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STATE OF MICHIGAN  
DEPARTMENT OF CONSUMER AND INDUSTRY SERVICES  
BUREAU OF EMPLOYMENT RELATIONS

ANN ARBOR POLICE OFFICERS  
ASSOCIATION,

and

Chairperson: Benjamin Wolkinson  
AAPOA Delegate: Rick Stern  
City Delegate: Alex Little  
MERC Case No.: D97 D-0735

CITY OF ANN ARBOR

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**OPINION AND AWARD OF THE PANEL**

STATE OF MICHIGAN  
EMPLOYMENT RELATIONS COMMISSION  
DETROIT OFFICE

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The Ann Arbor Police Officers Association (hereinafter the "Union"), is the recognized exclusive bargaining representative of the non-supervisory sworn Police Officers and the non-supervisory, non-sworn Police Communication Operators and Telecommunicators of the Ann Arbor Police Department, under applicable Michigan law. The Union initiated binding arbitration proceedings by its Petition for Act 312 Arbitration dated December 4, 1997, pursuant to Act 312, Public Acts of 1969 as amended (MCLA 423.231 et seq) to resolve the issue of wages for the contract year beginning July 1, 1997 and ending June 30, 1998. The Michigan Employment Relations Commission selected and appointed Arbitrator Benjamin Wolkinson as Chairperson of the Act 312 Arbitration Panel. An Act 312 Pre-Hearing conference was held between the parties on


March 30, 1998. The Union was represented by Ronald Helveston, its attorney, Dennis Aguirre, President and Rick Stern, Vice-President of the Union. The City was represented by Stacey Washington, its attorney, Ronald Dowell, its advocate and Alex Little, Assistant to the Administrator for Labor Relations. At this Pre-Hearing, Rick Stern was designated as Delegate for the Union; Alex Little as Delegate for the City. Immediately thereafter, the parties entered into a written stipulation to waive the time limits prescribed under Act 312.

Other than the issue of the wage re-opener for the July 1, 1997 through June 30, 1998 contract year, the remainder of the parties July 1, 1995 through June 30, 1998 collective bargaining agreement shall continue without change.

Act 312 provides the Panel with the criteria upon which to base its award. The Panel has reviewed each of the statutory criteria under Section 9 of the Act as they apply to the issue in dispute. Based upon the requirements of the Act, the Panel awards a wage increase for all represented bargaining unit members as noted above as follows: effective January 1, 1998, a 4% across-the-board increase shall be retroactively applied to the wage rates which expired on June 30, 1997.

  
Benjamin Wolkinson, Panel Chairperson

  
Rick Stern, Union Delegate

  
Alex Little, City Delegate

Dated: June 22, 1998