

**MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY
MICHIGAN EMPLOYMENT RELATIONS COMMISSION
BUREAU OF EMPLOYMENT RELATIONS**

PETITIONING PARTY:

Command Officers Association of Michigan

and

RESPONDING PARTY:

County of Saginaw and Saginaw County Sheriff

MERC CASE NO.: 22-I-1856-CB

RECEIVED
STATE OF MICHIGAN
June 9, 2023
Employment Relations
Commission
Detroit Office

COMPULSORY ARBITRATION

Pursuant to Public Act 312 of 1969, as amended
[MCL 423.231, *et seq*]

Arbitration Panel

Chair: George T. Roumell, Jr.
Employer Delegate: David M. Gilbert
Union Delegate: Kevin Loftis

Advocates

Employer Advocate: David M. Gilbert, Attorney
Brandon Fournier, Attorney
Union Advocate: Kevin Loftis, Research Analyst

PETITION FILED: March 30, 2023

PANEL CHAIR APPOINTED: April 14, 2023

SCHEDULING CONFERENCE HELD: May 3, 2023

STIPULATED AWARD ISSUED: June 5, 2023

TABLE OF CONTENTS

1.	Introduction and Background	2
2.	Summary of Award	3

WITNESS LIST

Case submitted on Exhibits.

1. INTRODUCTION AND BACKGROUND

The Command Officers Association of Michigan represents a bargaining unit of Sergeants employed by the County of Saginaw and Saginaw County Sheriff. The unit consists of five (5) Sergeants assigned corrections who are not Act 312 eligible and nine (9) Sergeants assigned police duties who are Act 312 eligible. By agreement of the parties, the Panel Awards that follow shall apply to all members of the bargaining unit.

The recent collective bargaining agreement between Saginaw County and Saginaw County Sheriff and the Command Officers of Michigan expired on September 30, 2022. The parties engaged in bargaining including mediation conducted by a State Mediator in an attempt to reach agreement on a successor collective bargaining agreement. The parties were unable to reach an agreement resulting in the Command Officers Association of Michigan filing a petition with the Michigan Employment Relations Commission on March 30, 2023 seeking binding arbitration and the appointment of a Panel Chair.

George T. Roumell, Jr. was appointed Chairman who arranged to conduct a telephonic pre-trial meeting with the parties' representatives on May 3, 2023 where it was agreed that the following issues were economic and in dispute:

1. Duration
2. Wages
3. Health Insurance Premium Share
4. Paid Time Off
5. Shift Differential
6. Longevity

The Association later added that the provisions for the grievance procedure should be retroactive to October 1, 2022.

At the pre-trial meeting, it was announced that David M. Gilbert would be the employer member of the Act 312 panel and Kevin Loftis would be the Union panel member. In addition, the Chair recommended that the parties engage in mediation conducted by the Chair addressing

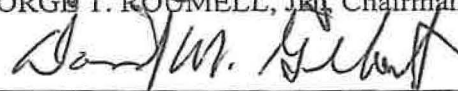
the issues in dispute. The parties agreed and a mediation session was held on May 22, 2023. As a result of the May 22, 2023 mediation session, the Panel unanimously agreed to issue the following awards. By agreement of the parties, the panel award that follows shall apply to all members of the bargaining unit, including the non-312 eligible employees by stipulation of the parties. However, this panel award does not alter the non-312 status of the non-312 eligible employees.


2. SUMMARY OF AWARD

Duration	The Collective Bargaining Agreement shall commence October 1, 2022 and continue through September 30, 2025
Wages	<p>Retroactive to October 1, 2022, will be a 2% increase in wages across the board.</p> <p>For 312 Sergeants only, there will be a 2% market adjustment in year one of the contract and at step 3 in the pay scale.</p> <p>Effective October 1, 2023, there will be an additional 2% increase in wages across the board.</p> <p>Effective October 1, 2024, there will be an additional 2% increase in wages across the board.</p>
Health Insurance	Effective January 1, 2023, members of the bargaining unit shall have the same health insurance with the same premium contributions as the Deputy and Lieutenant units. Any amounts of premiums paid over and above such payment contributions since January 17, 2023, by members of the Sergeant unit, will be reimbursed to members retroactive to January 17, 2023. The parties agreed that both parties would abide by the grievance arbitration award issued in the upcoming POAM grievance (23-19) relating to Health Insurance premiums share amounts retroactive to January 1, 2023 as it relates to this bargaining unit. In the event an award is not issued for Grievance (23-19) the parties agree that the COAM shall preserve its rights to process Grievance (23-20 Health Insurance Premium Share) to a hearing.
Paid Time Off	There shall be 60 hours added to the paid time off as in the Deputies' CBA.
Shift Differential	There shall be a \$0.35 shift differential for actual hours worked by members of the bargaining unit whose shift begins on or after 1745 and ends on or before 0545. This does not include overtime shifts or overtime details.

Longevity	The request for longevity is denied.
Grievance Procedure	Grievance procedure shall not be retroactive to October 1, 2022.


 GEORGE T. ROOMELL, JR., Chairman, Concurring


 DAVID M. GILBERT, Employer Delegate, Concurring


 KEVIN LOFTIS, Union Delegate, Concurring