cost of the E-2 benefit, whether higher or lower, that rate shall be applicable to the employees who shall pay the new rate via payroll deduction. Actuarial determinations shall be made not more frequently than once per year for the E-2 costs.

The Union agrees that it shall not propose to make any change to the retirement benefits provided for under this contract for one additional contract, or three years, whichever period is less, which shall be effective after this contract expires on December 31, 2004. However, this shall not be applicable in the event the employees decide not to take the E-2 benefit as provided above.

6. Drug Testing (Post Accident) – Article 29

Use MDOT standard for drug testing. (This shall not serve to diminish any other right under the law the Employer has regarding drug testing).

C. Keith Groty, Ph.D., Chairperson

Homer Lafrinere, Union Representative

Peter A. Cohl, Township Representative

Dated: _____
