

854

6/30/86
ARB

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
ACT NO. 312 ARBITRATION PROCEEDING
BEFORE JOHN B. SWAINSON, CHAIRPERSON
DAVID FLATEN, EMPLOYER DELEGATE
ANN MAURER, UNION DELEGATE
WOODHAVEN, MICHIGAN

IN THE MATTER OF:

CITY OF WOODHAVEN,

Public Employer

and

MERC Case No. D85 H-2044

POLICE OFFICERS ASSOCIATION
OF MICHIGAN,

Public Employees

ACT 312

AWARD AND STIPULATIONS

June 30, 1986

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ARBITRATION ISSUES

Duration: The parties stipulated that the term of agreement shall be one year commencing July 1, 1985 through and including June 30, 1986.

ECONOMIC ISSUES

Union

1. Wages
2. Workers Compensation Subsidy
3. Step Up Pay
4. Vacation Time
5. Holidays
6. Sick Time

NON-ECONOMIC ISSUES

Union

7. Residency

STIPULATION

UNION ISSUE NO. 1

WAGES

UNION'S FINAL OFFER OF SETTLEMENT:

11.1: Classification and Rates. The foregoing shall constitute a schedule of classification and rates for all employees subject to the terms of this contract:

<u>Classification</u>	<u>Present</u>	Annual Salary (4 $\frac{1}{2}$) 7-1-85 to 6-30-86
Sergeant	29,369.60	30,691.23 590.22 14.72
Corporal	28,204.80	29,474.02 566.81 14.17
Patrol Officer (after 24 months)	27,622.40	28,865.41 555.10 13.88
Patrol Officer (after 12 months)	22,609.60	23,627.03 454.37 11.36
Patrol Officer (Probationary)	17,035.20	17,801.78 342.34 8.56
Animal Control Officer (ACO)	17,222.40	21,431.70 412.15 10.30

For the hours worked on the afternoon shift, there shall be paid a premium of fifteen (\$.15) cents per hour. For hours worked on the midnight shift, there shall be paid a premium rate of twenty-five (\$.25) cents per hour. For hours worked on a 7:00 p.m. to 3:00 a.m. arrangement or 8:00 p.m. to 4:00 a.m. arrangement there shall be paid a premium rate of twenty (\$.20) cents per hour.

Wages to be retroactive to July 1, 1985.

EMPLOYER'S FINAL OFFER OF SETTLEMENT:

11.1: Classification and Rates. The foregoing shall constitute a schedule of classification and rates for all employees subject to the terms of this contract:

<u>Classification</u>	<u>Present</u>	Annual Salary (4½%) 7-1-85 to 6-30-86
Sergeant	29,369.60	30,691.23 590.22 14.72
Corporal	28,204.80	29,474.02 566.81 14.17
Patrol Officer (after 24 months)	27,622.40	28,865.41 555.10 13.88
Patrol Officer (after 12 months)	22,609.60	23,627.03 454.37 11.36
Patrol Officer (Probationary)	17,035.20	17,801.78 342.34 8.56
Animal Control Officer (ACO)	17,222.40	21,431.70 412.15 10.30

For the hours worked on the afternoon shift, there shall be paid a premium of fifteen (\$.15) cents per hour. For hours worked on the midnight shift, there shall be paid a premium rate of twenty-five (\$.25) cents per hour. For hours worked on a 7:00 p.m. to 3:00 a.m. arrangement or 8:00 p.m. to 4:00 a.m. arrangement there shall be paid a premium rate of twenty (\$.20) cents per hour.

The wages are retroactive to July 1, 1985.

Award: The Last Best Offer of the Lt. and the
Union is adopted.

