

Arb.

9/19/96  
MSC

**CITY OF PONTIAC  
-and-  
COMMAND OFFICERS ASSOCIATION OF MICHIGAN  
(Pontiac Police Supervisors Association)**

**Act 312 Arbitration  
MERC Case No. D94 L-2104**

STATE OF MICHIGAN  
EMPLOYMENT RELATIONS COMMISSION  
DETROIT OFFICE

96 SEP 25 AM 10:30

RECEIVED

**UNION ISSUE 1 - Bonus/Wage Adjustments - 1-1-94 - 12-31-98**

**a. Union's Last Best Offer:**

January 1, 1994

Members of the bargaining unit on January 1, 1994 will receive a one time only lump sum payment in the amount of \$1,000. The lump sum payment shall not be added to, or become part of, the employee's annual base salary.

January 1, 1995

Members of the bargaining unit on January 1, 1995 will receive a one time only lump sum payment in the amount of \$1,200. The lump sum payment shall not be added to, or become part of, the employee's annual base salary.

January 1, 1996

Effective January 1, 1996, increase the salary schedule by three and one-half (3.5%) percent across the board.

January 1, 1997

Effective January 1, 1997, increase the salary schedule by two (2%) percent across the board.

January 1, 1998

Effective January 1, 1998, increase the salary schedule by four (4%) percent across the board.

**b. City's Last Best Offer:**

January 1, 1994

One time only lump sum payment of \$750.

*Antine, City of*

*Daniel H. Kruger*

January 1, 1995

One time only lump sum payment of \$1,000.

January 1, 1996

Across-the-board increase of two and one-half (2.5%) percent.

January 1, 1997

One time only lump sum payment of \$1,000.

January 1, 1998

Across-the-board increase of three (3%) percent.

c. Award:

The Union's Last Best Offer is adopted and awarded.

Daniel H. Kruger  
CHAIRMAN, DANIEL KRUGER

September 19, 1996  
(Dated)

Dennis B. DuBay  
DENNIS B. DuBAY  
Concur \_\_\_\_\_ Dissent X

William Birdseye  
WILLIAM BIRDSEYE  
Concur W Dissent \_\_\_\_\_

**CITY OF PONTIAC**  
**-and-**  
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**UNION ISSUE 2 - Employee Contribution Withdrawal**

a. Union's Last Best Offer:


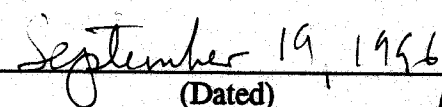
Any members who retired after November 1, 1994 will have their contributions before July 1, 1989 refunded at time of retirement. An employee may withdraw his/her contribution made after July 1, 1989 at the time of retirement with an equivalent actuarial reduction in the pension benefits to be received by the employee. The actuarial reduction will be computed by the actuary using the same formula utilized with respect to the Police unions and approved by the Pension Board.

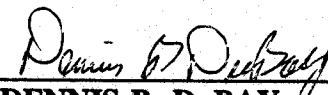
b. City's Last Best Offer:

Maintain status quo and make no changes in regard to this provision.

c. Award:

The Union's Last Best Offer is adopted and awarded.

  
\_\_\_\_\_  
**CHAIRMAN, DANIEL KRUGER**  
  
\_\_\_\_\_  
(Dated)

  
\_\_\_\_\_  
**DENNIS B. DuBAY**  
Concur \_\_\_\_\_ Dissent X

  
\_\_\_\_\_  
**WILLIAM BIRDSEYE**  
Concur 13 Dissent \_\_\_\_\_

**CITY OF PONTIAC**  
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**UNION ISSUE 3 - Sick Time Payout - secondary bank**

a. Union's Last Best Offer:

**Article VIII - Fringe Benefits, Section 8.2 Sick Leave, subsection I**

Effective January 1, 1996, sick leave accrued in the secondary sick bank shall have a monetary value at the time of retirement of 25% over 1,200 hours as shown on the records in the Personnel Department at the time of retirement.

b. City's Last Best Offer:

Maintain status quo and make no changes in regard to this provision.

c. Award:

The Union's Last Best Offer is adopted and awarded.

