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STATE OF MICHIGAN
MICHIGAN EMPLOYMENT RELATIONS COMMISSION
PUBLIC ACT 312 ARBITRATION

IN THE MATTER OF THE ARBITRATION OF:

CITY OF HIGHLAND PARK,

Employer

and

PERA D 80-C-1755

HIGHLAND PARK POLICE OFFICERS
AND MICHIGAN LAW ENFORCEMENT
UNIT #129

Union

Supplement to Award of March 12, 1982

11/11/83

Panel Members

Herbert V. Rollins, Chairman
Sam J. Merigian, (City designee)
James W. Allen, (Union designee)

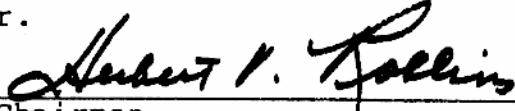
Highland Park, City of

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Issue #8 Dental Insurance

The following is added to the original decision, viz:

1. The cost of the recommended plan is relatively the same as that of the prior plan.
2. The recommended plan represents a reduction from the original union demand of 100% coverage with no co-pay.
3. The recommended plan is similar to some other cities, such as Farmington Hills and Ypsilanti. It is also superior to the plans in some cities and inferior to others. It represents a fair and reasonable offer.


Chairman


Concurring Panel Member


Dissenting Panel Member

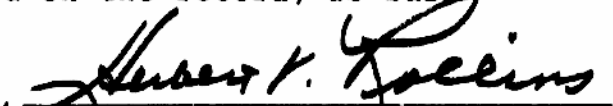
Dated: November 11, 1983

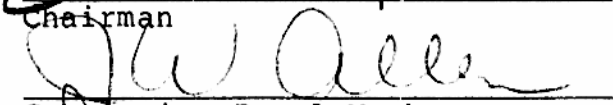
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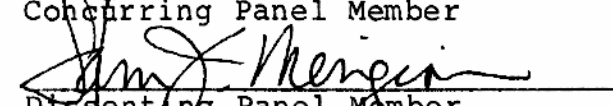
Issue #9 Wages

The following is added to the original decision, viz:

1. At the conclusion of the proofs, the union made a major concession when it withdrew its original demand for COLA.
2. The amount of loss of purchasing power was 13.21% between July 1, 1979 and March 1, 1982. It was felt, therefore, that some increase was in order. By placing the 8% increase into the second year the annual increase was actually only 4% in each of the two years. Unfortunately, any increase is reflected in corresponding increases in the pension costs. It is the latter problem which should be addressed to and corrected.
3. The firefighters, in a separate decision, received the same increase.
4. The decision, based on the record, is fair and reasonable.


Chairman


Concurring Panel Member


Dissenting Panel Member

Dated: November 11, 1983