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ARB

COMPULSORY LABOR ARBITRATION

(Pursuant to Michigan Act No. 312, Public Acts of 1969, as Amended)

Michigan State University
LABOR AND INDUSTRIAL

RELATIONS LIBRARY

In The Matter of:)
)
Houghton County (Sheriff's Dept.))
)
and)
)
Council 11, AFSCME, AFL-CIO)
)

Report of Findings

Arbitration Panel Members:

Mr. John Mikkola - County Member

Mr. Jack LaSalle - Union Member

Mr. Carmen L. DelliQuadri - Public Member

Court Recorder - Holley M. Linn - February 28, 1977

Houghton, County of

Proceedings:

1. 1:30 P.M. - Arbitration Hearing held in the County Court House
Representing - County
 1. A. Dennis Hosking, ControllerRepresenting - Council 11
 1. Douglas Hiltunen, Staff Representative
2. 2:00 P.M. - Adjourn to March 15, 1977 at 1:30 P.M.
3. Resolution of the Economic issues was achieved by the parties themselves before March 15, 1977.

Issues Involved:

1. No non-Economic issues.
2. Economic Issues:
 - a) Sheriff Department - Wage Proposal, February 28, 1977,
(Exhibit #1).
 - b) AFSCME - Local 226, Final proposal 2 years contract
(Exhibit #2).

Arbitrator's Disposition:

The Sheriff Department had not seen the latest final proposal of the Union. The arbitrator felt that in the best interest of both parties that the hearing should be adjourned until both sides had an opportunity to negotiate the union's offer. The panel members concurred in this decision.

Problems resolved by the Parties themselves before the proposed deadline.

SHERIFF DEPARTMENT
WAGE PROPOSAL
FEBRUARY 28, 1977

Exhibit 1

Mon
East
Office

	1976	1977 *	1978	1979
AVERAGE				
HOURS PER WEEK	53	48	44	40
ANNUAL HOURS	2,756	2,496	2,288	2,080
DEPUTY				
HOURLY RATE	3.85	4.34	4.82	5.41
ANNUAL WAGE:				
SALARY	10,611	10,833	11,028	11,253
HOLIDAY PAY	308	* 347	386	433
TOTAL	10,919	11,180	11,414	11,686
SERGEANT				
HOURLY RATE	3.95	4.45	4.95	5.56
ANNUAL WAGE:				
SALARY	10,886	11,107	11,326	11,565
HOLIDAY PAY	316	356	396	445
TOTAL	11,202	11,463	11,722	12,010
LIEUTENANT				
HOURLY RATE	4.05	4.56	5.07	5.69
ANNUAL WAGE:				
SALARY	11,162	11,382	11,600	11,835
HOLIDAY PAY	324	365	406	455
TOTAL	11,486	11,747	12,006	12,290
EFFECTIVE HOURLY RATES: (includes Holiday Pay)				
DEPUTY	3.96	4.48	4.99	5.62
SERGEANT	4.06	4.59	5.12	5.77
LIEUTENANT	4.17	4.71	5.25	5.91

Exhibit # 2

AFSCME

Local 226

Final Contract Proposal 2 year Contract

Hours per week	1976	1977	1978
Annual Hours	53	44	40
	2,756	2,288	2,080

Deputy		1977	%	1978	%
Hourly Rate	3.85	4.82	.97	5.41	
Annual Wage	10,611	11,028	4.17	11,253	2.25

Serгент					
Hourly Rate	3.95	4.95	1.00	5.56	
Annual Wage	10,886	11,326	4.40	11,555	2.39

Lieutenant					
Hourly Rate	4.05	5.07	1.02	5.69	
Annual Wage	11,162	11,600	4.38	11,835	2.35

ARTICLE 20.
Time and $\frac{1}{2}$ will be paid in excess of 44 hours during 1977 and 40 hours during 1978.

APPENDIX D.
Night Time Staffing.
Between the hours of 7:00 p.m. and 7:00 a.m. there shall be two (2) certified deputies in a patrol car.

Union #1

Center - offer