

STATE OF MICHIGAN
BUREAU OF EMPLOYMENT RELATIONS

ARBITRATION OPINION AND AWARD

CITY OF INKSTER,

Employer,

- and -

COMMAND OFFICERS ASSOCIATION
OF MICHIGAN,

Union.

Act 312 Arbitration

MERC Case No. Del-A1066

ARBITRATOR'S OPINION AND AWARD

Arbitrator Bernard Klein

CHRONOLOGY

Hearings: May 21, 2003
January 26, 2004
February 9, 2004

APPEARANCES

For the Employer:
Milton Spokojny, Esq.

For the Union:
Marvin Dudzinski

DELEGATES

For the Employer:
Milton Spokojny, Esq.

For the Union:
Marvin Dudzinski

OPINION

The parties hereto have stipulated and agreed that the undersigned impartial chairperson is to serve in all respects as being appointed under Act 312, 1969, MCLA 423.231-423.247. The

parties have therefore agreed to be bound by the award contained herein.

The impartial chairperson was presented with evidence consisting of comparable wages and benefits, internal and external, the cost of living, economic/financial conditions of the City, historical wage and benefit data for the bargaining unit, the data regarding other union settlements and other pertinent wage and benefit information.

As the impartial chairperson I issue this award as being fair to the Union and its members, and the City.

Based on all of the information, data, documents, and argument presented to me in hearings on January 26 and February 9, 2004, I make the following award:

- | | | |
|----|-----------------------------|---------------------------|
| 1. | <u>Term of the Contract</u> | 4 year (7/1/01 - 6/30/05) |
| 2. | <u>Wages</u> | |
| | 7/1/01 | 3% |
| | 7/1/02 | 3% |
| | 7/1/03 | 0% |
| | 7/1/04 | 1.5% |

With respect to wages from 7/1/04 to 6/30/05, if any other police or fire bargaining unit is awarded a wage increase in excess of 1.5%, this bargaining unit shall receive the same increase, less 1.5%.

Wages shall be retroactive to 7/1/01 for all hours compensated.

3. Health Care - Prescription Drug Rider

Effective forty-five days after the date of this award, the prescription drug rider shall be increased from \$5.00 to \$10.00.

4. Dental

The employee co-pay shall be increased to \$150.00 effective forty-five days after this award.

5. Pension - COLA

To be added to the employee pension for any employee retiring after July 1, 2004:

- a. 1/2% compounded COLA three (3) years after retirement.
- b. 1% compounded COLA five (5) years after retirement.
- c. 2% compounded COLA ten (10) years after retirement.
- d. The cost of the above shall be paid by the employee.
- e. There will be no pension issues bargained for a six (6) year period commencing July 1, 2001.
- f. The command officers unit will meet and decide as to accepting or rejecting the COLA provisions and give notice to the City on or before July 1, 2004.

6. Pension - Purchase of Service Credits effective July 1, 2004.

All current employees will have a six (6) month window to purchase up to five (5) years of time for pension purposes only. All new employees will have a one (1) year window after their probation period to purchase up to three (3) years credit toward retirement with an option to purchase an additional two (2) years using the following example.

- a. All employees may purchase three (3) years of full time generic time. The employee may purchase one (1) year of full time generic time for each three (3) years of service with the Inkster Police Department.
- b. All employees may purchase up to five (5) years of prior police or military service time.
- c. In no case shall the total time purchased exceed a total of five (5) years.
- d. All years purchased shall only be used for retirement.
- e. The Employee shall pay all costs for the purchase and shall have a three (3) year time limit to pay all funds necessary. This payment may be made through payroll deduction on pre-taxed funds.
- f. All actuarial studies shall be paid by the employee prior to the actuary study being performed by the Actuary. The City will not provide the study without the employee paying for the actuarial study in advance.

7. Personal Leave

Effective July 1, 2004, each employee shall be granted two (2) additional personal leave days.

8. Equipment Allowance

Effective July 1, 2003, each member shall receive an equipment allowance of one thousand two hundred dollars (\$1,200.00) per year.

9. Educational Reimbursement

Prior approval by the Chief of Police will be needed to receive tuition and book reimbursement effective July 1, 2005.

All core classes and standard classes needed for an Associate's Degree, Bachelor's Degree, or Master's Degree in

police administration will be subject to budgetary limitations effective July 1, 2005.


Present members participating in approved classes as of April 1, 2004, will be grandfathered in receiving full payment of tuition and book reimbursement upon satisfactory completion of a "C." Prior Chief's approval will be required for any other bargaining unit members.

10. Life Insurance - Retiree

Upon retirement, the employee shall have a conversion option on the policy for a period of thirty (30) days. The employee must convert this policy from the group plan with the City assuming no responsibility for such conversion. The Employer shall provide a paid policy of \$5,000.

All other terms of the expired contract will remain as is unless altered by the above.

Respectfully submitted,



Bernard Klein, Arbitrator

As to the issues:

Term of Contract

Concurs Dissents
Impartial Chairman

Concurs Dissents
Employer

Concurs Dissents
Union

Wages

7/1/01: 3%

Concurs Dissents
Impartial Chairman

Concurs Dissents
Employer

Concurs Dissents
Union

7/1/02: 3.0%

Concurs Dissents
Impartial Chairman

Concurs Dissents
Employer

Concurs Dissents
Union

7/1/03: 0.0%

Concurs Dissents
Impartial Chairman

Concurs Dissents
Employer

Concurs Dissents
Union

7/1/04: 1.5%

Concurs Dissents
Impartial Chairman

Concurs Dissents
Employer

Concurs Dissents
Union

Prescription Drug Rider - Increase to \$10.00

Concurs Dissents
Impartial Chairman

Concurs Dissents
Employer

Concurs Dissents
Union

Dental - Deductible \$150.00

Concurs Dissents
Impartial Chairman

Concurs Dissents
Employer

Concurs Dissents
Union

Pension - COLA

Concurs Dissents
Impartial Chairman

Concurs Dissents
Employer

Concurs Dissents
Union

Pension - Purchase of Service Credit

Concurs Dissents
Impartial Chairman

Concurs Dissents
Employer

Concurs Dissents
Union

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Personal Leave

Concurs Dissents
Impartial Chairman

Concurs Dissents
Employer

Concurs Dissents
Union

Equipment Allowance

Concurs Dissents
Impartial Chairman

Concurs Dissents
Employer

Concurs Dissents
Union

Educational Reimbursement

Concurs Dissents
Impartial Chairman

Concurs Dissents
Employer

Concurs Dissents
Union

Life Insurance - Retiree

Concurs Dissents
Impartial Chairman

Concurs Dissents
Employer

Concurs Dissents
Union

Bernard Klein
BERNARD KLEIN
Impartial Chairman

Milton Spokorny
MILTON SPOKORNY, ESQ
Employer Panel Member

Marvin Dudzinski
MARVIN DUDZINSKI
Union Panel Member

Date: 4-21-04