

3/8/76 ARB
C.1

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION

In the Matter of
CITY OF HASTINGS

-and-

HASTINGS POLICE DEPARTMENT
(Local 214, Teamsters)

3/8/76

AWARD

J. WARREN EARDLEY, Chairman
Panel of Arbitrators

Business Address:
500 Frey Building
Grand Rapids, Michigan 49502

EMPLOYMENT RELATIONS COMMISSION

In the Matter of
CITY OF HASTINGS

-and-

AWARD

HASTINGS POLICE DEPARTMENT
(Local 214, Teamsters)

In resolution of the dispute heretofore existent over all of the unsettled terms of the contract currently under negotiation, the Panel of Arbitrators awards as follows:

1. The contract shall be of a term of three years, commencing on July 1, 1975, and terminating on June 30, 1978.

2. The salary levels for each of the following classifications, effective and retroactive to July 1, 1975, shall be:

Patrolman - (starting)	\$ 8,418.48
Patrolman - (six-month seniority)	9,216.48
Patrolman - (one year's seniority)	9,486.23
Patrolman - (two years' seniority)	10,025.73
Patrolman - (three years' seniority)	11,239.61
Sergeants -	11,671.61
Civilian Dispatcher (starting)	6,859.30
Civilian Dispatcher - (one year's seniority)	8,272.04

3. An ambulance bonus of \$312.00 will be paid after July 1, 1976, to cover the period July 1, 1976, through June 30, 1977; and

an ambulance bonus of \$312.00 will be paid after July 1, 1977, covering the year July 1, 1977, through June 30, 1978.

Any unpaid ambulance bonus of any employee, otherwise eligible, who shall terminate his employment with the City of Hastings shall be prorated on the basis of fifteen cents per hour for all hours worked, to a maximum of 2,080 hours, from and after July 1, 1975, or July 1, 1976, as the case may be.

4. Vacations for the contract years 1975-76, 1976-77 and 1977-78 shall be as follows:

1975-76 (Effective July 1, 1975)

One year's seniority	One Week
Three years' seniority	Two Weeks
Ten years' seniority	Three Weeks
Twenty years' seniority	Four Weeks

1976-77 (Effective July 1, 1976)

One year's seniority	One Week
Three years' seniority	Two Weeks
Five years' seniority	Three Weeks
Twenty years' seniority	Four Weeks

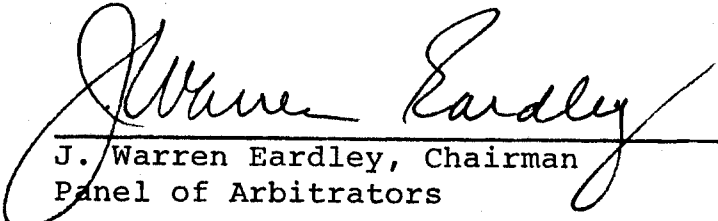
1977-78 (Effective July 1, 1977)

One years' seniority	One Week
Three years' seniority	Two Weeks
Five Years' seniority	Three Weeks
Fifteen years' seniority	Four Weeks

5. Easter Sunday, 1978, will be a holiday.

6. The contract shall contain a wage reopener clause permitting the negotiation of wages for all bargaining unit employees on each of July 1, 1976 and July 1, 1977.

Date: March 8, 1976.


J. Warren Eardley, Chairman
Panel of Arbitrators


James Allen, Panel Member


Ivan Snyder, Panel Member