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ARBITRATION OPINION AND AWARD

In the matter of the ACT 312 Arbitration between:

BERRIEN COUNTY

and

MICHIGAN FRATERNAL ORDER OF POLICE

Case No. G86 J-783

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ARBITRATOR - C. KEITH GROTY

Appearances:

Thomas R. Fette, Employer Panelist  
James Quinn, Union Panelist

Pre-Hearing Conference Held: October 29, 1987

Hearing Held: October 29, 1987

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### Findings and Award

Wages There should be a three-year (3) wage agreement effective January 1, 1987 through December 31, 1989. In the first year of the agreement, January 1, 1987 through December 31, 1987, the salary schedule shall be adjusted as follows:

- a) The entry level salary for Level 6 of \$20,457 shall remain frozen for the entire year. The entry level salary for Level 7 of \$18,511 shall remain frozen for the entire year.
- b) Except for all salary steps for Level 7, the sum of \$365 shall be added to all steps and levels of the salary scale.
- c) The \$365 per year gun allowance provided for in Section 13.4, shall be eliminated.
- d) Except for entry level salaries for Level 6 and 7 [which remain frozen] all other steps and levels of the salary schedule shall receive a four percent [4%] across the Board increase [in addition to the \$365 increase provided for in paragraph b above, [effective January 1, 1987]].

Beginning January 1, 1988 and continuing through December 31, 1988, the salary schedule shall be adjusted as follows:

- a) The entry level salary for a Level 6 of \$20,457 shall remain frozen for the entire year. The entry level salary for a Level 7 of \$18,511 shall remain frozen for the entire year.
- b) Except for entry level salaries for Level 6 and 7 [which remain frozen], all other steps and levels of the salary schedule shall receive a four percent [4%] across the Board increase, effective January 1, 1988.

Beginning January 1, 1989 and continuing through December 31, 1989, the salary schedule shall be adjusted as follows:

- a) The entry level salary for Level 6 of \$20,457 shall remain frozen for the entire year. The entry level salary for Level 7 of \$18,511 shall remain frozen for the entire year.

- b) Except for entry level salaries for Level 6 and 7 [which remain frozen] all other steps and levels of the salary schedule shall receive a four percent [4%] across the Board increase, effective January 1, 1989.

AGREE

C. Keith Gusty  
Arbitrator

James R. S.  
Employer Panelist

[Signature]  
Union Panelist

DISAGREE

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Arbitrator

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Employer Panelist

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Union Panelist

#### PENSIONS

The final remaining issue to be resolved concerns the contractual provisions covering pensions. It is awarded that the following provisions be added to the contractual agreement:

- a) For the duration of the contract the employees current contribution rate of five percent [5%] toward pensions shall remain in affect.
- b) The pension plan shall be modified to permit eligibility for full retirement benefits after 25 years of service, as defined by the plan, irrespective of age, commencing on December 31, 1989.

AGREE

C. Keith Gusty  
Arbitrator

James R. S.  
Employer Panelist

[Signature]  
Union Panelist

DISAGREE

\_\_\_\_\_  
Arbitrator

James R. S.  
Employer Panelist

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Union Panelist

All other matters not mentioned above are settled in tentative agreements or contained in letters of understanding or letters of agreement from prior years. These agreements shall be continued and incorporated into the terms of the collective bargaining agreement for the duration of the contract, except for the Letter of Agreement dated May 10, 1984 regarding pensions. All other matters which have been at issue and have not become tentative agreements between the parties have been waived.

AGREE

C. Keith Grady  
Arbitrator

[Signature]  
Employer Panelist

[Signature]  
Union Panelist

DISAGREE

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Arbitrator

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Employer Panelist

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Union Panelist

November 23, 1987