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9/14/93
MSU
Arb.

ACT 312 OPINION AND AWARD

BERRIEN COUNTY, MICHIGAN
BERRIEN COUNTY SHERIFF
Employer

MERC# G92-D-0177

-and-

POLICE OFFICERS LABOR COUNCIL,
Labor Union

AWARD

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STATE OF MICHIGAN
DEPT. OF LABOR & INDUSTRY

Donald F. Sugerman, Arbitrator

Upon presentment of stipulated proofs at the Act 312 Arbitration Hearing on August 30, 1993, the following awards are ordered:

WAGES

A 3% across the board increase is awarded to all members of this unit, retroactive to January 1, 1993. An additional 2% wage increase will be effective January 1, 1994 and an additional 2% wage increase will be effective July 1, 1994. The parties will renegotiate wages for the year 1995.

HEALTH INSURANCE

The following changes in benefits will be made to the present County health insurance plan:

1. Chiropractic visits shall be capped at 36 visits per year;
2. Substance abuse will be covered at 90%, subject to State mandated maximums and two courses of treatment per lifetime;
3. Article 15, §5 on Opt-Out will be eliminated from the collective bargaining agreement;
4. For employees hired after January 1, 1993, retirees will pay 100% of dependent coverage, if such is elected;
5. Effective July 1, 1995, there will be no tie to the County's prior insurance carrier, Home Life Insurance Co.

Berrien County

The parties will renegotiate all health insurance issues for the year 1995, and the current level of insurance coverage will not be diminished before that time.

PENSION

The Employer will enhance the existing pension plan by changing the eight (8) year vesting to five (5) years. Further, a survivor pension shall be paid for life to the designated survivor pension beneficiary of a deceased participant or vested former participant who has elected optional form of payment Option SPB 50% and designated a survivor pension beneficiary.

Further, in Article 16.2(a) the first sentence shall be omitted. The following sentence shall be added to the end of subparagraph (a): "Employees who have attained twenty-five (25) years of service and who retire between January 1, 1993 and July 1, 1995, shall be subject to a roll back to two (2%) percent upon becoming eligible for full social security benefits, as defined by the Social Security Act."

The first sentence and portion of second sentence in subparagraph (c) shall be deleted.

DENTAL REIMBURSEMENT

Effective January 1, 1994, members of the bargaining unit and their eligible dependents shall be reimbursed up to a maximum of \$300.00 per calendar year per family for incurred dental costs. These costs shall be paid by the County Personnel Department on a quarterly basis pursuant to paid receipts submitted by the employee. This reimbursement program shall not be construed as an insurance program or plan, and it is available to reimburse only those costs not otherwise covered by another plan or program.

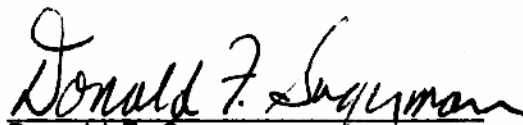
DURATION

The contract shall run from January 1, 1993 through December 31, 1995, except that wages and health insurance issues shall be automatically reopened for negotiations for the contract year 1995.


PREVIOUS TENTATIVE AGREEMENTS


The tentative agreements previously reached between the parties are adopted as part of this order.

Date: September 14, 1993


Donald F. Sugerman
Arbitrator

Approved as to form and content:


James Quinn
Police Officers Labor Council
Union Delegate


Thomas K. Byerley
Corporate Counsel
Employer Delegate