Daniel H. Kruger  
**CHAIRMAN, DANIEL KRUGER**

September 19, 1996  
(Dated)

Dennis B. DuBay  
**DENNIS B. DuBAY**  
Concur \_\_\_\_\_ Dissent X

William Birdseye  
**WILLIAM BIRDSEYE**  
Concur m Dissent \_\_\_\_\_

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**UNION ISSUE 4 - Holidays**

a. Union's Last Best Offer:

Add one holiday (Lincoln's Birthday).

b. City's Last Best Offer:

Maintain status quo and make no changes in regard to this provision.

c. Award:

The City's Last Best Offer is adopted and awarded.

  
\_\_\_\_\_  
**CHAIRMAN, DANIEL KRUGER**

  
\_\_\_\_\_  
(Dated)

  
\_\_\_\_\_  
**DENNIS B. DuBAY**

Concur X Dissent \_\_\_\_\_

  
\_\_\_\_\_  
**WILLIAM BIRDSEYE**

Concur \_\_\_\_\_ Dissent mc

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**UNION ISSUE 5 - Pension FAC (Vacation Time)**

a. Union's Last Best Offer:

Effective January 1, 1994, the final average salary shall also include lump sum vacation pay at time of retirement, not to exceed two (2) years of accumulation (480 hours).

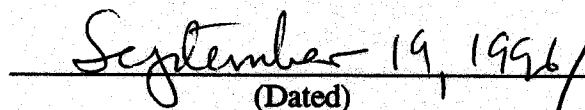
b. City's Last Best Offer:


Maintain status quo and make no changes in regard to this provision.

c. Award:

The Union's Last Best Offer is adopted and awarded.

  
\_\_\_\_\_  
**CHAIRMAN, DANIEL KRUGER**

  
\_\_\_\_\_  
(Dated)

  
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**DENNIS B. DuBAY**  
Concur \_\_\_\_\_ Dissent X

  
\_\_\_\_\_  
**WILLIAM BIRDSEYE**  
Concur X Dissent \_\_\_\_\_

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**CITY ISSUE 1 - Maintenance of Conditions**

a. City's Last Best Offer:

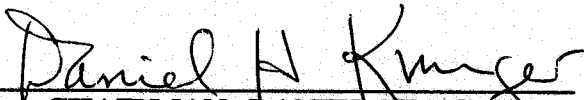
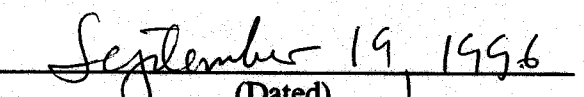
**Article X - General Provisions, Section 10.3 Maintenance of Conditions. Delete last two (2) sentences.**


b. Union's Last Best Offer:

**Current language.**

c. Award:

**The City's Last Best Offer is adopted and awarded.**

  
\_\_\_\_\_  
**CHAIRMAN, DANIEL KRUGER**  
  
  
\_\_\_\_\_  
(Dated)

  
\_\_\_\_\_  
**DENNIS B. DuBAY**  
Concur ☒ Dissent \_\_\_\_\_

  
\_\_\_\_\_  
**WILLIAM BIRDSEYE**  
Concur \_\_\_\_\_ Dissent ☒

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**CITY ISSUE 2 - Personal Days**

a. City's Last Best Offer:

**Article VIII - Fringe Benefits, Section 8.7 Personal Leave Days**

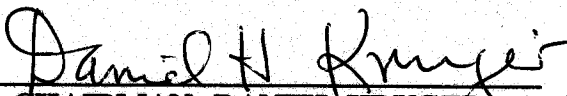
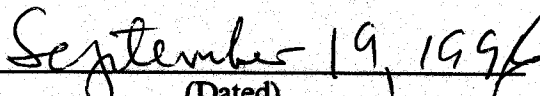
Eliminate the ten (10) year step (three personal days). Personal Leave Days to be capped at two (2) days.

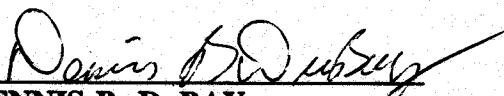
b. Union's Last Best Offer:

Current provision.

c. Award:

The Union's Last Best Offer is adopted and awarded.

