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3/28/96  
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Arb.

STATE OF MICHIGAN  
DEPARTMENT OF LABOR  
MICHIGAN EMPLOYMENT RELATIONS COMMISSION

ARBITRATION UNDER ACT 312, PUBLIC ACTS OF 1969, AS AMENDED

CITY OF GROSSE POINTE FARMS

-and-

MERC CASE NO. D95 D-0720

POLICE OFFICERS ASSOCIATION  
OF MICHIGAN

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STATE OF MICHIGAN  
EMPLOYMENT RELATIONS COMMISSION  
DETROIT OFFICE

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ACT 312 AWARD

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PANEL DELEGATES

Mark J. Glazer, Impartial Chairperson  
Shane L. Reeside, Employer Delegate  
William Birdseye, Union Delegate

APPEARANCES

For the Employer:  
Timothy Howlett  
Dickinson, Wright, Moon, Van Dusen  
& Freeman

For the Association:  
William Birdseye, Representative

STIPULATED AWARD

At a hearing on March 5, 1996 the parties agreed to the attached "Arbitration Award" which is fully incorporated herein.



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MARK J. GLAZER,  
Impartial Chairperson

Dated: March 28, 1996

CITY OF GROSSE POINTE FARMS

-and-

D95 D-0720

POLICE OFFICERS ASSOCIATION OF  
MICHIGAN

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ARBITRATION AWARD

The Arbitrator awards the following:

1. A three year agreement from July 1, 1994 through June 30, 1997. All current contract provisions to remain the same except for the changes described below:

1994-1995

- (a) A two point five percent (2.5%) salary increase for all unit members except sergeants.
- (b) Sergeants will be paid at the rate of ten percent (10%) above the PSO salary.
- (c) Final average compensation for pension purposes will be the highest three of the last five years.

STATE OF MICHIGAN  
EMPLOYMENT RELATIONS COMMISSION  
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1995-1996

- (a) A two point five percent (2.5%) salary increase for all unit members except sergeants.
- (b) Sergeants will be paid at the rate of ten percent (10%) above the PSO salary.
- (c) Commencing July 1, 1995 COLA provision for PSOs to provide an annual COLA payment of \$750 per year payable in February. For contract year 1995-1996 amount shall be \$750 minus \$330 already paid. Commencing July 1, 1995 COLA provisions for Clerk-Dispatchers to provide an annual COLA payment of \$425 per year payable in February. For contract year 1995-1996 amount shall be \$425 minus \$300 already paid.
- (d) The health insurance will be changed to a PPO with a \$150/\$300 deductible and an 80/20 co-pay, the dental insurance that the command officers have and a five dollar (\$5.00) prescription rider with a preferred card.
- (e) A waiver of health insurance in which any employee who waives health insurance to the satisfaction of the City will receive a \$750 annual payment.

1996-1997

- (a) A two point five percent (2.5%) salary increase for all unit members except sergeants.
- (b) Sergeants will be paid at the rate of ten percent (10%) above the PSO salary.
- (c) The two point five percent (2.5%) annual cost of living adjustment in the pension after a five (5) year waiting period to be increased from ten (10) to fifteen (15) years noncompounded.
- (d) The pension multiplier will be increased from one percent (1%) to one and one-half percent (1-1/2%) for each year of service in excess of 25 years with a maximum benefit of 70% of final average compensation.