

AGREEMENT BETWEEN THE
CITY OF MARQUETTE

AND THE

MARQUETTE PROFESSIONAL POLICE ASSOCIATION
WISCONSIN PROFESSIONAL POLICE ASSOCIATION
LAW ENFORCEMENT EMPLOYEE RELATIONS DIVISION

July 1, 2008 - June 30, 2013

TABLE OF CONTENTS

ARTICLE		PAGE
3	AGENCY SHOP/DUES CHECKOFF	2
4	ASSOCIATION REPRESENTATION	3
32	COMPUTATION OF BENEFITS.	26
16	CONTRACTING AND SUB-CONTRACTING OF WORK	13
26	COST OF LIVING	24
23	DEPARTMENT SAFETY COMMITTEE	22
42	DIRECT DEPOSIT	38
19	DISCHARGE AND SUSPENSION	16
44	DISTRIBUTION OF AGREEMENT	38
27	EDUCATIONAL INCENTIVE	24
21	EQUALIZATION OF SCHEDULED OVERTIME HOURS.....	20
36	FUNERAL LEAVE.....	31
43	GENERAL (FIREARMS/BULLET PROOF VESTS, TRAVEL PAY POLICY, FEMALE CHANGING ROOM)	38
18	GRIEVANCE AND ARBITRATION PROCEDURE	14
39	HEALTH/DENTAL/VISION/PRESCRIPTION COVERAGE SEE ALSO APPENDIX B.....	32
35	HOLIDAY PROVISIONS.....	30
12	JOB POSTING/PROMOTION/SHIFT PREFERENCE/SPECIAL ASSIGNMENTS	6
37	JURY DUTY	31
14	LAYOFF/RECALL	12
22	LEAVES OF ABSENCE	20
40	LIFE INSURANCE	36
6	LIMITATION OF COVERAGE	4
28	LONGEVITY	25
10	MAINTENANCE OF STANDARDS	5
5	NO STRIKE PROVISION	3
17	NOTICE OF TERMINATION.	13
31	ONE TWENTY-FIVE (125) EMPLOYEE BENEFIT PLAN	26
	PART TIME CLERICAL EMPLOYEE.....	Appendix A
41	PENSION	36
30	PERSONAL DAYS	25
9	POLICIES AND PROCEDURES	5
11	PROBATIONARY/TRIAL PERIOD	6
1	PURPOSE AND INTENT	1
24	RATES OF PAY/CLASSIFICATIONS	22
2	RECOGNITION.	1
7	RESERVATION OF RIGHTS (RIGHTS OF THE EMPLOYER).....	4
13	SENIORITY	10
34	SICK LEAVE	28
	SIGNATURE PAGE	40

TABLE OF CONTENTS - Continued

8	SPECIAL CONFERENCE	5
46	TERMINATION AND MODIFICATION	39
25	TIME AND ONE-HALF	23
15	TRANSFER OF EMPLOYEES (OUTSIDE OF THE BARGAINING UNIT)	13
29	UNIFORM MAINTENANCE ALLOWANCE	25
33	VACATION ELIGIBILITY	26
	WAGE SCHEDULE.....	41
45	WAIVER.....	38
38	WORKER'S COMPENSATION (ON-THE-JOB INJURY)	31
20	WORKING HOURS	17

COLLECTIVE BARGAINING AGREEMENT

THIS AGREEMENT made and entered into on this first (1st) day of July, 2008, between the Marquette City Commission, hereinafter referred to as the EMPLOYER, and Marquette Professional Police Association, affiliated with the Wisconsin Professional Police Association Law Enforcement Employee Relations Division, hereinafter referred to as the "ASSOCIATION," in its capacity as certified representative of those employees identified in Article 1 of this Agreement.

Wherever herein reference is made to the male pronoun (he, him, his, etc.), it is intended and it should be deemed to include reference to the equivalent female pronoun (she, her, hers, etc).

ARTICLE 1 - PURPOSE AND INTENT

The general purpose of this Agreement is to set forth terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employees and the Association.

It is further the purpose and intent of the Agreement to promote the general efficiency of the Department and to protect the life and safety of the Community.

To these ends the Employer and the Association encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels and among all employees.

ARTICLE 2 - RECOGNITION

Collective Bargaining Unit. The Employer hereby agrees to recognize the Association as the exclusive collective bargaining representative, as defined in Act. No. 336, State of Michigan, Public Acts of 1947, as amended by Act. No. 379, Public Acts of 1965, for the employees employed by the Employer in the following described unit for the purpose of collective bargaining with respect to rates of pay, wages, hours and other conditions of employment for the term of this Agreement.

Definition of Employee. The term "employee" when used in this Agreement shall refer to and include only those employees who are included in the collective bargaining agreement.

Part-time employees are those employees that work less than an eight-hour day, five days

a week for a period of at least 180 calendar days during any calendar year. These employees will not be used to replace or displace any member of the bargaining unit

Unit 1: All full-time and part-time employees of the City of Marquette Police Department, excluding confidential employees and supervisors as defined by the Michigan Employment Relations Commission. This unit includes:

- A. Clerical
- B. Dispatchers
- C. Meter/Parking Enforcement
- D. Police Support Officer
- E. Patrol Officer
- F. Office Supervisor

Unit II: All full-time and part-time supervisory employees of the City of Marquette Police Department, excluding the Chief of Police, Captains, confidential employees and managerial employees. This unit includes:

- A. Corporals
- B. Sergeants
- C. Lieutenants

ARTICLE 3 - AGENCY SHOP/DUES CHECKOFF

All employees in the bargaining unit who are subject to this Agreement shall, as a condition of employment, pay to the Association an amount of money equal to that uniformly paid by employees in the bargaining unit who are members of the Association, which shall be limited to the amount of money equal to the Association's regular dues, initiation fees and uniform assessment.

For present employees, such payments shall commence thirty-one (31) days following the effective date of this Agreement. For employees hired after the date of this Agreement, payments shall start the 31st day following the completion of the probationary period provided in this Agreement.

Dues Check-Off. The Employer agrees to deduct from the employee's second paycheck of the month the amount of agency fees required under this Agreement, provided the Employer first receives written authorization from such employee for such payroll deduction. The Employer will only make such deduction if the employee has enough pay to cover such obligation.

The Employer will not be responsible for a refund to an employee if a duplicate

deduction has been made and remitted to the Association, in which event the Association agrees to defend, indemnify and save the Employer harmless against any and all claims, suits or other forms of liability arising out of its deduction from an employee's pay of Association dues.

Dues deduction will only be made in a uniform amount certified by the Association, and such remittance of said dues shall be made to one Association officer authorized to receive said remittance, by written notice to the Employer.

ARTICLE 4 - ASSOCIATION REPRESENTATION

A. Association Officers. The employees covered by this Agreement will be represented by Association Officers. The Association shall have the exclusive right to assign said Association Officers. The Employer shall pay up to a total of three (3) paid days per contract year for Association Officers and/or employees attending association training seminars. Each Association Officer and/or employee may use only one (1) such day per year. Employees who attend such training on their scheduled days off shall not be eligible for compensation under this article.

1. The Employer will be notified on July 1st of each year of the names of the Association Officers.

2. The Association Officers, during their working hours, without loss of time or pay, may, using a reasonable amount of time, investigate and present grievances to the Employer during working hours, as long as they have prior permission from the Chief of Police.

