

Sub.
9-2-87

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

IN THE MATTER OF:

CITY OF GROSSE POINTE PARK

Arising pursuant to
Act 312, Public Acts
of 1969, as amended

-and-

LABOR COUNCIL, MICHIGAN
FRATERNAL ORDER OF POLICE

D86 D-968

LABOR AND INDUSTRIAL
RELATIONS COLLECTION
Michigan State University

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AWARD

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RECEIVED
SEP 22 1987
MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Grosse Pointe Park, City of

APPEARANCES

FOR THE EMPLOYER:

JAMES J. WALSH
Bodman, Longley & Dahling

FOR THE UNION:

JOHN RAMSDELL, Attorney at Law

FOR THE COMPULSORY
ARBITRATION PANEL:

MARK J. GLAZER, Impartial Chairman
JAMES J. WALSH, Employer Designee
BRIAN J. SMITH, Union Designee

An arbitration hearing was held at the City offices in Grosse Pointe Park on August 18, 1987. The following award was placed on the record.

I

SHIFT DIFFERENTIAL

The men shall receive a shift differential which will be three hundred fifty dollars for fiscal year 1986, four hundred and fifty dollars for fiscal year 1987, four hundred and fifty dollars in fiscal year 1988.

CONCURS :

MARK J. GLAZER 9-2-87
MARK J. GLAZER, Impartial Chairman

DISSENTS:

JJ Walsh 9-16-87
JAMES J. WALSH, Employer Designee

CONCURS :

Brian J. Smith 9-14-87
BRIAN J. SMITH, Union Designee

II

PAYMENT OF
SEVEN HUNDRED FIFTY DOLLARS

The seven hundred and fifty dollar payment received by certain of the men upon completion of the cross training and performance of ^{Dual} duties shall be retained by the men and not taken into considera-

tion in the adjustment of retroactive payments for other benefits and wages.

CONCURS : Mark J Glazer 9/12/87
MARK J. GLAZER, Impartial Chairman

DISSENTS: JJ Walsh 9-16-87
JAMES J. WALSH, Employer Designee

CONCURS : Brian J Smith 9-14-87
BRIAN J. SMITH, Union Designee

III

PERSONAL DAYS

Each of the men who work a twelve hour day shall receive in fiscal 1987 and fiscal 1988 two personal days per year.

CONCURS : Mark J Glazer 9/12/87
MARK J. GLAZER, Impartial Chairman

DISSENTS: JJ Walsh 9-16-87
JAMES J. WALSH, Employer Designee

CONCURS : Brian J Smith 9-14-87
BRIAN J. SMITH, Union Designee

IV

WAGES

The wages shall be the City's last best offer, adjusted in those instances where the City's offer would result in a wage decrease for certain men. In those instances, the men shall receive the same percentage increase as the four year man would receive.

The following clarification shall be included in the wage award. There is a percentage increase from the four year patrolman's wage in the expired police contract, and the PSO I's wage in the City's offer. The same percentage shall apply to a three to four year patrolman's wage to arrive at the three to four year PSO I wage, and so forth, until we get to the zero to one year PSO I wage.

CONCURS :

Mark J. Glazer 9/2/87
MARK J. GLAZER, Impartial Chairman

CONCURS :

J. J. Walsh 9-16-87
JAMES J. WALSH, Employer Designee

DISSENTS:

Brian J. Smith 9-14-87
BRIAN J. SMITH, Union Designee

V

EMT's

All employees who are qualified as EMT's shall receive a payment of three percent of the base wage of a PSO II, that payment being pro rata for the portion of the year subsequent to the certification as an EMT, and the payment to be made during the same period as in the prior fire contract, which was the last pay period in June.

CONCURS :

Mark J. Glazer 9/2/87
MARK J. GLAZER, Impartial Chairman

CONCURS :

J. J. Walsh 9-16-87
JAMES J. WALSH, Employer Designee

CONCURS :

Brian J. Smith 9-14-87
BRIAN J. SMITH, Union Designee

VI

LIFE INSURANCE

All employees shall receive life insurance coverage in the amount of forty thousand dollars through a group life plan.

CONCURS : Mark J. Glazer 9/2/87
MARK J. GLAZER, Impartial Chairman

CONCURS : J. J. Walsh 9-16-87
JAMES J. WALSH, Employer Designee

CONCURS : Brian J. Smith 9-14-87
BRIAN J. SMITH, Union Designee

VII

HEALTH INSURANCE

The health insurance provisions of the contract shall be identical to the provisions found in the contract executed by the command officers, with the exception that there will be added to the insurance provisions a provision for a drug rider with a two dollar co-pay.

CONCURS : Mark J. Glazer 9/2/87
MARK J. GLAZER, Impartial Chairman

DISSENTS : J. J. Walsh 9-16-87
JAMES J. WALSH, Employer Designee

CONCURS : Brian J. Smith 9-14-87
BRIAN J. SMITH, Union Designee

VIII

LANGUAGE OF HEALTH INSURANCE

The language of the health insurance provision of this contract with whatever baggage that brings along would be as in the command contract, with the exception of the drug rider and the two dollar co-pay.

CONCURS :

Mark J. Glazer 9/12/87
MARK J. GLAZER, Impartial Chairman

The City concurs, except for the drug rider.

CONCURS :

J. J. Walsh 9-16-87
JAMES J. WALSH, Employer Designee

The Union dissents, except for the drug rider.

DISSENTS:

Brian J. Smith 9-14-87
BRIAN J. SMITH, Union Designee

IX

RESIDENCY

The residency requirement for PSO's in this Unit shall be dropped.

CONCURS :

Mark J. Glazer 9/12/87
MARK J. GLAZER, Impartial Chairman

DISSENTS:

J. J. Walsh 9-16-87
JAMES J. WALSH, Employer Designee

CONCURS :

Brian J. Smith 9-14-87
BRYAN J. SMITH, Union Designee

X
ACCRUED COMP TIME

Any employee who from March 1 of this year through June 30th of this year worked eighty-four hours in a two week pay period or has reached the eighty-four hours through a combination of work and sick leave, shall receive two hours per pay period in compensatory time.

CONCURS : Mark J Glaz 9/2/87
MARK J. GLAZER, Impartial Chairman

CONCURS : JJ Walsh 9-16-87
JAMES J. WALSH, Employer Designee

CONCURS : Brian J Smith 9-14-87
BRIAN J. SMITH, Union Designee

XI

COLA CLARIFICATION

There have been two prior COLA payments, one made in January and one made in July of this year. Those COLA payments will be returned in the form of an adjustment to the retroactive payments made for wages and other provisions.

CONCURS : Mark J Glaz 9/2/87
MARK J. GLAZER, Impartial Chairman

CONCURS : JJ Walsh 9-16-87
JAMES J. WALSH, Employer Designee

CONCURS : Brian J Smith 9-14-87
BRIAN J. SMITH, Union Designee