

2101

STATE OF MICHIGAN  
BUREAU OF EMPLOYMENT RELATIONS  
CONSUMER AND INDUSTRY SERVICES  
ACT 312 ARBITRATION  
BEFORE MARK J. GLAZER, ESQ.

IN THE MATTER OF:

CITY OF MADISON HEIGHTS,

CASE NO. D00-9022

Public Employer,

-and-

COMMAND OFFICERS OF MICHIGAN

Labor Organization

ARBITRATION AWARD

The July 1, 2002 through June 30, 2005 contract shall include all provisions of the prior contract and the only changes will be as follows:

- (1) Effective July 1, 2002, wages shall be increased 3%;  
Effective July 1, 2003, wages shall be increased 3%;  
Effective July 1, 2004, wages shall be increased 3%;
- (2) There shall be full retroactivity on wages.
- (3) The members pension contribution will be reduced to 8% effective with all payrolls beginning December 1, 2002 with no retroactivity.
- (4) A. A \$10 generic/\$20 brand name drug card for all drug programs under the contract.  
  
B. The health insurance opt out payment shall be increased to \$200 per month (\$2,400 paid annually). Members allowed to re-enroll only during annual enrollment or with a HIPAA qualifying event. Individuals who received an opt-out payment for the 7/1/02 fiscal year will receive an offset for the \$2,000 already received. The City will ask

Blue Cross whenever employees may opt out prior to the next open enrollment period, and will provide an opt-out period if available.

- C. Health Insurance at retirement shall be either Community Blue Option 1 or Blue Care Network at employee's option. The employee also may pay the difference between Traditional and Community Blue if they desire Traditional.

If Community Blue Insurance is not available where the retiree resides, the City will provide Traditional Insurance at no cost to the retiree.

- D. All members to be enrolled into Community Blue Option 1 with minimum \$10.00 office visit co-pay. Member may pay the difference to enroll into Blue Cross Traditional.
- E. The health care changes in the Tentative Agreement will be implemented no earlier than January 1, 2003.

- (5) All prior Tentative Agreements (attached) remain in effect.

MA Gh

Arbitrator

11/10/02

Date

[Signature]

City Delegate

I concur in all portions except issue 3

11-4-02

Date

[Signature]

Union Delegate

I concur in all portions except issue 4A, 4C

11/4/02

Date

**MADISON HEIGHTS POLICE COMMAND OFFICERS OF MICHIGAN  
AND CITY OF MADISON HEIGHTS NEGOTIATIONS**

**Tentative Agreements:**

City Proposal #3: Establish minimum promotional scores of 70% for each component of promotional process (e.g. written examination, oral examination, assessment center)

City Proposal #5: All members to receive annual taxable check of \$50.00 in fulfillment of FLSA Lump Sum Overtime Calculations. Check to be issued in January for preceding calendar year.

City Proposal #10 – Continue HMO Incentives at current levels

City Proposal #11 – Clarify that HMO/Opt-Out Incentives are pro-rated upon separation.

City Proposal #13 – Delete Section 9 (Employer paid physical examination) but leave \$125 applied to contact lenses and eyeglasses. No change in use other than physical examination.

City Proposal #14 – Delete Section 10 – PSA test (already covered under health insurance)

COA Proposal #8 – Dental add orthodontia to \$1,000 (same as POA – no retroactivity)