B. Negotiations. Employees covered by this agreement will be represented by no more than five (5) bargaining unit committee members in addition to the Wisconsin Professional Police Association Bargaining Agent and any specialists to aid in deliberations.

ARTICLE 5 - NO STRIKE PROVISION

During the term of this Agreement, neither the Association nor any person acting in its behalf will cause, authorize, support, nor will any of its members take part in any strike (the concerted failure to report for duty or willful absence from his position, or stoppage of work or abstinence in whole or in part, the full faithful and proper performance of an employee's duties), for any purpose whatsoever.

The Association further agrees that during the life of this Agreement, it will not cause or authorize or permit any of its members to cause, promote, instigate or take part in any strike as

herein defined. The Employer fully agrees not to cause any lockout of the employees during the term of this Agreement.

ARTICLE 6 - LIMITATION OF COVERAGE

Notwithstanding any other provisions of this Agreement to the contrary, this Agreement is intended to cover, and the benefits herein granted and obligations herein established are expressly made applicable to the Employer and those employees, only, covered by the terms and provisions of Act 312 of the Public Acts of 1969.

The terms and provisions of this Agreement, and any party thereof, shall not apply to, be enforceable on behalf of, or be enforceable against any employee in the collective bargaining unit herein above described and determined who is not within the definitions established by Section 2 of Act 312 of the Public Acts of 1969, as amended by Act 302 of the public Acts of 1976; it being the express Agreement of the parties that the Police Chief and Police Captains are the only Police Department employees not covered by this Agreement.

ARTICLE 7 - RESERVATION OF RIGHTS (RIGHTS OF THE EMPLOYER)

The management of the City of Marquette Police Department, the determination of all matters of management policy; the services to be furnished; the nature and number of facilities and departments to be operated and their location; the direction of the working force, including only by way of illustration and not by way of limitation, the right to hire, discipline, suspend or discharge for just cause, promote, transfer or lay off employees, or to reduce or increase the size of the working force; to establish rules and regulations, or to make judgments as to the ability and skill, is within the sole prerogative of the Employer,

PROVIDED, however, that they will not be used in violation of any specific provisions of this Agreement. The Employer shall be the exclusive judge of all matters pertaining to the services that it provides; the methods, processes and means of providing service, the schedules and standards of work, methods, processes, means and materials to be used, and except as prohibited in this Agreement, the Employer shall have the right to continue and maintain its services and operations as in the past and prior to the execution of this Agreement with the Association, and the Employer does not waive its right to determine the type or assignment of work in the Department, and it shall also have: the right to study and use improved methods and

equipment, if necessary.

It is understood that except as expressly limited in this Agreement, the Employer reserves and retains, solely and exclusively, all of its inherent and customary rights to manage the operation of the City of Marquette Police Department.

ARTICLE 8 - SPECIAL CONFERENCE

Special conferences for important matters will be arranged between the Steward and the Employer or its designated representative upon the request of either party.

Such meetings shall be between representatives of the Association and representatives of the Employer.

Arrangements for such special conferences shall be made in advance and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in a special conference shall be confined to those included in the agenda.

Conferences shall be held at the hours mutually agreed to by the parties. The members of the Association shall not lose time or pay for time spent in such special conferences provided that the special conference is held during the Association members' scheduled work period.

The business agent may attend such special conferences.

ARTICLE 9 - POLICIES AND PROCEDURES

The Employer reserves the right to establish reasonable rules, regulations, policies and procedures not inconsistent with the provisions of this Agreement. Such rules, regulations, policies and procedures shall be available for inspection and review by employees.

If such rules, regulations, policies and procedures are inconsistent with the terms of this Agreement, a grievance may be filed within five (5) calendar days after written notice of the establishment of such rules, etc., and thereafter considered in accordance with the grievance procedure.

ARTICLE 10 - MAINTENANCE OF STANDARDS

Any employee privileges or benefits which were generally in effect in the Police Department prior to the effective date of this Agreement, which are not changed or otherwise

affected by this Agreement, will continue in force throughout the life of the Agreement unless altered by mutual consent of the Employer and the Association.

ARTICLE 11 - PROBATIONARY/TRIAL PERIOD

Unit I: All new employees shall be considered probationary employees for a period of 180 calendar days, provided; however, that such probationary period shall be extended for a period of time equal to the time that an employee is absent from duty due to sickness or other reasons.

Probationary employees may be terminated by the Employer at any time and shall not have recourse to the grievance and arbitration procedure.

Unit II: Employees promoted from Unit I to Unit II shall have a trial period of 180 days in their new classification. During the trial period the Employer may elect to conduct a written performance evaluation.

If the written performance evaluation is less than satisfactory, the Employer may return the employee to the classification from which the employee was promoted. The employee, at his/her discretion, may also elect to return to the classification from which they were promoted during the first sixty (60) days of the trial period.

When an employee is promoted to the detective corporal position, one hundred eighty (180) calendar days after the end of the trial period, the employee will be upgraded to detective sergeant and receive a corresponding increase in pay.

ARTICLE 12 – JOB POSTINGS/ PROMOTIONS/ SHIFT PREFERENCE/ SPECIAL ASSIGNMENTS

A. Job Postings (Non-Sworn Positions). All vacancies or newly created non-sworn positions within the bargaining unit shall be posted when it is determined by the City that the position is vacant. Nothing herein shall be construed in any way which will detract from the right of management to determine when a vacancy exists or when a new position is created within the department. The Employer agrees that whenever a determination is made that a vacancy does not exist, or a consolidation of positions will occur, the Association will be so notified.

All vacancies for non-sworn positions will be posted in the Police Department as well as

the Human Resources Department located in City Hall for a period of seven (7) calendar days. The position will be filled on the first day of the pay period after the selection process has been completed.

B. Promotions (Sworn and Non-Sworn Positions). Those positions which include a transfer to a higher paying classification/rank or a lateral transfer, shall be filled through the promotion procedure. A lateral transfer is defined as the movement of a Corporal, Sergeant, or Lieutenant from one division to another. In order to be eligible to take a promotional examination, an officer must have three (3) years of service with the department.

All positions will be posted for seven (7) calendar days in a conspicuous place in the Police Department. Employees interested shall apply by signing their names on the space provided on the posted notice. The employer will fill the vacancy within a thirty (30) calendar day period from the date the posting is taken down.

1. Eligibility for promotion is only from the rank immediately below the posted position, except in the case of promotion to Detective Sergeant, which may be filled from the ranks of qualified patrol officers or lateral transfers.

2. The parties agree that all appointments to the position of "Captain," shall be made from amongst the members of the existing City of Marquette City Police Department.

C. Promotion Procedure.

Step 1 - Written Test. This test will be made up by the Chief of Police or by an individual appointed by him (this appointed individual will not be one, of the prospective candidates). The test will pertain to the vacancy or newly created position. The test will be administered by the Chief of Police as he sees fit within fifteen (15) days after the posting. Tests will not be graded/scored until after the oral examination has taken place.

Step 2 - Oral Examination. For sworn officer positions, the board will be made up of four people as follows:

1. City Manager or designee;
2. Prosecuting Attorney or designee;
3. One (1) member to be selected by the Association, who shall not be one (1) of the candidates for promotion.
4. Chief of Police or designee.

