

659

MICHIGAN EMPLOYMENT RELATIONS COMMISSION
IN THE MATTER OF THE STATUTORY ARBITRATION
BETWEEN

THE CITY OF PORT HURON

MERC No. D91 H-1484

-and-

COMMAND OFFICERS ASSOCIATION
OF MICHIGAN

* * * * *

STIPULATED AWARD

* * * * *

Hearing Date: November 19, 1992

APPEARANCES

For the City:

Andrew T. Baran,
Cox & Hodgman

For the Association:

William Birdseye,
P.O.A.M.

PANEL

Impartial Chairman:

Mark J. Glazer

Employer Delegate:

Douglas Alexander

Union Delegate:

Gerald Radovic

Fort Huron COA.
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Duration:

Three year contract
July 1, 1991 Through and including
June 30, 1994.

Wages: Appendix A

Page 30 Contract 7-1-88 to 6-30-91

Status quo as to Wage Differential
Sergeant 13% over Top Patrolman
Lieutenant 10% over Top Sergeant

Wages to be retroactive to
pay period closest to July 1, 1991.
Wages to be retroactive on
all hours compensated.

Pension - ~~Employee~~ Multiplier

41.7 B-4 multiplier effective
July 1, 1993. See attached Appendix
A.
(one page document)

Pension - Employee Contribution

41.9 Status quo. No change.

Health Insurance

29.1 See attached Appendix B.
(one page document)

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Eligibility for Retirement Benefits -
Status quo.

Letter of Understanding Re: One-time
Payment in Lieu of Optical Insurance
See attached appendix C.
(One page document)

Letter of Understanding Re: Promotions
See attached appendix D.
(5 page document)

Mark Glazer
MARK GLAZER,
Impartial Chairman

Douglas Alexander
DOUGLAS ALEXANDER,
Employer Delegate

Gerald Radovic
GERALD RADOVIC,
Union Delegate

11/19/92
DATE

Appendix A

Union Exhibit _____

PENSION - MULTIPLIER

PRESENT:

ARTICLE XLI
PENSION

41.7: Effective July 1, 1989, all employees will no longer be covered under the City of Port Huron Policemen and Firemen Retirement System but instead the Municipal Employees Retirement System (MERS). Benefit plans provided will be B-3, FAC-3, F55/25, and 10 year vesting, which are the same benefits currently provided to non-union City of Port Huron enrolled MERS members.

PROPOSED:

2.25% multiplier

ARTICLE XLI
PENSION

41.7: All employees will be covered under the Municipal Employees Retirement System (MERS). Benefit levels provided will be B-3, FAC-3, F55/25, and 10 year vesting. Effective ~~date of award~~ *July 1, 1993*, the Employer will provide all employees with the B-4, 2.5% multiplier, FAC-3, F55/25, and 10 year vesting.

July 1, 1993.

Pension - Multiplier to be effective ~~date of award~~.

29.1

SECTION ~~29.1~~ HOSPITAL, MEDICAL, SURGICAL SERVICE

The Employer shall continue to pay the total cost of the current Blue Cross-Blue Shield Hospital and Medical Plan, with Master Medical (Option II) coverage and prescription program or at the Employer's option, an equivalent hospital and medical plan for each permanent full-time employee, spouse, and dependent children to the end of the year in which said children attain their nineteenth (19th) birthday. Effective January 1, 1993 the current plan shall be modified to include deductible program DRI 275/550 and alternative Prescription Drug Benefit Program PD-MAC with a \$5.00 co-pay. The Employer shall not pay the cost of the hospital and medical plan where at the effective date of employment, said employee is already covered by a hospital - medical plan that is identical in the coverage offered by the Employer wherein said employee has member coverage and is not a subscriber. In the event the subscriber of such a hospital - medical plan ceases to be so covered resulting in an employee losing member coverage, the Employer shall upon notice immediately enroll the affected employee under its existing plan with full coverage for himself, spouse and dependents, if any, thereby insuring such an employee of continuous coverage for benefits.

29.2

Section ~~29.2~~ Retirees Hospital, Prescription and Drug Plan

Coverage for the retirees shall include Hospitalization including the \$2.00 deductible prescription rider drug plan only.

Appendix C

Letter of Understanding

It is expressly agreed and understood between the Command Officers Association of Michigan (COAM) and the City of Port Huron that effective the first pay period following issuance of the Stipulated Act 312 award (MERC Case No D99H-1404) each bargaining unit member shall receive a one time payment of \$500 in lieu of optical insurance coverage.

Appendix D

Letter of Understanding

The revised Article XXX III set forth in the attached ~~pages~~ Appendix D
replace the current Article XXX III
~~shall become a part of this collective bargaining agreement of the~~

(D91-H1483)
Arbitration Panel in the pending Act 312 proceeding between the City and the

POAM awards the City's proposed language. In that event, current members
of this unit shall be "grandfathered" and not subject to the new educational requirements

City of Port Huron/COAM

Effective July 1, 1992 - June 30, 1991

Signature Copy

ARTICLE XXXIII

PROMOTIONS

33.1: Promotion to position of lieutenant shall be made by competitive promotional examinations. Competition shall be limited to those in the service who possess the minimum requirements and education for the position.