Concur: Ann Trauer David W. Felt

Dissent: _____

LAST BEST OFFER

UNION ISSUE #2

WORKER'S COMPENSATION SUBSIDY

UNION'S FINAL OFFER OF SETTLEMENT:

16.1: Worker's Compensation Subsidy. Whenever an employee is entitled to Worker's Compensation payment through the City, he shall endorse his Worker's Compensation check over to the City and receive in exchange his full regular daytime pay exclusive of any overtime pay, provided the employee makes himself or herself available for a medical check by the City physician when requested. The City shall continue the Life Insurance, Dental Insurance, Optical Insurance and Blue Cross-Blue Shield coverage during the period the employee is under Worker's Compensation. The provisions of this section shall not exceed a maximum of two (2) years' duration.

Worker's Compensation Subsidy to be retroactive to July 1, 1985.

EMPLOYER'S FINAL OFFER OF SETTLEMENT:

16.1: Worker's Compensation Subsidy. Whenever an employee is entitled to Worker's Compensation payment through the City, he shall endorse his Worker's Compensation check over to the City and receive in exchange his full regular daytime pay exclusive of any overtime pay for the same period for which he receives Worker's Compensation pay. The provisions of this section shall expire after two (2) year's duration.

The Worker's Compensation Subsidy is retroactive to July 1, 1985.

Award: The Last Best Offer of the City is adopted.

Concur:

Dissent:

David A. Allen John B. Swanson
Ann Trauer

STIPULATION

UNION ISSUE #3

STEP-UP PAY

UNION'S FINAL OFFER OF SETTLEMENT:

Add language to contract:

Sergeants assigned to shift commander duties in the absence of a Lieutenant shall receive Lieutenant's pay.

Step-Up Pay to be retroactive to July 1, 1985.

EMPLOYER'S FINAL OFFER OF SETTLEMENT:

10.7 Working Out of Classification. In the absence of the Sergeant on the shift, the senior man shall fill the vacancy and receive the appropriate pay while acting in such capacity. No employee on probationary status shall fill any vacancy.

Award: The Last Best Offer of the Lt. and the Union is adopted.

Concur: Ann Maurer David W. [Signature]

Dissent: _____

LAST BEST OFFER

UNION ISSUE #4

VACATION TIME

UNION'S FINAL OFFER OF SETTLEMENT:

12.3: Length of Vacation - Police Officers and ACO. For all employees the amount of vacation awarded after one (1) year of service shall be one (1) week; from one (1) year to the end of three (3) years of employment, two (2) weeks of vacation shall be awarded; from the fourth (4th) year through the end of the sixth (6th) year of employment, three (3) weeks of vacation shall be awarded; from the seventh (7th) year through the end of the ninth (9th) year of employment, four (4) weeks of vacation shall be awarded; after ten (10) years of employment, five (5) weeks of vacation shall be awarded. Each employee shall receive one (1) additional vacation day for every year thereafter of service after ten (10) years of service in the Department.

Vacation Time to be effective June 30, 1986.

EMPLOYER'S FINAL OFFER OF SETTLEMENT:

No change from prior contract.

Award: The Last Best Offer of the City. is adopted

Concur:

Dissent:

David W. Miller
Ann Trauer

STIPULATION

UNION ISSUE #5

HOLIDAYS

The parties reached an agreement on the issue of holidays which was read into the record. Therefore, no award shall be published for the issue of holidays. The agreement of the parties shall be incorporated into the new contract.

UNION ISSUE #6

SICK TIME

This issue was withdrawn by the Union. The status quo shall prevail and the present contract language shall carry forward into the new contract.

LAST BEST OFFER

UNION ISSUE #7

RESIDENCY

UNION'S FINAL OFFER OF SETTLEMENT:

Add language to contract:

Bargaining unit members shall be permitted to reside within a 15 mile radius from the Woodhaven Police Station/City Hall provided that such area shall be restricted to areas within the State of Michigan.

Residency to be effective date of award.

EMPLOYER'S FINAL OFFER OF SETTLEMENT:

8.20: Residency. The provisions relative to residency will prevail as provided in the City Charter.

Award: The Last Best Offer of the City is adopted.

Concur: David W. Felt David Swanson

Dissent: Ann Maurer