For the Office Supervisor position, the board will be made up of four (4) people as follows:

1. City Manager or designee;
2. Captain of Patrol Operations or designee;
3. One (1) member to be selected by the Association, who shall not be one (1) of the candidates for promotion.
4. Chief of Police or designee.

Step 3 - Selection-Criteria

The Board will take into consideration all aspects of the promotion procedure:

1. Written test - 40 points maximum;
2. Oral Test - 50 points maximum;
3. Seniority Points - Maximum, one for each year of service up to ten years;
4. College Education Bonus Points:

<u>Number of Credits</u>	<u>Number of Bonus Points</u>
0-27 (Freshman)	0
28-55 (Sophomore)	1
56-87 (Junior)	3
Graduate - Bachelors Degree	4 (Maximum)

5. Veterans Bonus Points

<u>Years of Military Service</u>	<u>Number of Bonus Points</u>
1 year - 3 years	1
4 years and over	2

Employees shall not be allowed to utilize both college education bonus points and Veterans bonus points together; they shall use whichever will provide them the most points only. It will be the employee's obligation to provide written documentation to justify the bonus points to be used.

Step 4 - Selection - General

The Board may or may not ask the candidate questions about all of the above, and any other question it sees fit. The following operational instructions will apply to the Oral Review Board:

1. All members of the Board must be present for each interview.
2. Each candidates' personnel file shall be available for inspection by the Board.

3. The Board may discuss each interview together but must score each candidate individually on a scale of 0 to 50.
4. Upon the completion of all interviews and scoring, the board shall be given each candidate's points in the other areas (written, seniority and bonus points).
5. The Board shall then total the points for each candidate (including the points for the Oral interview) and the top three (3) shall be considered for promotion. The Board shall not know any other scores of any of the candidates prior to the end of the oral interview.
6. In its consideration of the top three (3) candidates the Board may:
 - (a) Re-interview each of the three candidates;
 - (b) Have further discussion as a Board to include the contents of the employee's personnel file;
 - (c) Interview the Chief or Captains of Police (and/or their representative).
7. The Board shall make a recommendation, in writing, to the City Manager, of their choice of the candidate to be promoted. All board members should sign this document. Board members who dissent from the choice-of the majority should so indicate.
8. The Board shall also submit in writing to the City Manager, the names of all candidates the promotion and list them in the order of their numerical scores.
9. Upon mutual agreement of the parties, in writing, the promotional procedure outlined above may be modified, except that no modification in the procedure can be made within thirty (30) days of a promotion to be made.
10. The Human Resources Director will provide the Board with the candidate's personnel file and the candidate can also be asked questions about material in the file. (Candidates can ask the Human Resources Director to see their file before the oral examination).

Step 5 - Posting of Promotion

1. The posting of the promotion will be done by the Chief of Police within three (3) calendar days after the board has concluded the oral interview.
2. The posting will include name of candidate promoted and rank. Those candidates who have participated in the promotion process shall have access to the top three

candidates and their scores. In addition, those who participated may ask the Chief of Police their individual score and where they finished.

3. The promotion will take effect as set forth in the notice of promotion.
4. During the probationary/trial period, employees will receive the rate of the job they are performing.

D. Shift Preference (Not Applicable To Periodic Shift Bidding). In the event of a vacant or open position on a shift, vacancies shall be posted for seven (7) calendar days in a conspicuous place. Employees interested shall apply by signing their names on the space provided on the posted notice. Selection will be made and employees shall be allowed to bid and move on the basis of the applicable seniority list. When there would be an imbalance between senior and junior officers or an imbalance of qualifications or classifications on a shift because of the move, as determined by the Chief of Police, the parties shall meet to discuss and work towards a mutually agreeable solution that ensures the proper mix of new hires and experienced employees on each shift.

E. Special Assignments. "Special assignments" are those that do not involve a promotion, such as D.A.R.E., COPS, COPS FAST, UPSET, Youth Services Officer, etc. Employees will be moved to "special assignments" after a selection process is determined by the Chief of Police.

Employees in these 'special assignments' will be able to return to a shift where their seniority allows after at least one year in the "special assignment". Prior to one year, they may return to a shift where a vacancy exists and bid for a shift when a vacancy exists or the shifts are open for bidding.

F. Temporary Transfers. With respect to temporary transfers made by the department (and when not requested by the employee) the employee so transferred shall have the right to return to his regular shift when the temporary assignment is terminated.

ARTICLE 13 - SENIORITY

A. Definition. Seniority shall be defined as the length of the employee's continuous service with the Employer dating from the employee's last date of hire. Classification/rank seniority shall mean the length of continuous service in a particular classification/rank. Seniority shall be used as a means of preference for only those matters specifically provided in this

Agreement Probationary employees shall be included on the seniority list and their seniority date shall be entered as their original date of hire to the City.

B. Seniority Lists. The parties have agreed that there shall be two seniority lists. The first list will be arranged by the employee's original date of hire to the City. The second list will be arranged by classification/rank. Both lists will list the employee's name, classification and rank, as well as the employee's original date of hire.

1. The Employer will keep the seniority lists up to date at all times and will provide the steward with up to date copies once a year on July 1st.
2. As it applies to layoffs, stewards shall head the classification/rank seniority list while they are serving in that capacity.
3. The classification/rank seniority list shall be used to determine call back by seniority for layoff purposes and shift preference for Supervisors.
4. The seniority list arranged by original hire date shall be used for purposes of granting benefits, vacations, promotions, assignment and bidding of shifts, and situations where seniority is a factor.
5. If an employee transfers to a position under the Employer not included in the bargaining unit, and thereafter, within six (6) months, transfers back to a position within the bargaining unit he shall have accumulated seniority while working in the position to which he transferred. Employees transferring under the above circumstances shall retain all rights accrued for the purpose of any benefits provided in this Agreement.

C. Loss of Seniority. An employee's seniority with the Employer shall terminate for any of the following reasons:

1. He quits or retires.
2. He is discharged for just cause, and such discharge is not reversed through use of the grievance procedure.
3. He is absent for 3 working days without properly notifying the Employer and supplying satisfactory reason for such absence. This section is not be construed in limiting the Police Chief's right to issue discipline for any unjustified absence.
4. He fails to return to work upon recall or at the specified date following the

- termination of any leave of absence or vacation, unless otherwise excused.
5. If he does not return to work when recalled from layoff as set forth in the recall procedure or does not return from sick leave when authorized to do so in writing by a physician or does not return from a leave of absence when the approved time frame has elapsed.

ARTICLE 14 - LAYOFF/RECALL

Layoff

A. The word "layoff" means a reduction in the work force due to a decrease of work or lack of funds, or the termination of a grant position.

B. In the event it becomes necessary for a layoff, the Employer shall meet with the proper Association representatives at least 3 weeks prior to the effective date of layoff. At such meeting, the Employer shall submit a list of the number of employees scheduled for layoff, their names, seniority, job titles and work locations. If the results of such meeting are not conclusive, the matter shall become a proper subject for grievance procedure.

C. When a layoff takes place, probationary employees shall be laid off first. Thereafter, employees having seniority shall be laid off in the inverse order of their seniority, i.e., the least senior employee on the seniority list being laid off first.

