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STATE OF MICHIGAN
DEPARTMENT OF LABOR
EMPLOYMENT RELATIONS COMMISSION

8/95
Arb. (Letter
from Arbitrator
was dated
8/14/95.)

CITY OF GROSSE POINTE,

Employer,

ACT 312 ARBITRATION

-vs-

MERC Case No. D93 A-0011

POLICE OFFICERS LABOR COUNCIL,

Union.

Bargaining Unit Involved: Command Officers (Sergeants & Lieutenants)

AWARD OF THE ARBITRATION PANEL

1. TERM OF AGREEMENT

Three (3) year agreement effective July 1, 1993 through June 30, 1996.

2. WAGES AND COST-OF-LIVING ALLOWANCE

Article 24 of the Agreement shall be modified to provide for a rank differential as follows: Effective July 1, 1993, a sergeant's annual base wages shall be 9% above the maximum base wages of a PSO II, and a lieutenant's annual base wages shall be 17% above the maximum base wages of a PSO II.

Year 1 (Effective July 1, 1993)

Sergeant	\$43,468
Lieutenant	\$46,658

Year 2 (Effective July 1, 1994)

Sergeant	\$44,663
Lieutenant	\$47,941

Year 3 (Effective July 1, 1995)

Sergeant	\$46,002
Lieutenant	\$49,379

Grosse Pointe City

Martin L. Kotch

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

C.O.L.A.

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

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. **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:

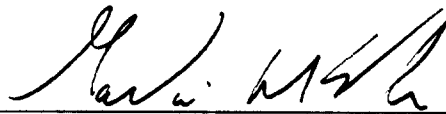
- Type Of Coverage: Blue Cross/Blue Shield PPO (Statewide Preferred Provider Organization)
 - Emergency first aid
 - Waive co-pay on EKG, radiology, pathology and diagnostic (waive \$5 co-pay)
- Master Medical:
 - 80/20 co-pay
 - Deductibles: 100/200 to January 1, 1995
150/300 after January 1, 1995

- **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.

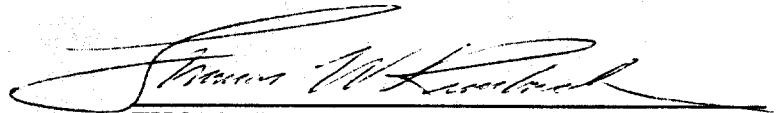
8. **RETROACTIVITY**

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

9. All other issues are withdrawn.



MARTIN L. KOTCH, ESQ.
Arbitrator - Chairman



THOMAS W. KRESSBACH
City Manager - City Delegate



MICHAEL P. SOMERO
Field Representative, POLC - Union Delegate