

STATE OF MICHIGAN
DEPARTMENT OF LABOR
MICHIGAN EMPLOYMENT RELATIONS COMMISSION

In the Matter of the Arbitration Between:

CITY OF ROMULUS,

Employer

-and-

Case No. D87 A-47

LABOR COUNCIL, MICHIGAN
FRATERNAL ORDER OF POLICE,

Labor Organization

ARBITRATION PANEL:

Donald F. Sugerman, Impartial Arbitrator and Chairman
Marilyn L. Radford, City Delegate
Richard Ziegler, Union Delegate

INTERIM AWARD ON COMPARABLE COMMUNITIES

Pursuant to arrangements made at the pre-hearing conference, the Union and the City submitted separate lists to the Chairman containing the names of the communities that each considers comparable to Romulus. The importance of selecting comparable communities finds its genesis in Section 9 of Act 312. That section requires the panel to base its findings, opinion, and order upon a set of factors that include a comparison of the wages, hours and conditions of employment of the employees involved in the arbitration proceeding with that of employees similarly situated "In public employment in comparable

communities." (Subsection (d) (i)).

The City proposes that the following communities be considered comparable to Romulus: The Townships of Brownstown, Canton, Huron, Sumpter, and Van Buren. The Union has nominated as comparable communities the Cities of Allen Park, Lincoln Park, Riverview, Southgate, Trenton, and Wyandotte.

The parties also presented data in support of their respective selections. The criteria used by each party in formulating its proposal was substantially different (although a few of the factors were the same). Because of this disparity and lack of common data, the Chairman requested each side to provide him with corresponding information for all of the communities as well as other relevant information, e.g., the component parts of the State Equalized Values - commercial, industrial, residential, and personal. And they graciously did so!

The Chairman has evaluated this data, discussed the matter with representatives of the parties, and explained the rationale for his decision at a meeting with the parties on September 22, 1987, (which will be detailed in the Opinion and Award disposing of this case on its merits). The Chairman finds that the Cities of Allen Park and Lincoln Park and the Townships of Huron, and Sumpter are not sufficiently similar to Romulus in the three principal areas in which the data was grouped (Physical, Financial and Personal, and Departmental Characteristics) to warrant their inclusion as comparable communities. They will be

excluded from the equation.

The communities that are comparable to Romulus are: Riverview, Southgate, Trenton, Wyandotte, Brownstown, Canton, and Van Buren. Therefore, they will be used in the next phase of this case which is the preparation by the parties of their exhibits that are to be exchanged between them on November 5, 1987.

This Interim Award may, for convenience, be signed in counterpart.

/s/ Donald F. Sugerman

Donald F. Sugerman, Chairman

Marilyn L. Radford, Delegate (City)

/s/ Richard Ziegler

Richard Ziegler, Delegate (Union)

September 22, 1987

APPENDIX "A"

PHYSICAL CHARACTERISTICS

Population (24,857)	X	O	X	X	X	X	X	O	O	X	X
Square Miles (35)	O	O	O	O	O	O	X	X	X	X	X
Density (710)	X	O	X	X	X	O	X	X	X	X	X
Total Housing Units (8160)	X	O	X	X	X	X	X	O	X	X	X
Age of Units	O	O	X	X	X	O	X	O	X	X	X
Vacant Land	O	O	X	X	X	O	X	X	X	X	X

FINANCIAL AND PERSONAL CHARACTERISTICS

[illegible]

DEPARTMENT CHARACTERISTICS

[illegible]