

11/19/76
ARB

Pontiac, City of

In the Matter of the Statutory Arbitration between
CITY OF PONTIAC

-and-

PONTIAC POLICE SUPERVISORS' ASSOCIATION

EJ Forsythe 11-76

This proceeding in arbitration was held pursuant to Act 312 of the Public Acts of 1969, as amended. Samuel A. Baker was named as the City Designee to the panel. Wilbur Carrier was appointed as the Association Designee. On January 29, 1976, the undersigned Arbitrator was appointed as Impartial Chairman of the Arbitration Panel by the Michigan Employment Relations Commission.

At the preliminary meeting on April 3, 1976, under the authority of the statute, the Chairman remanded the issues to the parties. The matters which were not settled or withdrawn were then presented to the panel on November 6, 1976.

Douglas Dahn, of Tolleson, Burgess and Mead, represented the City of Pontiac. The Association was represented by the officers of the Association.

No issue of arbitrability was raised. No question was raised as to the legality of the arbitration panel to

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determine the issues presented. Time limits were extended as required to meet the restrictions of the statute. By stipulation, the Chairman's earlier Award involving the Pontiac Police Officer's Association was entered as Joint Exhibit #1.

A verbatim record of the proceedings was made and a transcript furnished the Chairman of the Panel.

The Panel agreed that the contract will be retroactive from July 1, 1975, in the two (2) matters which were presented to the Panel.

ISSUE NO. 1 -- WAGES

At the meeting on November 6, 1976, the last best offers on wages are as follows:

The City's last best offer is that of an eight and one half per cent (8-1/2%) increase in wages.

The Association's last best offer is that of a twelve per cent (12%) increase in wages.

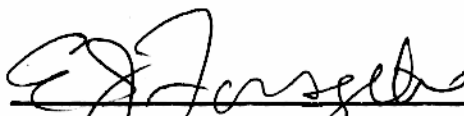
ISSUE NO. 2 -- VACATIONS

The City's offer on vacations is that the vacation schedule remain the same as it is under the current contract.

The Association's last best offer is an increase of one (1) week's vacation at each step of the vacation schedule.

DISCUSSION

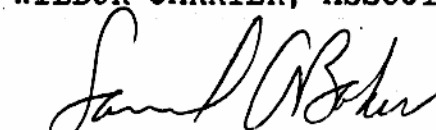
Based upon the examination of the earlier award with the patrolmen and the City of Pontiac and comparable awards elsewhere, the Chairman is granting the Association's demand for both wages and vacations based upon the parties' last best offers. Mr. Carrier concurs; Mr. Baker dissents.



E. J. FORSYTHE, CHAIRMAN



WILBUR CARRIER, ASSOCIATION DESIGNEE



SAMUEL A. BAKER, CITY DESIGNEE
(Dissenting)

DATED: November 19, 1976