1. The next employee to be laid off shall be the employee with the least classification/rank seniority in the classification/rank affected, provided; however, that the remaining senior employees have the experience and training and the ability to perform the required work.
2. Upon being reduced from his rank or classification, an employee who so requests shall, In lieu of layoff, be demoted to a lower rank or classification in the Department, provided; however, that he is able to perform the required duties of that rank or classification and that he has more seniority than the employee he is to replace.

An employee who is demoted in lieu of layoff, shall be paid the salary of the classification or rank into which he has been demoted.

Employees shall be allowed to "bump" wherever their seniority may take them as long as the bumping employee has the skill and ability to perform

the work and meets the minimum qualifications established for the position by the Employer.

Recall

When the work force is increased after a layoff, employees will be recalled according to seniority, with the most senior employee on layoff being recalled first. Notice of recall shall be sent to the employee at his last known address by registered or certified mail. If an employee fails to report for work within ten (10) calendar days from the date of mailing notice of recall, he shall be considered to have quit.

ARTICLE 15 - TRANSFER OF EMPLOYEES (OUTSIDE OF THE BARGAINING UNIT)

A. If an employee transfers to a position under the Employer not included in the bargaining unit, and thereafter, within 6 months, transfers back to a position within the bargaining unit he shall have accumulated seniority while working in the position to which he transferred. Employees transferring under the above circumstances shall retain all rights accrued for the purpose of any benefits provided in this Agreement.

B. If an employee transfers to a position under the Employer not included in the bargaining unit, and remains in the position for a period exceeding six (6) months, the employee shall no longer be eligible to remain as a member of the bargaining unit from which he transferred.

ARTICLE 16 - CONTRACTING AND SUB-CONTRACTING OF WORK

During the term of this Agreement the Employer shall not contract out or sub-contract any work, in whole or in part, that is regularly or normally performed by members of the bargaining unit, where such action by the Employer would result in loss of work for any employee covered by this Agreement.

ARTICLE 17 - NOTICE OF TERMINATION

A member of this bargaining unit leaving the employ of the City by voluntary termination or retirement is encouraged to give at least two (2) weeks' written notice and for retirement at least a 30 days written notice to the City by completing the necessary form in the Human Resources Department.

ARTICLE 18 - GRIEVANCE AND ARBITRATION PROCEDURE

General Provisions.

A. A "Grievance" means any dispute regarding the meaning, interpretation or alleged violation of the terms and provisions of this Agreement, as written. Either party to this Agreement may file grievances.

B. There shall be one original grievance which will be passed on from step to step in the grievance process. Copies shall be made at the various steps.

C. For purposes of this Article, if any party to the grievance because of holidays, sick leave, vacation, and funeral leave is unable to meet the time limits, the response time shall be adjusted accordingly.

D. Grievances involving suspension or discharge shall commence at the City Manager's step in accordance with the suspension and discharge article.

E. When practicable, all grievances shall be delivered in person at each step of the grievance process, and the date of receipt shall be noted in writing on the grievance form when delivery is made in person. The initiating party is responsible for retaining the original grievance form with any attachments until the grievance is resolved or arbitrated. Original will then be filed in Human Resources Department.

F. If either party-misses any of the time deadlines as set forth in any of the steps listed below, (unless such time limits shall be waived, in writing), the grievance shall be deemed settled at the last position and in favor of the party who did not miss a time deadline.

Step 1 - Immediate Supervisor (Verbal)

Should an employee feel there is a grievance, the employee shall, within twenty (20) calendar days of the date of the employee('s) or Association's knowledge of its occurrence, consult with the employee's immediate supervisor.

Step 2 - Shift Commander or Shift Supervisor (Written)

If settlement is not reached in Step 1, the employee and/or Association may submit the grievance in writing within five (5) calendar days thereafter to the Shift Commander or Shift Supervisor. The Shift Commander or Shift Supervisor shall within five (5) calendar days give his reply in writing.

Step 3 - Police Chief

If the grievance is not resolved at Step 2, the Association may, within seven (7) calendar days of that answer, submit the grievance (in writing) to the Chief of Police or the person acting on his behalf (in his absence). If requested by either party, a meeting may be called to discuss the grievance at this step in an attempt to resolve the grievance. The Chief of Police or the person acting on his behalf, shall within seven (7) calendar days from the date the grievance was submitted to his office or seven (7) calendar days from the date a meeting was held at his step, give a written response to the grievance.

Step 4 - Human Resources Director.

If settlement is not reached at Step 3, the matter may, within seven (7) calendar days be submitted (also in writing) to the Human Resources Director. If requested by either party, a meeting may be called to discuss the grievance at this step in an attempt to resolve the grievance. The Human Resources Director shall issue a written response within seven (7) calendar days from the date the grievance was submitted to his office or seven (7) calendar days from the date a meeting was held at his step.

Step 5 - City Manager

If settlement is not reached at Step 4, the matter may within seven (7) calendar days be submitted (in writing) to the City Manager. The City Manager shall issue a written response within seven (7) calendar days from the date the grievance was submitted to his office.

Step 6 - Arbitration

If settlement is not reached at Step 5, the Association shall have the right to proceed to have the matter arbitrated by filing a written request for same with the American Arbitration Association.

This request must be submitted to the American Arbitration Association within seven (7) calendar days of receipt of the written response from the City Manager. The arbitration proceedings shall be conducted according to the rules of the American Arbitration Association.

There shall be no appeal from an arbitrator's decision unless the arbitrator has exceeded his jurisdiction or that such decision was obtained through fraud or "other" unlawful action; in which case, either party shall have the right to appeal to a court of proper jurisdiction. The arbitrator shall make a judgment based on the express terms of this Agreement, and shall have no authority to add to or subtract from any of the terms of this Agreement

The Award of the arbitrator shall be binding on the Association, its members, including the grievant, and the Employer and the Employer's agents.

The expenses for the arbitrator and the American Arbitration Association shall be shared equally by the Association and the Employer.

ARTICLE 19 - DISCHARGE AND SUSPENSION

A. Notice of Discharge or Suspension. The Employer agrees, promptly upon the discharge or suspension of an employee, to notify, in writing, the employee and his steward of the discharge or suspension. Said written notice shall contain the specific reasons for the discharge or suspension. No employee shall be discharged or suspended without just cause.

The discharged or suspended employee will be allowed to discuss his discharge or suspension with his steward and the Employer. Upon request the Employer or his designated representative will discuss the discharge or suspension with the employee and the steward.

B. Appeal of Discharge or Suspension. Should the discharged or suspended employee and/or the steward consider the discharge or suspension to be improper, they may within seven (7) calendar days of the discharge or suspension, appeal such action at the City Manager Step (and subsequent steps) of the Grievance and Arbitration Procedure.

C. Use of Past Record. In imposing any discipline or discharge, the Employer will not take into account any prior infractions which occurred more than two (2) years prior to the current incident or two (2) years from whenever the incident(s) is brought to the attention of the City.

D. Disciplinary Steps

Disciplinary action taken should be corrective and not punitive. To this extent and where applicable to fit the severity and repeat nature of the offense, the following provisions will serve as guidelines:

1. Verbal reprimand reduced to writing
2. 1st written warning
3. 2nd written warning with or without suspension less than three (3) days
4. 3rd written warning - up to a three (3) day suspension
5. Written report and possible discharge.

