

**Grosse Pointe Woods  
-and-  
Police Officers Labor Council  
(Command Officers)**

**Act 312 Arbitration  
MERC Case No. D10 B-0146**

**STIPULATED ACT 312 AWARD**

RECEIVED  
2012 MAR 28 PM 12:59  
STATE OF MICHIGAN  
EMPLOYMENT RELATIONS COMM.  
DETROIT OFFICE

1. Three-year contract July 1, 2010 - June 30, 2013.
2. The new contract will be the same as the parties' prior contract except as amended by the Award.
3. Wages - APPENDIX A frozen (0%/0%/0%) for current employees.
4. Lower pension multiplier for new hires (after July 1, 2011) from 2.5% to 2%; 5% employee contribution. Contributions on all pensionable wages.
5. Section 82 - Eliminate 3% ICMA match for the pay period after March 27, 2012 to end of contract.
6. Pension FAC cap overtime at 400 hours per calendar year.
7. Employees will make retiree healthcare contributions of 2% of gross pay to Grosse Pointe Woods retiree healthcare trust fund by payroll deductions to start at commencement of first payroll period after March 27, 2012.
8. Eliminate retiree life insurance.
9. Revise healthcare for active employees and new retirees to PPO-3, prescription drug card \$10/\$20/\$40. Employees will pay hard-cap contributions effective January 1, 2012. Employees may elect PPO-1, \$10/\$20, \$1,000 deductible by paying difference in illustrative premiums as calculated by BC/BS annually.
10. Revise contract with respect to retiree healthcare as follows:

Coverage for dependents shall be as required by law. Current employees' retirement healthcare eligibility shall be as follows:

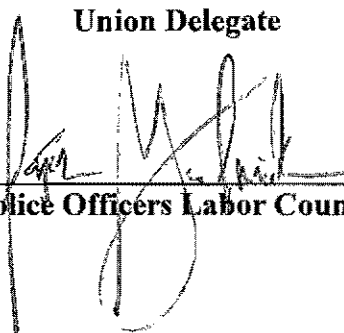
10 years of Actual Service Time	City Contribution	Employee 25%	Spouse 0%
15 years of Actual Service Time	City Contribution	Employee 50%	Spouse 25%
20 years of Actual Service Time	City Contribution	Employee 100%	Spouse 75%
25 years of Actual Service Time	City Contribution	Employee 100%	Spouse 100%

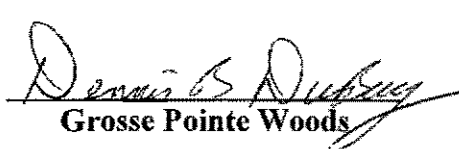
11. Effective March 27, 2012, COLA payments for active employees shall be eliminated for the life of the contract and reinstated in the contract on June 30, 2013.
12. Eliminate longevity for new hires after January 1, 2012.
13. Tuition reimbursement up to \$1,500 per employee per year for Police/Fire related courses subject to approval of the Director.
14. Reduce health insurance opt out from \$3,500 to \$3,000.
15. Add addendums to contract.

16. Effective July 1, 2012, Article 38.0 Holiday Leave, Section 38.1 shall be revised to change the lump sum holiday payment from twelve (12) days to six (6) days for the July 1, 2012 – June 30, 2013 fiscal year. The payment shall be made in May, 2013. The existing prior language shall be re-effective on June 30, 2013.

17. Article 39, Section 39.1 (6) (b) changed to not more than one supervisor on vacation on each platoon at any one time.

  
Ben Kerner, Chairperson

Union Delegate  
  
Police Officers Labor Council

City Delegate  
  
Grosse Pointe Woods

3-27-12  
Date