

In the Matter of the Statutory Arbitration Between:

THE CITY OF PORT HURON

-and-

PORT HURON FIRE FIGHTERS UNION
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL NO. 354

3/25/75

APPEARANCES:

For the City - Mr. D. Dean Luce - Attorney
For the Union - Mr. John G. Cummings - Attorney

Members of the Arbitration Panel:
Richard L. Kanner, Chairman
Guy Provost, City Representative
Earl DeGuise, Union Representative

AWARD

The captioned arbitration has been held pursuant to Public Act 312, as amended. After hearings were concluded, the parties settled all issues and have requested that same be incorporated in an award as follows:

SALARY ADJUSTMENT

Salary adjustment of the Port Huron Fire Fighters Union, third year level, for fiscal years 1974-1975 and 1975-1976 shall be as follows:

Retroactive to July 1, 1974 - \$12,300.00

Retroactive to January 1, 1975 - \$12,600.00

Effective July 1, 1975, and to be applied during the entire 1975-1976 fiscal year - \$13,200.00.

COST OF LIVING

A cost of living allowance will be determined in accordance with changes in the Consumer Price Index (United States City Average) published by the Bureau of Labor Statistics, U.S. Department of Labor and herein-after referred to as Index.

Beginning with, and retroactive to the Index for June 1974 as

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basic (that being 147.1) the rates will be adjusted up or down as shown by the Index for each three month period (September, December, March and June). The amount of the cost of living allowance that shall be effective for any quarterly period shall be determined in accordance with the following formula: one cent adjustment per hour for each 0.6 change in the Index, except as to those classifications working a forty-hour week, in which case the rate adjustment formula shall be one cent per hour for each 0.4 change in the Index.

The change in rate shall become effective at the beginning of the first pay period next following receipt of official report of the Consumer Price Index from the U.S. Department of Labor.

The amount of any cost of living allowance in effect shall be included in computing overtime, vacation, and holiday pay. The cost of living adjustment shall not apply in computing life insurance coverage or any other economic benefits included in the contract.

No adjustments, retroactive or otherwise, shall be made due to any revision which may later be made in the published figures for the BLS Consumer Price Index for any base month.

PROVIDED HOWEVER, in no event shall the rate of adjustment exceed fifteen cents per hour during the fiscal year 1974-1975. Beginning with the Index for June, 1975 as basic, the rates shall be adjusted up or down as shown by the Index for each three month period (September, December, March and June). The amount of the cost of living allowance shall be effective for any quarterly period shall be determined in accordance with the formula above set forth.

PROVIDED HOWEVER, in no event shall the rate of adjustment exceed fifteen cents per hour during the fiscal year 1975-1976.

WORKING OUT OF CLASSIFICATION

A firefighter working out-of-classification by assuming the

responsibilities of an officer in stations 3 and 4, only, for a period of fourteen or more consecutive calendar days, shall receive premium pay of 5% of his base salary retroactive to the first day he assumed such out-of-classification responsibilities.

OVERTIME PAY FOR HOLIDAYS

The provision for holidays contained in the present contract between the parties shall continue in effect.

RECLASSIFICATION OF FIRE INSPECTOR

In future competitive examinations for promotions to lieutenantcy, the applicant's knowledge of both fire suppression and prevention will be tested and promotion made as has been in practice following such examinations. Proved, however, an applicant for promotion to the classification of fire captain shall have a minimum of three years as a fire lieutenant with command experience.

CLOTHING ALLOWANCE

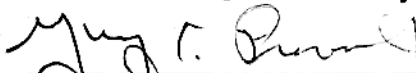
Clothing allowance of \$200.00 retroactive to July 1, 1974.

Credit to City for allowance of \$60.00 paid for last six months in 1974. The City shall have the right to regulate Fire Department uniforms. The Class A uniform is eliminated for all purposes. The City shall have the right to promulgate reasonable regulations and standards relating to protective clothing and housework uniforms. It is intended to preserve the Class A uniform for working purposes of seven officers.

The parties have further agreed that their present agreement as to all other provisions for the fiscal 1974-1975 contract be incorporated by reference herein, and it is so ordered.



RICHARD L. KANNER, Chairman



GUY PROVOST, City Representative



EARL DeGUISE, Union Representative

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Dated: March 25, 1975

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