E. Major Offenses

The purpose of the following list of actions is to define what constitutes major offenses in determining disciplinary action. Major offenses will usually justify summary discharge without the necessity of prior warning or attempts at corrective discipline. This list of actions below is not intended to be all inclusive.

1. Drinking intoxicating beverages, or the use of illegal drugs on the job, or arriving on the job under the influence of such intoxicating beverages or illegal drugs.
2. Three successive days of unexcused absenteeism without reasonable excuse.
3. Insubordination.
4. Willful and wanton neglect of lawful duty.
5. Theft or intentional destruction of City property.
6. Serious safety violations.
7. Physical violence or intimidation including racial or sexual harassment.
8. Falsification of information on job applications, time records or other City, records.
9. Felony offense. Upon being charged, possible suspension with, or without pay.

ARTICLE 20 - WORKING HOURS

A. Shift Schedule. The parties recognize the shift schedule contained in this agreement may need to be modified to carry out the mission of the department. If operational or practical difficulties arise from these changes, either party reserves the opportunity to request a Special Conference to work out the problem and arrive at a workable schedule. Postings will be made available every four (4) months thereafter.

B. Second Shift Premium. Employees who work on the second shift shall receive, in addition to their regular pay for the pay period, \$.45 per hour. The Employer reserves the right to set regular work hours for the purposes of this contract.

C. Third Shift Premium. Employees who work on the third shift shall receive in addition to their regular pay for the pay period, \$.50 per hour.

D. Determination of Shift Premium. An employee's shift premium compensation shall be determined by the hours actually worked on the second and third shift. Split shift will be eligible for second shift premium compensation for hours actually worked after 4 p.m. In the event an employee's working hours are temporarily changed to a shift where they would receive a lower shift premium or no shift premium (when the change is requested by the Employer), they will be paid the shift premium rate they would have been entitled to on their regularly scheduled shift. Shift premium applies to all employees.

An employee who normally works a shift that pays a shift premium will receive the premium on the hours actually worked. Shift premium will also be included in the employee's regular rate for purposes of calculating overtime. When employees on second or third shift are requested to work overtime hours at the end of their normal shift, the overtime hours will include the third shift premium for the hours actually worked. First shift employees will not receive the shift premium when they work overtime hours as a part of their regular shift. Employees who work a shift other than their normal shift at the Employer's request, will be paid the shift premium for the shift actually worked, or their normal shift rate, whichever is higher.

E. Call Beeper. Duty Officers and Medical Examiner Investigators, who, as part of their duties, must carry a beeper while off duty, will be granted 6 hours additional vacation for each week they carry the call beeper.

F. Sunday Premium. Employees scheduled for work on Sunday will receive a prorated vacation day on the basis of one (1) additional hour per eight (8) hours. This benefit shall not be calculated on a premium basis. Any hours worked less than 7 3/4 in a day shall be prorated.

G. Shift Hours - 8 Hour Shifts

First Shift: 7:00 A.M. - 3:00 P.M.
 8:00 A.M. - 4:00 P.M.
 9:00 A.M. - 5:00 P.M.

Second Shift: 3:00 P.M. - 11:00 P.M.
 4:00 P.M. - 12:00 A.M.

Third Shift 11:00 P.M. - 7:00 A.M.
 12:00 A.M. - 8:00 A.M.

Shift Hours - 10 Hour Shifts

First Shift: 6:30 A.M. – 4:30 P.M.

Second Shift: 4:00 P.M. - 2:00 A.M.
6:00 P.M. - 4:00 A.M.

Third Shift: 9:00 P.M. – 7:00 A.M.

Split Shift: 11:00 A.M. – 9:00 P.M.

These 10 hour shifts apply to the Road Patrol/Uniform Division only. Shift hours listed above shall not be changed unless agreed upon by the Employer and the Association, however, the Employer reserves the right to adjust temporarily employees hours when a need is determined to carry out the mission and function of the department.

H. Breaks. Employees working an 8 hour shift may take two paid 15 minute breaks or one paid 1/2 hour break during their shift.

Employees working a 10 hour shift may take two twenty (20) minute breaks or one paid 40 minute break during their shift.

I. Support Staff Hours. All clerical unit employees who are currently working a seven and three-quarter (7- 3/4) hour day shall continue to work on that schedule, and shall be considered full-time employees.

Shift Hours - Support Personnel

First Shift: 7:00 A.M. - 3:00 P.M.
(No Premium) 8:00 A.M. - 4:00 P.M.
8:30 A.M. – 4:30 P.M.
9:00 A.M. - 5:00 P.M.

Second Shift: 4:00 P.M. - 12:00 A.M.

Third Shift: 12:00 A.M. - 8:00 A.M.

J. Callback. An employee called back shall be guaranteed at least two (2) hours pay at the rate of time and one-half, including court time, except when an employee is required to work for a period of time two (2) hours or less, immediately prior to their regular shift, then the employee will be paid for the time actually worked at the rate of time and one-half (1 1/2X).

K. Two-Man Cars and Minimum Staffing. There will be two (2) two-man cars on duty during the hours from 9 pm to 7 am, except when only three officers are available for patrol

or during special events and or circumstances or by mutual agreement between the designee of the chief of police and the officers;

Minimum Staffing

2:00 am - 9:00 pm three (3) officers available for patrol duty.

9:00 pm - 2:00 am four (4) officers available for patrol duty.

ARTICLE 21 - EQUALIZATION OF SCHEDULED OVERTIME HOURS

Scheduled overtime hours shall be divided as equally as possible among employees in the same classification in their department. An up to date list showing scheduled overtime hours will be posted bi-weekly in a prominent place.

Whenever scheduled overtime is required, the person with the least number of overtime hours in that classification within their department will be called first and so on down the list in an attempt to equalize the overtime hours.

An overtime sheet will be posted showing the employees name. Employees who are willing to work will have the opportunity to sign the posting and mark whether he/she wishes to work the overtime or not.

The Chief or his/her designee will determine Employee with highest seniority and lowest amount of scheduled overtime hours.

Scheduled overtime hours will be computed from January 1 through December 31 each year. Excess scheduled overtime hours will be carried over each year and is subject to review at the end of each period.

An employee is ineligible for overtime, voluntary and mandatory, that occurs while the employee is on vacation. This includes vacation time off taken in conjunction with scheduled time off.

ARTICLE 22 - LEAVES OF ABSENCE

Association Business

Leaves of absence, without pay, for a period not to exceed six (6) months will be granted, in writing, without loss of seniority for serving in any elected or appointed position of the Association. Employees electing this option must substitute vacation, compensatory, and personal time at the beginning of the leave for the normal number of hours they work per week

until the benefits are exhausted.

A member of the Association selected to attend a function of the Association shall be allowed time off with loss of pay to attend; except as per Article 4, sub (A).

Military Leave

The re-employment rights of veterans will be in accordance with all applicable local, state and federal laws and regulations.

Employees who are in some branch of the Armed Forces Reserve or the National Guard will be paid the difference between their reserve pay and their regular pay when they are on full-time active duty in the Reserve or National Guard, provided proof of service and pay is submitted.

Family Medical Leave Act (FMLA)

The City shall comply with the provisions of the Family Medical Leave Act, Section 585 (a) of the National Defense Authorization Act of 2008, and City FMLA policy.

