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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION

Arbitration Under Act 312
Michigan Public Acts of 1969 as Amended

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STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
DETROIT, MICH

IN THE MATTER OF ARBITRATION BETWEEN

CITY OF HASTINGS (Police)

-and-

TEAMSTERS, STATE, COUNTY & MUNICIPAL WORKERS LOCAL 214

CASE NO. G78 C569

ARBITRATION PANEL

Ivan J. Snyder
Pat Goresch
Daniel H. Kruger

Delegate, City of Hastings
Delegate, Teamsters, Local 214
Chairman

HEARINGS REPORTER

Delphine Lewon

AWARD

The Panel held a hearing at 10:00 a.m., May 31, 1979 in the Council Chambers, City Hall, Hastings, Michigan. At the outset of the hearing the Chairman asked the parties to identify the issues in impasse. Once the issues were identified, the parties requested the opportunity to resume bargaining in an effort to remove some of the issues. The parties resumed bargaining and reached an agreement on all unresolved issues. The Panel was asked to incorporate the settlement into a stipulated Award.

Hastings

The Panel therefore makes the following Award:

1. Duration of Agreement

The Agreement will be effective from July 1, 1978 through June 30, 1980.

2. Salary Adjustment

A. Effective July 1, 1978 the maximum salary of patrolman will be \$14,100.00 per year. Steps below the maximum will be adjusted by an eight (8) percent differential.

B. Effective July 1, 1978 the maximum salary of the sergeant will be five hundred dollars (\$500.00) more than the maximum salary of the patrolman, i.e., \$14,600 per year.

C. Effective July 1, 1979 the maximum salary of the patrolman will be \$15,200 per year. Steps below the maximum will be adjusted by a seven (7) percent differential.

D. Effective July 1, 1979 the maximum salary of the sergeant will be \$15,900 per year which is seven hundred dollars (\$700.00) more than the maximum salary of the patrolman.

3. Life Insurance

Effective July 1, 1979 or as soon as possible before, the amount of life insurance will be increased to \$15,000 for each member of the bargaining unit.

4. Drug Prescription Rider — Co-Payment

Effective July 1, 1979 or as soon as possible, the health insurance program currently being provided to members of the bargaining unit will be amended to include a \$2.00 Drug Prescription Rider, Co-payment.

5. Two-Man Car Assignment

The parties have agreed to retain the existing provision in the Agreement covering two-man car assignment.

6. Improvement in the Vacation Schedule

Effective July 1, 1979, the vacation schedule for members of the bargaining unit shall be

After one (1) year of service - 10 working days
After five (5) years of service - 15 working days
After fifteen (15) years of service - 20 working days
After twenty (20) years of service - 25 working days

7. Pension Improvement

Effective June 1, 1980, the 47F Waiver Pension Plan will be provided for members of the bargaining unit.

8. Promotional Procedure

Effective July 1, 1979 the promotional procedure shall be

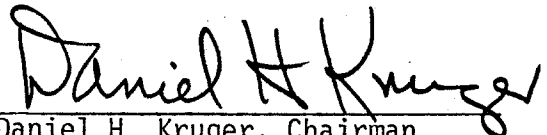
30 percent (30%) of the promotion procedure will be by written examination score.

30 percent (30%) of the promotion procedure will be by the oral interview.

35 percent (35%) of the promotion procedure will be based on the previous performance evaluations of the patrolman being considered for promotion.

5 percent (5%) of the promotion procedure will be based on the patrolman's seniority in the Police Department.

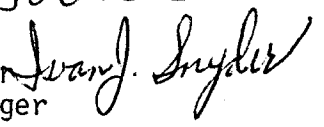
The written examination will be provided by the Michigan Municipal League or any other recognized testing agency.


Daniel H. Kruger, Chairman

For the Panel


Pat Goresch

Ivan J. Snyder


Daniel H. Kruger