

10/31/96

Sub.

OCT 25 1996

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION

ACT 312 ARBITRATION

POLICE OFFICERS LABOR COUNCIL,

Arbitrator Jerold Lax

Petitioner/Union,

MERC Case No. G-94-C-1006

-and-

STIPULATED AWARD

COUNTY OF ALLEGAN and
ALLEGAN COUNTY SHERIFF,

Respondent/Employer.

Allegan County

STIPULATED AWARD

The arbitration panel issues the following stipulated award:

1. Except for the changes listed below, all provisions of the parties' previous collective bargaining agreement shall be part of the new agreement.
2. This award covers and applies to lieutenants and road patrol sergeants only. This award does not cover or apply to corrections sergeants.
3. Section 17.1 shall be modified to reflect a contract term of January 1, 1994 through December 31, 1997.
4. Appendix A shall be modified to read as follows:

The following annual wage rates (based on 2,080 hours) for the classifications specified shall be effective beginning the first pay period on or after the date indicated:

LIEUTENANT

RATE

1-1-94	10% above top road patrol sergeant rate
1-1-95	"
1-1-96	"
1-1-97	"

ROAD PATROL SERGEANT

1-1-94	12% above top road patrol deputy rate
1-1-95	"
1-1-96	"
1-1-97	"

5. Section 9.5 shall be modified by deleting the last sentence and adding the following paragraph:

In any year in which there is no wage increase for a road patrol deputy and the road patrol deputy receives a significant increase in fringe benefit(s), the parties shall meet to determine 1) the cost of the increase in the fringe benefit(s) and 2) how such increase shall be applied to this agreement.

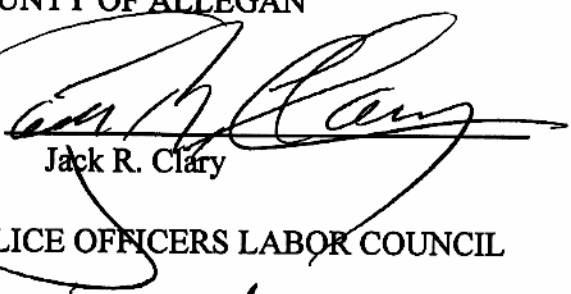
6. Section 14.1 shall be modified to read as follows:

The Employer shall pay the required contributions for the MERS B-2 plan with the F55/25 rider for employees covered by this agreement. Effective January 1, 1997, the following changes shall be made for lieutenants and road patrol sergeants only: 1) the B-2 plan shall be upgraded to the B-4 plan with the F55/25 rider; 2) each employee shall contribute five percent (5%) of his gross earnings toward the pension plan; and 3) the Employer shall commence to readopt the E-1 benefit each year during the term of this Agreement. The Employer shall have the right to change pension coverage from the present MERS plan to a different plan which has substantially equivalent benefits.

7. Retroactive wages shall be paid to employees currently on the County payroll within thirty (30) days of the signing of this award.

COUNTY OF ALLEGAN

By:


Jack R. Clary

Date:

9/25/96

POLICE OFFICERS LABOR COUNCIL

By:

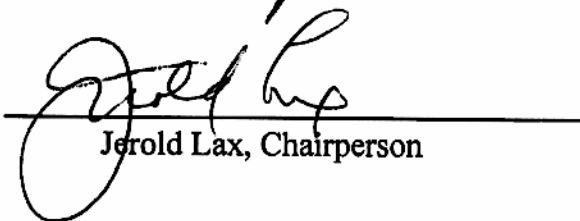

Homer LaFreniere

Date:

10-19-96

Date:

10/31/96


Jerold Lax, Chairperson