Unpaid Leaves of Absence

Upon exhaustion of the twelve weeks allowed under the Family Medical Leave Act, a request for an unpaid leave for up to an additional nine months for the following two reasons may be made. No reasonable requests will be denied.

1. Employee's serious health condition
2. For the need to care for a child, spouse or parent (but not parent-in-law) of the employee who has a serious health condition.

Once an employee is on an unpaid leave of absence beyond the twelve weeks allowed under the FMLA, the following conditions shall apply:

1. Employees will be offered COBRA coverage for their health insurance and the option to continue their life insurance premiums at their own expense while they are on approved, unpaid leave of absence.
2. For leaves for the need to care for a child, spouse or parent (but not parent-in-law), the employee must use all accrued vacation and any personal or compensatory time upon the completion of the initial twelve-week leave.
3. For leaves for the employee's serious health condition, the employee must use any remaining sick leave and all accrued vacation and any personal or compensatory time upon the completion of the initial twelve-week leave.

Once an employee exhausts all sick leave benefits (as appropriate), accrued vacation, and any personal or compensatory time and is no longer receiving a paycheck from the City, all benefits will be suspended including accrual of any leave time, holiday pay and pension service credit while on leave of absence.

General Provisions

1. Employees shall accrue seniority while on an approved leave of absence granted by the provisions of this Agreement. Employees on an approved leave of absence shall be returned to the position they held at the time the leave of absence commenced, or to a position to which their seniority entitles them.
2. Employees may not take time off from work which is not authorized by the terms of this Agreement, except by mutual agreement of the parties involved.

ARTICLE 23 - DEPARTMENT SAFETY COMMITTEE

Association delegates on the safety committee are to be selected by the Association. Meetings will be held semi-annually or when requested.

ARTICLE 24 - RATES OF PAY/CLASSIFICATIONS

A. Job Descriptions. The Employer shall maintain job descriptions for all classifications covered by this Agreement. The Employer shall continue the practice of providing the Association Steward with a copy of the job description for their review.

B. Rates for New Classifications. When a new classification is created, the Employer will notify the Association of the classification and rate structure prior to its becoming effective. In the event the Association does not agree that the classification and rate are proper, it will provide notice within thirty (30) calendar days and shall be subject to negotiations.

C. Rates for Employees. The Employer shall pay new employees in the Police Department in accordance with the following schedule:

Patrol Officer Wage Rates

0-6 Months	75% of Top Patrolman Wage in Effect
7-12 Months	80% of Top Patrolman Wage in Effect
1-2 Years	85% of Top Patrolman Wage in Effect

2-3 Years	90% of Top Patrolman Wage in Effect
Over 3 years	100% of Top Patrolman Wage in Effect

Clerical & Dispatcher & Police Support Officer Wage Rates

0-6 Months	75% of Top Clerical/Dispatcher Wage in Effect
7-12 Months	80% of Top Clerical/Dispatcher Wage in Effect
1-2 Years	85% of Top Clerical/Dispatcher Wage in Effect
2-3 Years	90% of Top Clerical/Dispatcher Wage in Effect
Over 3 years	100% of Top Clerical/Dispatcher Wage in Effect

Parking Enforcement Wage Rates

0-6 Months	75% of Top Parking Enforcement Wage in Effect
7-12 Months	80% of Top Parking Enforcement Wage in Effect
1-2 Years	85% of Top Parking Enforcement Wage in Effect
2-3 Years	90% of Top Parking Enforcement Wage in Effect
Over 3 Years	100% of Top Parking Enforcement Wage in Effect

Police Officer Supervisor Wage Rate

The position of Police Office Supervisor shall receive 107% of the rate received by the top Clerk's classification.

Officer Wage Rates. Pay for "Officer" classifications shall be based on the following (in each year)"Percentages" (using the top patrolman wage as 100%):

- 1. Corporal - 106.50%
- 2. Sergeant - 112.50%
- 3. Lieutenant - 121.50%

Temporary Assignments. A patrolman will receive the rate of pay of the Corporal classification for all hours worked while filling such vacancy. An employee transferred to a lower paying classification shall remain at their prevailing rate of pay.

The senior Clerk will be paid the Office Supervisor's rate of pay when performing the Office Supervisor's duties for two (2) hours or more in any one (1) day.

ARTICLE 25 - TIME AND ONE-HALF

Time and one-half will be paid as follows: For employees on a seven and three-quarter hour (7 3/4) shift, time and one-half (1 1/2) shall be paid for all hours over seven and three-

quarters in one day and 38 3/4 in one week; for employees on an eight hour shift, time and one half (1 1/2) shall be paid for all hours over eight (8) in one day and 40 in one week; and for employees on a ten (10) hour shift, time and one half (1 1/2) shall be paid for all hours over ten (10) in one day and 40 in one week.

ARTICLE 26 - COST OF LIVING

This Article will remain in the Agreement but will be "frozen" for the term of the Agreement.

It is further agreed between the parties that in the event the cost of living during any of the fiscal years, 1996-97 and 1997-98, exceeds the percentage of wage increase for any given year as more particularly stated above, then, in that event, the wage increase for the particular fiscal year shall be the percentage increase in the cost of living as published by the United States Government and known as the Consumer Price Index-National.

In the event that the cost of living in any fiscal year exceeds the wage increase granted by the Employer and agreed upon between the parties in accordance with this Agreement, the increased wages based on the Consumer Price Index shall be paid quarterly and shall be based on a formula that a one point increase in the Consumer Price Index shall equal five dollars (\$5.00) per month in wages. For computation purposes, the May Consumer Price Index will be used as a starting point for each fiscal year.

Cost of living increases shall be added to each employee's monthly base pay rate.

ARTICLE 27 - EDUCATIONAL INCENTIVE

An educational incentive of \$300/year shall be paid for an employee who possesses a Master's Degree; \$200/year shall be paid for an employee who possesses a Bachelor's Degree; and \$100/year shall be paid for an employee who possesses an Associate's Degree.

Payment shall be made on the first pay period in December of each year. In order to receive the educational incentive, a copy of the diploma confirming the degree must be provided to the Human Resources Department prior to December 1 to qualify for the Incentive. Proof of degree need only be provided initially upon conference of the degree.

ARTICLE 28 - LONGEVITY

The employee covered by this Agreement shall be paid longevity according to their seniority, to be paid on the first pay period of December. Longevity will be based on the following schedule:

<u>Years of Service</u>	<u>7-1-05</u>
5 Yrs. Through 9 Yrs.	\$310.00
10 Yrs. Through 14 Yrs.	\$340.00
15 Yrs. Through 19 Yrs.	\$370.00
20 Yrs. Through 24 Yrs.	\$400.00
25 Yrs. Through 29. Yrs.	\$430.00
30 Yrs. And Over	\$460.00

Employees who retire or resign who have not received their longevity pay for the anniversary year shall receive a prorated amount of said pay at the time of retirement or resignation.

Employees who are on Workers Compensation shall receive said pay while on Workers Compensation as long as they are drawing at least a partial City paycheck.

ARTICLE 29 - UNIFORM MAINTENANCE ALLOWANCE

Each employee, including probationary employees, covered by this Agreement, without exception, shall receive a \$20/pay period uniform maintenance allowance. The Detective Bureau and Police/School Liaison Officer shall receive the sum of \$500.00 per year in addition to the uniform maintenance allowance.

