

12/8/86
Edward
Rosenbaum
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STATE OF MICHIGAN
MICHIGAN EMPLOYMENT RELATIONS COMMISSION
BEFORE A COMPULSORY ARBITRATION PANEL

FILE COPY

CITY OF FERNDALE,

Employer,

-and-

MERC Case No: D85 D-1438

LABOR COUNCIL, MICHIGAN
FRATERNAL ORDER OF POLICE,
(Ferndale Police Command
Officers Association),

Union.

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DECISION AND AWARD

These proceedings were commenced pursuant to the provisions of the Act entitled "Compulsory Arbitration of Labor Disputes, Policemen and Firemen", being Act 312 of the Public Acts of 1969, as amended, of the State of Michigan. This Decision and Award is made pursuant to the provisions of said Act 312, as amended.

The Decision and Award is adopted as the Award of the Panel hearing this matter, whose members' signatures appear herein.

The Panel consists of the Chairman, Edward Rosenbaum, Employer designee, Karen Harlick and the Union designee, Michael Somero.

The hearing was held on October 29, 1986, and both parties submitted prepared Exhibits into evidence and they were received. Later the parties placed on the record a stipulation as to the issues, their positions, and settlements with respect to those issues. The Exhibits, the stipulations of counsel and this record

Ferndale, City of

Rosenbaum, Edward

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form the basis of the Award. The following findings and stipulations were made as to the issues set forth:

1. Sick Leave - The Union withdrew the issue.
2. Holidays - The Employer has agreed to pay the holiday benefit rate at the rate of twelve days at member's current rate of pay even though the contract will reflect numerical holidays of ten.
3. Retirement - The so-called annuity multiplier factor will be increased from 2.25 to 2.5. This factor will be applied to a maximum of thirty years of service with a cap of 75% of final average compensation. This change shall take effect 7-1-87.

The employee agrees to pay the cost of the increase of the multiplier factor. That cost will be understood to be approximately 4.1%.

In addition, the employees will be granted the option of annuity withdrawal, that is, it will be allowed at the time that they retire if they elect to withdraw their portion of their contribution.

4. Wages - The parties will amend the wage benefit area as follows: Effective 7-1-85, an across the board increase of 6.5%; effective 7-1-86, an across the board increase of 5.5%; effective 7-1-87, an across the board increase of 5%.

The wage differential and current percentage amounts that currently appear in the written contract shall remain as set forth for the term of this new three year contract.

5. Uniform Allowance - The Union withdrew the issue.
6. Cleaning Allowance - The Union withdrew the issue.

7. Pay Periods - The Union has agreed with the Employer's position on bi-weekly pay. That is, the current semi-monthly payment will be changed to a bi-weekly payment system.

8. Out-of-Class-Pay - In addition to the provisions contained in the current agreement with respect to a sergeant working out-of-class as a lieutenant, the lieutenant position when working or acting as a captain or a higher classification for a period in excess of sixty days, shall on the sixty-first day, receive retroactive adjustment in rate back to the thirty-first day at the higher wage rate. That method of payment would continue beyond the sixty-first day for whatever period would be assigned.

9. Deferred Income Plan - The parties have agreed that the members of the Command Officers Unit shall be able to, on an optional basis, participate in the deferred income plan identified as ICMA. This plan is strictly voluntary.

10. Optical Coverage - The members of the Unit shall participate in the optical plan the same as that enjoyed by the Patrol Unit.

The above-referenced matters form the basis for the Panel's Award. It has identified the majority of the issues cited above as economic based on the stipulations of the parties. The Panel, therefore has complied with the mandate as contained in Act 312, paragraph 4.23.239 and Section 9.

The remaining parts of the current contract between the parties which are not modified in any manner by this Award, and the tentative agreements between the parties, shall be incorporated by reference, and shall continue for the economic term of this

Award which is from 7-1-85 through and including 6-30-87.

Edward Rosenbaum

Edward Rosenbaum
Chairperson

Karen Harlick

Karen Harlick
Employer Designee

Michael Somero

Michael Somero
Union Designee

Dated: December 8, 1986

WAIVER OF STATUTORY TIME PERIODS

City of Ferndale

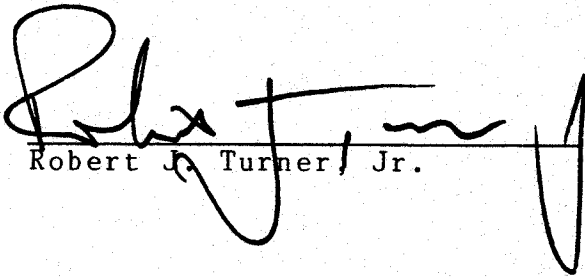
and

Labor Council Michigan Fraternal Order of Police

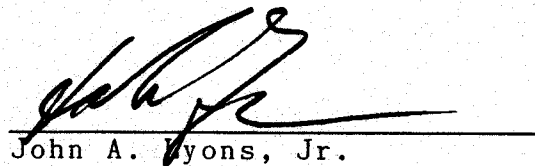
MERC ACT 312 CASE NO. D85-D-1438

The undersigned representatives of each of the parties hereby consent to the waiver of all statutory time periods.

For the Employer


Robert J. Turner, Jr.

For the Labor Organization


John A. Lyons, Jr.

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