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Ark.

STATE OF MICHIGAN
DEPARTMENT OF LABOR
EMPLOYMENT RELATIONS COMMISSION

CITY OF GROSSE POINTE,

Employer,

ACT 312 ARBITRATION

-vs-

MERC Case No. D93 C-0351

POLICE OFFICERS LABOR COUNCIL,

Union.

Bargaining Unit Involved: Non-Supervisory Public Safety Officers

AWARD OF THE ARBITRATION PANEL

1. TERM OF AGREEMENT

Three (3) year agreement effective July 1, 1993 through June 30, 1996. (Per Stipulation, Act 312 Hearing October 17, 1994).

2. WAGES AND COST-OF-LIVING ALLOWANCE

Base Wages - PSO II - Maximum Rate

Year 1 (1993-94)	\$39,879 (2.5%)
Year 2 (1994-95)	\$40,975 (2.75%)
Year 3 (1995-96)	\$42,204 (3%)

C.O.L.A.

Year 1	\$1,000 annual payment
Year 2	\$1,000 annual payment
Year 3	\$1,000 annual payment

Base Wages And C.O.L.A.

Year 1	\$40,879
Year 2	\$41,975
Year 3	\$43,204

Retain other progressive steps to maximum rate. These steps shall be adjusted in accordance with the above increases: 2.5%; 2.75%; 3%.

John W. Cumiskey

Three Parties City of

3. **HOLIDAYS**

An additional holiday, New Year's Eve, is granted, effective December 31, 1994.

4. **PENSION/RETIREMENT BENEFITS**

Retirement Eligibility: Retain current requirements - Age 55, 10 years of service.

5. **PENSION/RETIREMENT BENEFITS**

Retirement Benefit Formula:

Multiplier: 2.5% for each year of service for first 25 years, and increase to 1.25% per year for years after first 25 to the maximum of 70% of final average compensation (FAC).

6. **PENSION/RETIREMENT BENEFITS**

Final Average Compensation (FAC): Change FAC to highest 4 of last 5 years of service.

7. **PENSION/RETIREMENT BENEFITS**

Post-Retirement Escalator: Retain current 2% compounded per year.

8. **MEDICAL INSURANCE BENEFITS - ACTIVE EMPLOYEES**

Change to a Blue Cross/Blue Shield PPO Plan effective immediately with the following features; but there shall be no premium sharing as proposed by the City:

- Type Of Coverage: Blue Cross/Blue Shield PPO (Statewide Preferred Provider Organization)
 - Emergency first aid
 - Waive co-pay on EKG, radiology, pathology and diagnostic (waive \$5 co-pay)
- Master Medical:
 - 80/20 co-pay
 - Deductibles: 100/200 to January 1, 1995
150/300 after January 1, 1995

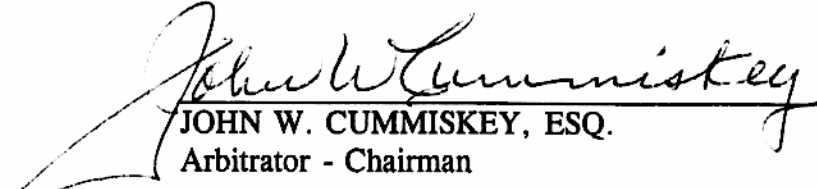
- **POV (Physician Office Visits):** 100% coverage physician office visits; pre-, post-natal; well baby care to age 6; allergy service.
- **Prescription Drug Rider:** \$5.00 co-pay
- **Dental Coverage:** 100% paid for Class I services (preventative)
50% paid for Class II services (restorative repair)
50% paid for Class III services (prosthodontics)
- **Optical:** Retain current co-op plan.


9. DUTY DISABILITY RETIREMENT ESCALATOR

The parties stipulate that the 2% annual escalator applies to a duty disability retirement.

10. RETROACTIVITY

Economic benefits (Wages, COLA, Pension/Retirement Benefits) are retroactive to July 1, 1993.


JOHN W. CUMMISKEY, ESQ.
Arbitrator - Chairman


THOMAS W. KRESSBACH
City Delegate


BRIAN J. SMITH
Union Delegate

The City Delegate, Thomas W. Kressbach, dissents to the Award with respect to the following items: #3-Holidays; #10 Retroactivity

The Union Delegate, Brian J. Smith, dissents to the Award with respect to the following items: Pension eligibility and wages