IN ORDER TO PARTICIPATE IN PROMOTIONAL PROCESSES AFTER JANUARY 1, 1992, PROOF OF THE COMPLETION OF THE REQUIRED NUMBER OF COLLEGE CREDITS IN THE FORM OF A COLLAGE TRANSCRIPT WOULD HAVE TO BE IN THE EMPLOYEES'S PERSONNEL FILE. THIRTY (30) SEMESTER HOURS OF COLLEGE CREDITS WILL BE REQUIRED FOR ANY PROMOTIONAL PROCESS TO ESTABLISH AN ELIGIBILITY LIST ADMINISTERED AS OF JANUARY 1, 1992; SIXTY (60) SEMESTER HOURS OF COLLEGE OR AN ASSOCIATE DEGREE AS OF JANUARY 1, 1993, 1994, AND 1995; NINETY (90) SEMESTER HOURS OF COLLEGE AS OF JANUARY 1, 1996, 1997, 1998 AND ONE HUNDRED AND TWENTY (120) SEMESTER HOURS OR A BACCALAUREATE DEGREE AS OF JANUARY 1, 1999 AND THEREAFTER.

Job vacancies will be posted in a conspicuous place, setting forth the requirements for the position, for a period of fifteen (15) calendar days. Qualified employees interested shall apply to the Personnel Officer within fifteen (15) calendar days of the posting period.

33.2: All applicants must have at least five years seniority within the Department, at least one year experience within grade, and must have attained grade of detective or sergeant. The applicant must attain at least seventy percent (70%) score on the written portion of the application test to be eligible for promotion. The employee's OVERALL PERFORMANCE RATING SHALL COMPRISE 40% OF THE TOTAL WEIGHTED SCORE AND SHALL CONSIST OF TWO PARTS:

- A. A PROMOTIONAL POTENTIAL EVALUATION - 20% COMPLETED ON EACH CANDIDATE WHO IS A DETECTIVE OR TRAFFIC SAFETY OFFICE BY PORT HURON SERGEANTS, LIEUTENANTS, AND CAPTAINS JUST PRIOR TO THE ADMINISTRATION OF THE WRITTEN EXAMINATION FOR THE POSITION OF LIEUTENANT. SERGEANTS WHO ARE CANDIDATES SHALL BE RATED BY LIEUTENANTS AND CAPTAINS. ALL THE COMMAND RATINGS FOR EACH CANDIDATE WILL BE TOTALLED, DIVIDED BY THE TOTAL NUMBER OF COMMAND RATERS AND MULTIPLIED BY 20%.
- B. DEPARTMENT PERFORMANCE EVALUATIONS - 20%. USING THE DEADLINE DATE FOR APPLICATION FOR PROMOTION THE FOUR (4) MOST RECENTLY COMPLETED, SIX MONTH DEPARTMENTAL

PERFORMANCE EVALUATIONS FOR EACH CANDIDATE WILL BE TOTALLED, DIVIDED BY FOUR AND MULTIPLIED BY 20%.

33.3: An applicant's final score will be determined by the weighted factors of the areas tested as follows:

- A. Written - 40% FORTY PERCENT
- B. OVERALL Performance Rating - 40%
- C. Seniority 10% CALCULATED AS FOLLOWS: ONE-HALF (1/2) PERCENTAGE POINT FOR EACH FULL YEAR OF SENIORITY NOT TO EXCEED TWENTY (20) YEARS OR TEN (10) PERCENTAGE POINTS as of deadline date for application for promotion.
- D. ORAL BOARD - 10% TEN PERCENT
EACH ELIGIBLE CANDIDATE, WILL BE AFFORDED THE OPPORTUNITY TO CONTINUE IN THE PROCESS AND BE INTERVIEWED BY A THREE MEMBER PANEL FROM OUTSIDE THE PORT HURON POLICE DEPARTMENT. THE CHIEF WILL SELECT ORAL BOARD MEMBERS.

33.4: An eligibility list shall be established from the final score. All scores given, other than the final rating, shall remain personal between the Employer and the employee unless such rating becomes a matter for special conference or grievance.

33.5: Upon receipt of the results of the areas tested, the Personnel Officer shall transmit to the Police Chief the eligibility list indicating the applicant's overall score. The Police Chief shall make his selection from any of the top three on this eligibility list and shall give notice to the Personnel Officer of his selection.

33.6: The individual selected shall be granted a six (6) months' probationary period to determine: 1) his desire to remain on the job; 2) his ability to perform the job. During the six (6) months' probation period the employee shall have the opportunity to revert back to his former classification. If the employee is unsatisfactory in the new position, notice and reasons shall be submitted to the Unit President in writing by the Employer with a copy to the employee. The matter may then become a proper subject for the second step of the Grievance Procedure. All promotions shall automatically be made into Step "D" of the pay grade with progression to Step "E" in six (6) months.