ARTICLE 30 - PERSONAL DAYS

Effective January 1, 2009, and annually thereafter on the employee's anniversary date (date of hire), all employees will be provided 30 hours of personal leave time to be used by their next anniversary date (date of hire).

Personal time must be used during the anniversary year, may not be converted to pay, or carried over. Normally personal time must be approved at least twenty four (24) hours in advance of its use, except in cases of emergency or unusual circumstances. In the event such emergencies or circumstances are claimed, the employee may be required to provide details necessitating such use of time off. In the case of the death of an employee while still employed,

a final payment of 100% of accumulated personal leave will be made to the employee's personal estate.

ARTICLE 31 -125 EMPLOYEE BENEFIT PLAN

The City will adopt an employee benefit plan whereby employees may elect to reduce their regular compensation in exchange for reimbursement of certain expenses payable with pre-tax dollars under Section 125 of the Internal Revenue Code.

The plan shall offer reimbursement of any eligible medical expense and qualified dependent care expenses to the extent elected by the employee. Because of Internal Revenue Service code requirements, any amounts remaining at the close of the plan year shall be forfeited by the employee and allocated in a non-discriminatory manner to plan participant accounts for the following year.

ARTICLE 32 - COMPUTATION OF BENEFITS

All hours paid through the City payroll to an employee shall be considered as hours worked for the purpose of computing any of the benefits under this Agreement.

ARTICLE 33 - VACATION ELIGIBILITY

Accruals. Vacation with pay will accrue per pay period based upon anniversary date (most recent date of hire) according to the following schedule:

<u>EMPLOYMENT</u>	<u>AMOUNT</u>	<u>HOURS/PAY PERIOD</u>	
		<u>80 Hours</u>	<u>77.5 Hours</u>
Beginning yr 1	5 days vacation	1.5385	1.4904
Beginning yrs 2-5	10 days vacation	3.0770	2.9808
Beginning yrs 6-9	13 days vacation	4.0000	3.8750
Beginning yrs 10-13	16 days vacation	4.9231	4.7693
Beginning yrs 14-17	18 days vacation	5.5385	5.3654
Beginning yrs 18-20	20 days vacation	6.1539	5.9616
Beginning yr 21	21 days vacation	6.4616	6.2597
Beginning yr 22	22 days vacation	6.7693	6.5577
Beginning yr 23	23 days vacation	7.0770	6.8558
Beginning yr 24	24 days vacation	7.3847	7.1539
Beginning yr 25	25 days vacation	7.6924	7.4520
Beginning yr 26	26 days vacation	8.0000	7.7500
Beginning yr 27	27 days vacation	8.3077	8.0481

Beginning yr 28	28 days vacation	8.6154	8.3462
Beginning yr 29	29 days vacation	8.9231	8.6443
Beginning yr 30	30 days vacation	9.2308	8.9424

Note: The number of days listed above is illustrative and is based on an eight-hour or seven and three-quarter hour day. For purposes of calculating vacation, the number of pay periods is 26.

Vacation Caps. All Members vacation will be capped at 400 hours as of 7-1-98 and can not exceed this amount on the first day of July each year while the contract is in effect. Persons exceeding the vacation cap on July 1 1998 will have the following options:

1. Conversion to cash within 45 days of contract signing.
2. The employees individual vacation cap can be established at the hours accumulated on 7-1-98.

Guidelines for Time Off. Time off will be granted at such times during the year as requested by the employee, within the following guidelines:

A. Employees are encouraged to use a minimum of three (3) days vacation at one time; however, requests for less than three (3) days may be granted at the discretion of the Chief or his designee. For the purposes of this Agreement, three days means consecutive work days. Work days that occur immediately before and after scheduled days off will be considered consecutive work days.

B. There will be no one day vacations unless in case of an emergency.

C. A time off slip for three (3) days or more will be turned in at least 72 hours in advance of the requested time off.

Approval of Requests. Only the Chief of Police, Captain of Patrol Operations, Captain of Detectives or the Shift Supervisor can approve time off requests for their shift.

A. For the first shift only one officer is permitted to be on time off at one time. For both the second and third shifts, one command officer and one patrol officer are permitted to be on time off one time unless minimum staffing levels are not met. Additional officers may be granted time off with the approval of the Chief or his designee.

B. In the Detective Division, time off will be granted at the discretion of the Detective Captain.

C. If a time off request is submitted less than 72 hours prior to the requested time off,

the requesting employee will seek approval in the following order: first, the Shift Lieutenant; second the Shift Sergeant and third, the Shift Corporal. If they cannot be reached, the Duty Officer can be contacted for emergency requests only.

Time Off Preference. The senior officer on a shift has the right to bump a junior officer, but it has to be done 30 days prior to the start of the time off. Bumping by Command Officers will be by rank. Bumping by patrol officers and non-sworn personnel will be seniority.

General Provisions

A. When a holiday is observed by the Employer during scheduled time off, the employee will receive eight (8) or ten (10) hours of regular pay (and take the day off), instead of using eight (8) or ten (10) hours of time off.

B. Time off may not be waived by an employee and extra pay received for work during that period.

C. Employees shall not work any overtime while on time off or compensatory time off with the exception of scheduled court appearances or mandatory training.

D. If an employee becomes ill and is under the care of a duly licensed medical physician during his time off, his time off will be rescheduled. In the event his incapacity continues through the year, he will be awarded payment in lieu of vacation.

E. Time off may be rescheduled due to leaves of absence or sick leave, when the time off adversely affect the number of police officers on any shift.

F. Training days may be treated as time off days for all shifts. Additional time off may be granted if sufficient staffing is available as determined by the Chief of Police or his designee.

G. If an employee is laid off, retires or voluntarily resigns his employment, he will receive payment for all vacation hours and compensatory time at the time of termination at his hourly rate in effect at the time of termination.

H. Employees will be paid their current base rate for vacation hours.

ARTICLE 34 - SICK LEAVE

A. **Accrual.** All employees covered by this Agreement shall accrue 3.6924 hours per pay period (based on 26 pay periods), beginning on the first day of employment, equivalent to one (1) sick leave day per month, not to exceed twelve (12) days per year.

B. Notification. Employees utilizing sick leave must notify the person working the dispatch desk prior to the start of their shift but with as much notice as practicable to properly plan and staff the shift.

C. Sick Leave Abuse. The Employer will notify the Employee if it suspects abuse of sick leave. Thereafter, the Employer will take appropriate actions regarding the Employee's use of sick leave.

The Employer shall provide the Employee with necessary justification, including the Employee's sick leave record, if abuse is alleged. Should the Employee feel that the Employer is being unreasonable and capricious in making such determination, a special conference will be held and if the matter is not resolved at such meeting it may be submitted directly to the Director of Human Resources' step in the grievance procedure.

D. Return to Work Certificate. An Employee may be required to furnish a physician's certificate before returning to duty whenever three (3) or more consecutive sick leave days are claimed. Employees failing to provide required medical certification shall not be permitted to return to work, be entitled to paid sick leave, or use other benefit time such as vacation, sick or personal time, and said days shall constitute unexcused absence. Employees off with a physician's certificate must return with a physician's certificate.

