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In the Matter of Arbitration  
between

City of Monroe  
and  
Michigan Fraternal Order of Police

Case No. D92 A-0078

April 8, 1993

*Monroe City*

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Simpkins, Edward.

**Act 312 Arbitration**

**City of Monroe**

**and**

**Michigan Fraternal Order of Police**

***Case No. D92 A-0078***

***April 8, 1993***

**Stipulated Award**

By action of this Arbitration Panel, and based on language previously agreed to in a Tentative Agreement between the parties on August 19, 1992, the following amendments to the existing contract shall be incorporated into a successor Agreement. The precise language and citations are remanded to the parties while jurisdiction shall remain with this panel until such time as the contract is ratified by both parties:

**I. Old Contract**

**II. Duration**

- A. Non-economic - 3 years**
- B. Wages & Fringes - reopener on both wages and fringes the second year of the Agreement for the remainder of the Agreement.**

**III. Following:**

- A. Dispatch Overtime - as Tentatively agreed on August 19, 1992.**
- B. Temporary Positions - As proposed by Union changed to 45 days and at top rate after 6 months.**
- C. Assignments - Union's Proposal with deletion of Detective Sergeant position and inclusion of sentence stating that language does not supersede Article II, Section 3.**
- D. Personal Days - Chief's memo of May 20, 1992, regarding policy for vacation days and personal leave days is rescinded. For**

the duration of the new agreement the parties will abide by the practices as carried out prior to May 20, 1992.

In the event either party believes these provisions are being abused, the matter will be reviewed by the Employer and the Union.

E. Grievance Procedure

Step one - submit to Chief - Chief has 10 days to respond

Step two - Personnel

Step two and one-half - Personnel and F. O. P.

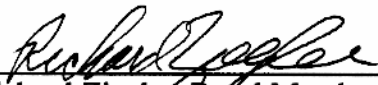
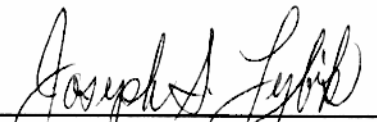
Step three - Arbitration using list of arbitrators. To be developed later.

F. Court Time - Same as patrol

G. Hospitalization - Inclusion of non-substantive language discussed earlier.

H. Wages:

It is understood that the patrol has been offered 3%.

  
J. Edward Simpkins, Panel Chair  
Richard Ziegler, Panel Member  
Joseph S. Lybik, Panel Member