  
\_\_\_\_\_  
CHAIRMAN, DANIEL KRUGER  
  
\_\_\_\_\_  
(Dated)

  
\_\_\_\_\_  
DENNIS B. DuBAY  
Concur \_\_\_\_\_ Dissent   X  

  
\_\_\_\_\_  
WILLIAM BIRDSEYE  
Concur   m   Dissent \_\_\_\_\_



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**CITY ISSUE 3 - Health Insurance (new hires)**

a. City's Last Best Offer:

**Article VIII - Fringe Benefits, Section 8.8 Health Insurance**

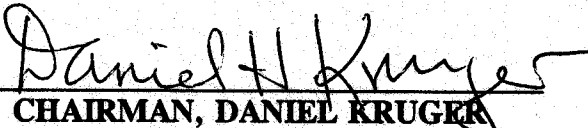
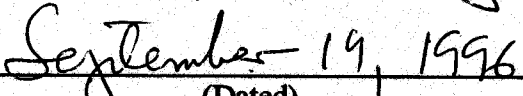
Effective thirty (30) days after the award, new employees shall be eligible to receive health insurance benefits after sixty (60) days of employment with the City.

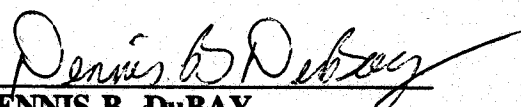
b. Union's Last Best Offer:

Current language.

c. Award:

The City's Last Best Offer is adopted and awarded.

  
\_\_\_\_\_  
CHAIRMAN, DANIEL KRUGER  
  
\_\_\_\_\_  
(Dated)

  
\_\_\_\_\_  
DENNIS B. DuBAY  
Concur X Dissent \_\_\_\_\_

  
\_\_\_\_\_  
WILLIAM BIRDSEYE  
Concur \_\_\_\_\_ Dissent M

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**CITY ISSUE 4 - Health Insurance (second opinion)**

a. City's Last Best Offer:

**Article VIII - Fringe Benefits, Section 8.8 Health Insurance**

Effective thirty (30) days after the award, employees shall submit to mandatory second opinions for elective surgery. Individuals retiring after July 1, 1995 shall also be affected by this provision.

b. Union's Last Best Offer:

Current language.

c. Award:

The City's Last Best Offer is adopted and awarded.

\_\_\_\_\_  
**CHAIRMAN, DANIEL KRUGER**

\_\_\_\_\_  
(Dated)

  
\_\_\_\_\_  
**DENNIS B. DuBAY**

Concur   /  

Dissent       

  
\_\_\_\_\_  
**WILLIAM BIRDSEYE**

Concur       

Dissent   /

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**CITY ISSUE 5 - Health Insurance (prescription co-pay)**

a. City's Last Best Offer:

**Article VIII - Fringe Benefits, Section 8.8 Health Insurance**

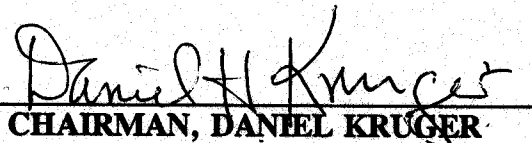
Effective thirty (30) days after the award, the prescription drug rider will be five (5) dollars. Only Blue Cross/Blue Shield traditional and Blue Cross Preferred (PPO) shall be affected by the July 1, 1995 drug rider. Individuals retiring after July 1, 1995 shall also be affected by this provision.

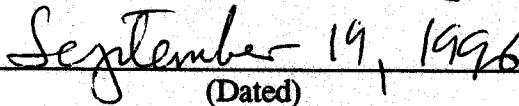
b. Union's Last Best Offer:

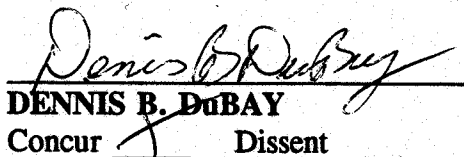
Current language.

c. Award:

The City's Last Best Offer is adopted and awarded.

  
\_\_\_\_\_  
CHAIRMAN, DANIEL KRUGER

  
\_\_\_\_\_  
September 19, 1996  
(Dated)

  
\_\_\_\_\_  
DENNIS B. DuBAY  
Concur   /   Dissent       

  
\_\_\_\_\_  
WILLIAM BIRDSEYE  
Concur        Dissent   /