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Adp.
6/9/88

STATE OF MICHIGAN
DEPARTMENT OF LABOR
EMPLOYMENT RELATIONS COMMISSION

IN THE MATTER BETWEEN:

CITY OF FARMINGTON

-and-

COMMAND OFFICERS ASSOCIATION
OF MICHIGAN.

UNDER ACT 312, PUBLIC ACTS
OF 1969, AS AMENDED

Case No. D87 F-1672

OPINION AND AWARD

CHAIRMAN:

Thomas J. Barnes

UNION DELEGATE:

William Birdseye

EMPLOYER DELEGATE:

Dennis B. DuBay

FOR THE UNION:

William Birdseye

Ann Maurer

FOR THE EMPLOYER:

Dennis B. DuBay

OPINION

The parties participated in a Pre-Hearing Conference in the City of Farmington's offices on March 2, 1988, for the purpose of identifying the issues for arbitration, agreeing upon hearing dates and reaching understandings with regard to how the case should proceed. A hearing was held on June 6 and 7, 1988, at the City offices in Farmington, Michigan. During the course of the hearing the parties reached agreement pursuant to Stipulation with regard to all matters to be contained in a labor contract

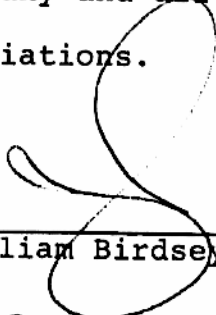
Farmington, City of

between them effective July 1, 1987, through June 30, 1990. Pursuant to said Stipulation on the record, the parties hereby incorporate the attached Agreement as the labor contract between the parties.

AWARD

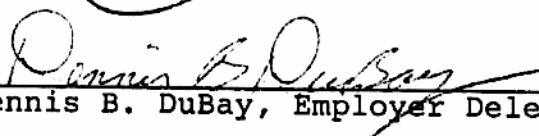
The attached Agreement effective July 1, 1987 to June 30, 1990, is hereby ordered to be the complete Collective Bargaining Agreement between the parties with regard to all issues submitted to this Act 312 panel as well as any and all agreements which the parties mutually reached in negotiations.

Dated: 6/14, 1988.



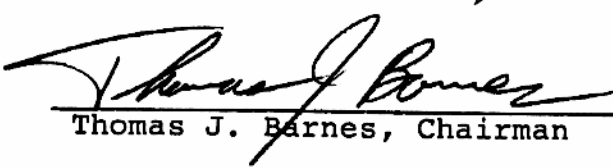
William Birdseye, Union Delegate

Dated: 6/20, 1988.



Dennis B. DuBay, Employer Delegate

Dated: June 9, 1988.



Thomas J. Barnes, Chairman