

5/15/70

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STATE OF MICHIGAN  
DEPARTMENT OF LABOR  
EMPLOYMENT RELATIONS COMMISSION

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In the Matter of  
CITY OF ALGONAC  
Police Department

-and-

METROPOLITAN COUNCIL #23  
AFSCME, AFL-CIO

On February 19, 1970 the undersigned, Leon J. Herman, was appointed by the Employment Relations Commission as its hearings officer and agent to conduct a fact finding hearing relevant to the matters in dispute between the above parties, pursuant to Section 25 of Act 176 of Public Acts of 1939 as amended, and the Commission's regulations. Accordingly, and upon due notice, hearings were scheduled and held on March 27, 1970 at Pick-Fort Shelby Hotel, Detroit, Michigan.

TIMOTHY K. CARROLL, Attorney; LOUIS RAMPP, City Manager and GEORGE OWEN, Mayor Pro Tem represented the City of Algonac.

RALPH A. LIBERATO, Staff Representative; LEON J. VIGER, JAMES M. WHITED and RALPH R. CIERPIAL appeared on behalf of Metropolitan Council #23.

The City of Algonac has a population of 3,400 to 3,500. It employs a police force of six men, one of whom is the chief and the other five patrolmen.

For the fiscal year ending June 30, 1970 the city has budgeted general fund revenues of \$255,776.37. Total anticipated expenditures are \$255,645.11 leaving a potential surplus of \$131.26. Of the expenditures \$61,381.34 is planned for police department costs, of which the payroll is \$44,259.20. This latter figure includes a \$500.00 increase over the salaries paid in 1968-69.

Herman, Leon J.

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Algonac,  
City of

Metropolitan Council #23 of AFSCME was certified as the bargaining representative of the police department members below the classification of chief on March 31, 1969. Negotiations began on June 19, 1969 at which time the union proposed a salary schedule beginning at \$7500, increasing to \$7800 after six months, \$8500 after one year and \$9500 after two years of service with the department, based upon a one year contract.

At the next meeting on June 26, the city offer was increased by \$100.00 over the current salaries of \$6170 for two men and \$7001.60 for two others. A fifth patrolman had been appointed assistant chief, but when he failed to pass his examination he reverted to patrolman at \$7106.60. A sixth patrolman has since been hired at \$6170. The salary ranges are set arbitrarily per patrolman, with no automatic increases.

When the city offer was rejected it voluntarily, and without consultation with the union, increased the salaries paid to \$6670 and \$7250. At the same time an increase was given to all other employees in the system.

The city has proposed a two year contract with an increase in the second year to \$7100 and \$7500. At the hearing in fact finding it withdrew the offer. The union has also withdrawn its proposal and insists upon a salary of \$10,800.00 plus fringe benefits.

In cities along the river near Algonac, according to a survey by the city manager, Marine City pays \$6700, St. Clair \$6712, Marysville \$7644 and Clay Township \$7072. These cities all have populations of 5000-5700. St. Clair County Sheriff's office pays \$7410.

The union points to the salaries in the Detroit Metropolitan area and insists that a \$10,800 salary is reasonable and proper on the ground that the job is very dangerous. A policeman was

recently shot and killed in Romeo and the same thing could happen in Algonac. Expressways and fast cars have added to the problems of policemen. They should therefore get the same salary schedule as is paid in the Detroit Metropolitan area.

I do not agree with the union that a city of 3500 people can or should pay the same salaries as is paid by a city like Detroit or a wealthy suburb like Bloomfield Hills. I do agree, however, that salaries should be sufficient to support the city's employees and their families in a reasonably proper manner. I agree with the city that salaries should be commensurate with cities in the immediate neighborhood, but it is obvious that the cities listed are paying salaries in the range that postmen were recently receiving. Certainly this is not sufficient to support a family under present inflationary conditions.

While the job is inherently dangerous, it is hardly fair to compare a city like Algonac to a city like Detroit, with its heterogenous population and high crime rate. These are problems indigenous to major cities but they are hardly likely to cause great concern in a small community such as Algonac. In the summertime, of course, the population, both temporary and transient has a tendency to increase, since this is to some extent a resort town, but the type of people who come into the city on summer vacations are not the type who increase a town's crime rate.

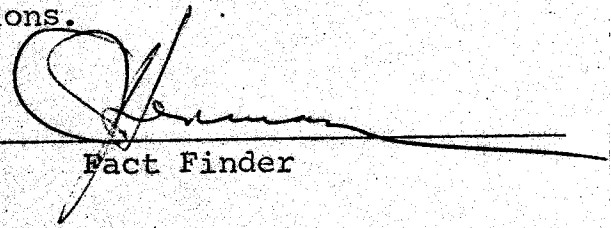
I am also of the opinion that salaries should be related to length of service and not by the arbitrary allocation of salaries to individual employees. I believe this is not fair, and that it creates dissension and disharmony among the employees.

I believe that the union's original proposal is in part fair and reasonable. I therefore recommend a salary scale of \$7500 to start. Policemen with one year's service should be paid \$8000 and tho:

with two or more years of service \$8500. This salary schedule should be made retroactive to July 1, 1969.

I also recommend that time over 40 hours be paid at time and one-half, as is customary in industry today and as generally adopted in municipalities throughout the state.

I make no recommendation as to other fringe benefits, such as shift premiums, clothing allowance, off duty allowance, retirement and other subjects involving compensation, because no testimony was presented to me with respect to any of these items and I have no basis on which to make any recommendations.



Fact Finder

Southfield, Michigan

May 15, 1970