

417

IN ARBITRATION
UNDER ACT 312

before

THOMAS V. LOCICERO

CITY OF KINGSFORD

-and-

KINGSFORD PUBLIC SAFETY
OFFICERS ASSN.

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Stipulated Award
G 83 I-1491

The parties in concert with the Chairman, have stipulated that the following shall constitute the Award of this Panel:

1. The terms of the collective bargaining Agreement between the parties for the term ending June 30, 1983 are incorporated herein except to the extent that they are modified by this Award.

2. The term of the new Agreement shall commence July 1, 1983 and terminate June 30, 1986.

3. Add a new section to the Agreement as follows:

Section _____. Election of Remedies. Employees and the Association, on their behalf, may elect either Act 78 or Arbitration as a forum for remedies but an election of one forum shall constitute a waiver as to the other forum. The purpose of this provision is to avoid multiplicity of forums.

4. Modify Section 29 by inserting the word "employee's" before the phrase "immediate family".

5. Insert the following subsection (a) to Section 34:

(a) The Employer reserves the right to select the method of funding or the insurance carrier, provided however, that the benefits are substantially the same as provided above. Administration of the program shall not be deemed benefits. The Employer agrees to furnish the Association with the terms of any new program or carrier prior to its adoption.

The Association shall have the right to have the matter reviewed through the arbitration procedure if they believe that the benefits are not substantially the same as provided above.

6. Effective July 1, 1984, add the \$2.00 co-pay prescription drug rider to the Hospitalization Plan with premiums fully paid by the Employer.

Effective July 1, 1984,

MRB JLG 7. /Modify Sections 28, 30 and Appendix "B"(3) to provide:

- (a) Six (6) twelve-hour sick days at the beginning of each calendar year.
- (b) Limits on accumulation and pay-off remain the same.
- (c) Paid holidays are: New Year's Day, July 4, Thanksgiving Day and Christmas Day. The above holidays shall be paid at twelve (12) hours each.
- (d) Seniority employees shall be credited with six (6) twelve-hour personal leave days, not charged to sick leave, at the beginning of each calendar year. Such time shall be taken at times agreed to in advance by the employee and the Director, with due consideration to the safe and efficient operation of the Department. The Director will not disapprove a personal leave day if said shift can be covered.

Personal leave days shall not accrue from year to year except in case of an emergency preventing their use. In such case, the employee will have one (1) month following the emergency within which to use the days.

- (e) Officers will earn credits toward vacation with pay in accordance with the following schedule:

After 1 year	-	36 hours
After 2 years	-	84 hours
After 7 years	-	120 hours
After 15 years	-	168 hours

- 8. Effective the first pay period on or after the date indicated, adopt the following classifications and annual schedule:

July 1, 1983

<u>Classif.</u>	<u>Start</u>	<u>After</u>			<u>Sergeant</u>
		<u>6 mo.</u>	<u>1 yr.</u>	<u>2 yrs.</u>	
PSO	16,625	17,133	18,302	18,631	19,469
PSO-1	16,859	17,367	18,535	18,875	19,702
PSO-2	16,530	17,040	19,055	19,436	20,144
M. Freeman		17,231			
M. Peterson		18,069			

July 1, 1984

PSO	17,290	17,818	19,034	19,376	20,248
PSO-1	17,533	18,062	19,276	19,630	20,490
PSO-2	17,191	17,722	19,817	20,213	20,950
M. Freeman		17,920			
M. Peterson		18,792			

July 1, 1985

PSO	18,155	18,709	19,986	20,345	21,260
PSO-1	18,410	18,965	20,240	20,612	21,515
PSO-2	18,051	18,608	20,808	21,224	21,998
M. Freeman		18,816			
M. Peterson		19,732			

9. Add the following to Appendix "E", Cost of Living:

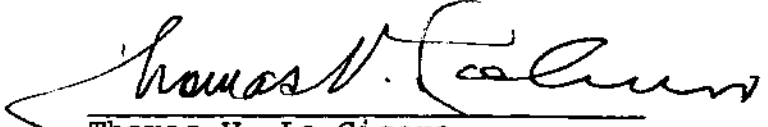
The terms of this Appendix shall be suspended for the life of this Agreement and no cost of living adjustment or allowance shall be paid.

10. Seniority dates for the following employees shall be adopted:

Michael Peterson
Marvin Freeman

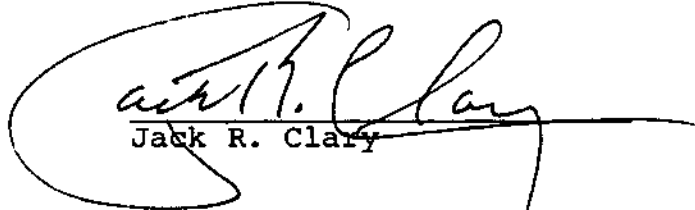
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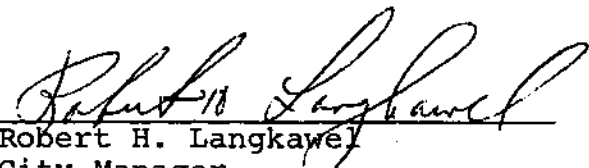
Dated: July 2, 1984



Thomas V. Lo Cicero
Chairman

Employer Delegate
and Association Delegate
Agree:

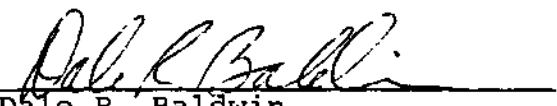
CITY OF KINGSFORD


Jack R. Clary


Robert H. Langkavel
City Manager


Michael R. Billmeyer

KINGSFORD PUBLIC SAFETY
OFFICERS ASSOCIATION


Dale R. Baldwin
Association President