

Sub 2/10/94
MSU

ACT 312 ARBITRATION

SHERIFF OF EMMET COUNTY

and

EMMET COUNTY

MERC CASE NOS. G92-B-0242
G92 B-0751

and

POLICE OFFICERS ASSOCIATION OF
MICHIGAN, COMMAND OFFICERS
ASSOCIATION OF MICHIGAN

1994 FEB 14 AM 9:38
STATE OF MICHIGAN
EMPLOYEE RELATIONS COMMISSION
DETROIT OFFICE

Emmet County

STIPULATED AWARD

The Parties to this proceeding and the Arbitration Panel hereby agree and stipulate to the following award:

1. The provisions of the expired collective bargaining agreements between the parties regarding the two collective bargaining units involved in this proceeding are hereby incorporated herein except to the extent that those agreements are modified by this Stipulated Award.
2. The term of the new Agreement shall be from January 1, 1992 terminating at midnight December 31, 1995.
3. Effective the first pay period on or after the date indicated, wage rates for all classifications shall be increased as follows:

January 1, 1992....3.5%

January 1, 1993....3%

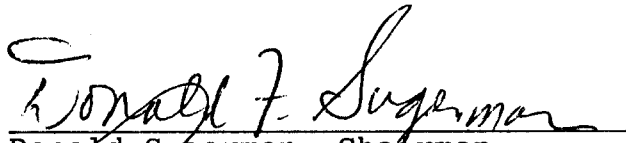
January 1, 1994....2%


January 1, 1995....2%

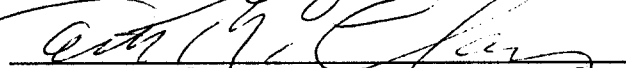
Retroactive wages shall be paid to those employees on payroll as of the date of this Stipulated Award.

4. Effective January 1, 1994, all employees who retire on or after that date shall receive a normal pension benefit of 1.7% FAC for all years of service rather than the current 1.5% FAC.
5. Effective January 1, 1994, Paid Sick Leave under § 15.1 shall be earned at one day (8 hrs) per month of service.
6. Effective January 1, 1994 § 17.11 Meal Purchase shall be deleted from the Agreement.
7. Effective January 1, 1994, add a new section to the Agreement that provides that "All Discipline shall be for just cause."

Dated February 10, 1994


Donald Sugarman, Chairman


Patrick Spidell, Union Panel Member


Jack R. Clary, Employers Panel
Member