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Oakland County of

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MICHIGAN EMPLOYMENT RELATIONS COMMISSION

In the Matter of the Arbitration Between

OAKLAND COUNTY SHERIFF'S DEPARTMENT AND
COUNTY OF OAKLAND

and

LOCAL No. 1445, COUNCIL 23, AMERICAN
FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES, AFL-CIO

11/11/75

Before a Triparite Panel:

Richard I. Bloch, Esq, Chairman
Robert Johnson, Union-Appointed
Panel Member
Kenneth J. Vinstra, County-Appointed
Panel Member

Appearances:

For the Union

George M. Maurer, Jr.
Zwerdling, Maurer, Diggs
& Papp

For the County

Charles J. Long, Esq.

AWARD

This compulsory arbitration proceeding was conducted in accordance with Michigan's Compulsory Arbitration Law, Act 312, M.C.L.A. 423.239: M.S.A. 17.455. A preliminary meeting was followed by a hearing on May 15, 1975, wherein the parties set forth the issues in dispute. It was agreed at that time that arguments and supporting evidence would be submitted.

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to the Panel by brief. This was done, and, in the course of proceedings, the parties were able to reach accord on the withdrawal of certain issues and settlement of others. What follows is the Panel's Award as to all disputed matters.

AWARD

I. Term of Contract

The contract term shall commence January 1, 1975 and extend for a period of three years, terminating on December 31, 1977; provided, however, that the Wages set forth herein shall be effective as to the first two years of the Agreement. As to Wages only, there shall be a re-opener for the final year of the Agreement.

II. Wages

The following wage award is applicable to Patrol Officer, Corrections Officer and Identification Technician I and is retroactive to January 1, 1975. Effective January 1, 1975 the base wage shall be \$13,700. The maximum wage shall be \$15,900. As of January 1, 1976 the base wage shall be \$14,600 and the maximum wage \$16,800.

III. Detention Officer Rate

Retroactive to January 1, 1975 the Detention Officer rate shall be \$10,200 at the minimum extending to a maximum of \$12,800. Effective January 1, 1976, the base rate shall be \$10,825 and the maximum rate \$13,625. As the classification of

Detention Officer I, Medical Detention Officer and Detention Officer II are now incorporated in the one classification of Detention Officer, employees in the deleted classification will be reclassified as follows: Effective January 1, 1975 employees in the old classification of Detention Officer I and Medical Detention Officer who are at the base step will be placed at the base step of Detention Officer; those in the old classification of Detention Officer I, Medical Officer at the one year step will be placed at the one year step of Detention Officer; those in the old classification of Detention Officer II at the base step will be placed at the two year step of Detention Officer; those in the old classification of Detention Officer II at the one year step will be placed in the three year step of Detention Officer. Effective January 1, 1976 all employees shall be scheduled to advance to the next annual step of Detention Officer. In addition, while performing the functions of a Medical Detention Officer, employees in the class of Detention Officer will receive a bi-weekly bonus at the rate of \$500.00 annually.

IV. Identification Technician II

This classification shall be compensated at a rate of \$500 over the top Patrol salary.

V. Patrol Officer Trainee

The starting rate of a Patrol Officer Trainee shall be \$12,200, retroactive to January 1, 1975 and \$12,500 effective January 1, 1976. Trainees may achieve the base Patrol rate no sooner than six months after entering the classification. If such rate is not granted at that time, the individual will be informed as to the reasons underlying the denial. Provided, however, that such rate shall be granted no later than one year after entering the classification. It is further provided that, without regard to when the base Patrol Officer rate is actually granted, the individual shall receive the one year Patrol Officer rate on the first anniversary following completion of the probationary period.¹

¹Conceivably, therefore, the individual achieving the starting Patrol Officer rate one year after entering the Trainee classification would achieve the one year Patrol Officer rate six months later, or eighteen months after entering the Trainee classification. The Panel makes this award in recognition of the fact that the Employer should reasonably have more than six months to evaluate the new officer. To this end, some discretion is granted with respect to postponing the attainment of the Patrol Officer base rate; this, notwithstanding the fact the probationary period is over in six months. The Panel does not wish to disturb this six month period, which has been established via the existing Oakland County Merit System. Nevertheless, it is the Panel's recommendation that the probationary period be reviewed with an eye toward expanding it to one year. The longer period will enable the Employer to review more carefully the qualifications of new officers and thereby avoid potentially precipitous decisions now mandated by the six month review period.

VI. Retirement Contribution

The Union's request that the County assume a portion of the contributions is denied.

VII. Other Classifications

The Panel declines to rule on the existing question of whether these classifications are subject to Act 312. However, with respect to the classifications of First Cook, Second Cook, Counter Clerk, Typist I, Typist II, and Cook III, the Panel recommends that wage rates be established with specific reference to similarly situated classifications under the Oakland County Merit System. The Panel further recommends that the communications officer (formally entitled Teletype and Radio Dispatcher) be granted a wage increase of 9 and 1/2% and, additionally, that the County assume the 6% retirement contribution.

VIII. Life Insurance

The Union's request for additional coverage is denied.

IX. Income Continuation

Presently, when an employee has a continuing illness which extends over a period equaling 80% of the total number of sick days the employee would have accumulated under the existing sick leave plan since date of hire, that individual is eligible for income continuation under a fixed schedule. It is agreed that, effective immediately, the waiting period of 80% is reduced to 70%.

X. Dental Plan

It is agreed that a fully paid family dental insurance plan shall be installed, effective January 1, 1976.

XI. Clothing and Cleaning Allowance

The County's offer is adopted with respect to uniformed officers. Non-uniformed officers shall receive \$250.00 for 1975 and \$275.00 for 1976.

XII. Shift Premium

The Union's request for shift premiums is denied.

XIII. Transfer Rate Changes

The Union's request in this regard is denied.

XIV. Holiday

The Union's request for an additional holiday is denied.

XV. Arbitration Clause

The finding being that the existing grievance procedure is satisfactory and equitable, the Panel denies the Union's request for modification.

XVI. Annual Leave Accumulation

The Union's request in this regard is denied.

XVII. Optical Insurance

The Union's request in this regard is denied.


XVIII. The Employer's request for modification of the existing sick leave plan is denied.

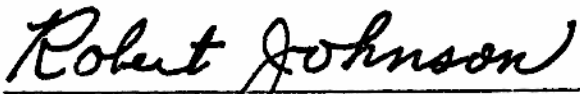
XIX. The Employer's request for modification of the final average salary computation is denied.


XX. Longevity

The Employer's request to modify the existing longevity payment schedule is denied.

November 11, 1975


Richard I. Bloch, Chairman


Robert Johnson
Union-Appointed Panel Member
(Concurring)


Kenneth J. Winstra
County-Appointed Panel Member
(Concurring)