

264

9/26/74

ARB

Gaylord City of

*
In the Matter of the Arbitration between *
*
THE CITY OF GAYLORD *
*
-and- *
*
TEAMSTERS LOCAL NO 214, *
LAW ENFORCEMENT DIVISION *

9/26/74

This arbitration proceeding was conducted pursuant to the Police-Firefighters Arbitration Act, (Act No. 312, Public Acts of 1969, as amended). A hearing was held in Gaylord, Michigan on August 23, 1974. A complete transcript of the hearing was made and a copy furnished to the Chairman of the Arbitration Panel on September 11, 1974.

ARBITRATION PANEL

E.J. Forsythe, Chairman
Ronald Krane, City Delegate
James Allen, Union Delegate

Both parties entered in good faith into the proceeding. No issue of arbitrability was raised. No question was raised as to the legality or authority of the arbitration panel to determine the issues presented. Time limits were extended as required to meet the restrictions of the statute.

The matter before the Panel is that of a wage reopener, not a three year Contract.

LABOR AND INDUSTRIAL
RELATIONS LIBRARY
Michigan State University

AUG 31 1976

The issues presented, including the economic issues and the parties last best offers were submitted to the panel. The issues are:

- Issue No. 1 -- Vacations
- Issue No. 2 -- Life Insurance
- Issue No. 3 -- Wages

In the matter of Wages, the City's last best offer is:

| | |
|----------------------------|------------------|
| Starting Wage--Patrolman-- | \$8,288 per year |
| After 1 year----- | \$8,292 per year |
| Sergeant----- | \$9,292 per year |

The City submits that the above represents a ten and one half percent increase in wages alone, and that it is a substantial offer above what was previously presented in negotiations.

In the matter of Life Insurance, the City's last best offer is a paid policy of \$5,000.

The Union submits its last best economic offer is Life Insurance of \$10,000 and the vacation request as modified to read, 1 year of service, 10 days, 5 years of service 14 days, 10 years of service, 16 days, 15 years of service 18 days, 20 years of service 20 days.

The Union's last best economic offer is the wage of

\$9,885 for the top patrolman. The percentage increase would be the same at the starting step and at the Sergeant's step.

The Union notes that this is a parity request and also points out that it dropped its request for three (3) Personal Leave days and a Payroll Deduction plan to a Termsters Credit Union at the time of the hearing.

In its presentation the Union submitted the starting and incremental wages of Michigan State Police, with a start of \$10,064 and \$11,170 after three years. A Deputy in the Otsego Sheriff's Department has \$8,459 and \$9,885 effective November, 1974, as contrasted to a Gaylord Patrolman of \$7,957 on July 1, 1974 going one year to a maximum.

The Union argues that the composite it submitted shows that a 1 year patrolman in Gaylord, Michigan is \$2,205 per year below the average of other patrol officers doing identical work in the County of Otsego.

Both parties submitted Cost of Living Data at the hearing, from the Michigan Employment Security Commission, figures from the local bank and the Bureau of Labor Statistics.

It is the Union's position that coverage on parity in insurance should be provided with the Otsego County Sheriff's Department as set forth in their Contract under Article 21, Section 1, which was submitted as an exhibit.

The City submitted as comparable sized area Cities Study, the starting salaries for Patrolman in Boyne City, Charlevoix, Clare, East Jordan and Grayling as well as the Otsego County Deputies.

ISSUE NO. 1 -- VACATIONS

The Union requests vacation time with pay, 1 year of service, 10 days, 5 years of service, 14 days, 10 years of service 16 days, 15 years of service 18 days, and 20 years of service, 20 days. The current Agreement between Gaylord and the Patrolmen provides 1 year of service, 6 days, 2 to 5 years of service, 12 days, 6 years of service, 13 days, 7 years of service 14 days, and 10 years of service, 17 days.

The City proposes no change in the vacation schedule.

However, in light of comparable communities and particularly the Otsego County Deputies, the Chairman believes that the Union's proposal is fair and should be granted.

Therefore, the Union's last best economic offer in regard to vacation shall read, 1 year of service, 10 days, 5 years of service 14 days, and 10 years of service, 16 days, 15 years of service, 18 days, 20 years of service, 20 days.

Mr. Allen concurs, Mr. Krane dissents.

ISSUE NO. 2 -- LIFE INSURANCE

On Life Insurance the Union requested parity with the

Otsego County Sheriff's Department with a paid policy of \$10,000. The City's last best economic offer was \$5,000 which is substantially higher than its offer prior to the day of the hearing of \$3,500.

Under the circumstances of a wage increase and vacation benefit, the City's last best offer is hereby accepted by the Chairman. It is understood that this is fully paid for by the City and includes Accidental Death and Dismemberment.

Mr. Allen dissents, Mr. Krane concurs.

ISSUE NO. 3 -- WAGES

The matter of Gaylord patrolman performing very similar work with the Otsego County Deputies again raises the matter of parity. In addition the wages of the Gaylord Patrolman as computed in exhibits submitted at the hearing are below that of comparable communities.

In addition the Chairman feels that the police officers are entitled to an increase in wages to compensate for the inordinately inflationary increases in cost of living over the past year. Notice is also taken of pronouncements issuing from the federal government to the effect that the inflationary spiral will continue to haunt us in the year to come.

Therefore, the Union's request is granted, consistent

with the inflationary rise and being on equal terms with the Deputies, the wage of \$9,885 after one year is granted for the top patrolman. The percentage increase would be the same at the starting step and at the Sergeant's step.

Mr. Allen concurs, Mr. Krane dissents.

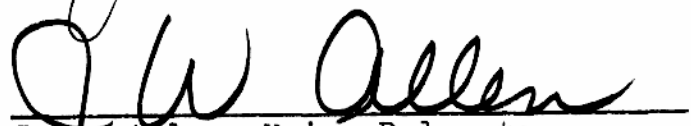
AWARD


Issue No. 1 The Union's request for the vacation change is granted.

Issue No. 2 The City's last best economic offer on Insurance is granted.

Issue No. 3 The Union's last best economic offer on Wages is granted.


E.J. Forsythe, Chairman


James Allen, Union Delegate
Concurs as Indicated in The Opinion


Ronald Krane, City Delegate
Concurs as Indicated in The Opinion

September 26, 1974