E. Payment Upon Termination. One half unused sick leave days will be paid upon severance of employment with the Employer as long as the employee has 10 years or more of seniority, or upon death of the employee, one half unused sick leave days will be paid at the prevailing rate to the employee's beneficiary. An employee while on sick leave will be deemed to be on continue employment for the purpose of computing all benefits referred to in this Agreement, and will be construed as days worked specifically.

Payment of sick leave benefits shall be made at the Employee's hourly rate in effect at the time of retirement death or voluntary separation.

F. Illness of Dependents. Employees may use two (2) days of sick leave per calendar year for the illness of a dependent child, spouse, or member of the Employees' household. These days do not accumulate and the employee must document their use on the time sheet.

G. Sick Leave Caps. The employees sick leave bank for pay out purposes is limited to 1800 hours (900 hours pay) although sick leave may still be accumulated beyond 1800 hours.

ARTICLE 35 - HOLIDAY PROVISIONS

The paid holidays are designated as:

New Years Eve
New Years Day
Presidents' Day
Good Friday
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve Day
Christmas Day

If a holiday falls on a regularly scheduled day off, the employee will have an equivalent number of hours added to their holiday bank.

Effective July 1, 2009 all employees' holiday banks will be capped at 200 hours. Employees who exceed the holiday bank cap on July 1, 2009, will transfer the excess hours to their choice of either their vacation bank or their compensatory time bank. To the extent the transferred hours exceed the cap of the bank to which the hours have been transferred, the hours will be paid out in cash during the second pay period in July 2009.

While this Agreement is in effect, all employees whose holiday banks exceed 200 hours as of July 1 each year will have the excess hours transferred to their vacation bank up to the amount of their vacation cap. To the extent the transferred hours exceed the employee's vacation cap, the excess hours above the vacation cap will be transferred to the employee's compensatory time bank. To the extent the transferred hours exceed the compensatory time cap, the hours will be paid out in cash.

Working hours on holidays for Lieutenants, Detectives, officers on special assignments and non-sworn employees will be at the discretion of the Chief of Police. Notification of the hours to be worked or day off will be given at least thirty (30) days in advance of the holiday.

Double time and one-half (2 1/2) shall be paid for all hours worked on holidays that are defined above.

Employees will be paid for holidays during their probationary period.

ARTICLE 36 - FUNERAL LEAVE

An employee shall be allowed five (5) working days with pay as funeral leave, for the purpose of making arrangements or attending a funeral for a death in the immediate family defined as the Employee's spouse and children.

Others as defined herein shall be allowed up to three (3) days for funeral leave: Mother, Father, Brother, Sister, Mother-in-Law, Father-in-Law, Grandparents, Grandparents-in-Law, Grandchildren, Brother-in-Law, Sister-in-Law, Step-Father, Step-Mother, or a member of the employee's household. For Aunts or Uncles of the employee, one day shall be allowed to attend the funeral.

Any employee selected to be a pallbearer for a deceased person will be allowed one-half day funeral leave with pay, if the employee is scheduled to work during the half day on which the funeral takes place. No more than two such pallbearer allowances shall be granted in any calendar year. The Steward, or his representative, shall be allowed to attend the funeral with pay, in the event of a death of a member of the Association who is a member of the bargaining unit.

Upon return from a funeral leave, employee's shall be required to provide the name, relationship, and location of the individual for whom funeral leave was requested.

ARTICLE 37 - JURY DUTY

An employee who reports for jury duty will be paid his regular rate of pay for all hours spent at jury duty. Employees serving on jury duty will turn the check from the Court system over to the City and will not suffer a reduction in pay as the result of time spent at jury duty. An employee may be required to provide documentary proof of the actual number of hours that his presence was required by the Courts.

ARTICLE 38 - WORKERS' COMPENSATION (ON-THE-JOB INJURY)

The Employer shall pay for all work related injuries (workers' compensation costs) without charging an employee's sick leave for eight-hundred (800) working hours.

The Employer agrees that an employee being eligible for Workers' Compensation may use sick leave time sufficient to make up any difference between the amount which he would receive pursuant to the Workers' Compensation laws and his regular weekly income if the

employee's disability continues past eight-hundred (800) working hours. At no time shall the employee receive more compensation than his regular rate of pay.

ARTICLE 39 - HEALTH/DENTAL/VISION /PRESCRIPTION DRUG COVERAGE

A. Coverage.

1. Plan Year July 1, 2008 through June 30, 2009:

a. Effective July 1, 2008 through June 30, 2009, the Employer will pay the full premiums at the rates effective July 1, 2008, for health and hospitalization insurance, dental insurance, vision coverage, and prescription drug coverage for each Eligible Employee and their eligible dependents, at the benefit levels comparable to those in existence prior to the signing of this Agreement.

b. Upon implementation of the "Core Plan" insurance coverage on April 1, 2009 set forth in Article 39.A.2. below, each employee will receive a cash bonus of \$1,000.00.

2. Plan Year July 1, 2009 through June 30, 2013:

Effective July 1, 2009 through June 30, 2013, the Employer will pay the full premiums, subject to the applicable Employee Premium Contribution set forth in Article 39.C. below, for health and hospitalization insurance, dental insurance, vision coverage, and prescription drug coverage for each Eligible Employee and their eligible dependents, including family continuation coverage until June 30, 2012, at the benefit levels set forth in Appendix B. Such coverage shall be known as the Employer's "Core Plan".

3. The Employer reserves the right to offer alternative insurance carriers, health maintenance organizations, or benefit levels or to self-insure, so long as the new alternative or remaining coverage and benefit levels are substantially similar to those which they are replacing.

B. General Provisions

1. "Eligible Employees" for purposes of this Article 39 are regular full-time employees. Coverage will commence for Eligible Employees and their eligible dependents on the first of the month following the date of hire unless modified by letter of agreement. An employee remains an "Eligible Employee" in the event the employee is absent as a result of any leave of absence, injury or illness, or while the employee is laid off for a maximum of a twelve-week period.

2. To receive insurance coverage, an Eligible Employee must make proper

application with the Employer, and must keep the Employer informed of any changes in their family, coverage desired, beneficiaries or other information affecting insurance status. The effective date for coverage, or for changes in coverage, will be the earliest date permitted by the insurance carrier(s) following notification of such change by the Employer (or the employee's eligibility date, if later).

3. Unless otherwise specified, "insurance coverage" for purposes of this Article 39 means health and hospitalization insurance, dental insurance, vision coverage, and prescription drug coverage offered by the Employer.

C. Employee Premium Contribution

1. The Employer will pay up to the following amounts toward insurance premiums for Core Plan coverage for Eligible Employees and their eligible dependents who participate in the insurance coverage offered by the Employer:

a. From July 1, 2009 through June 30, 2010, the Employer agrees to pay up to: \$497.84 Single; \$1120.15 Two Person; \$1393.93 Family.

b. From July 1, 2010 through June 30, 2011, the Employer agrees to pay up to: \$532.69 Single; \$1198.56 Two Person; \$1491.51 Family.

c. From July 1, 2011 through June 30, 2012, the Employer agrees to pay up to: \$569.98 Single; \$1282.46 Two Person; \$1595.91 Family.

d. From July 1, 2012 through June 30, 2013, the Employer agrees to pay up to: \$609.87 Single; \$1372.23 Two Person; \$1707.63 Family.

2. Beginning July 1, 2012, Eligible Employees will pay for family continuation coverage for their participating eligible dependents.

3. All premiums for insurance coverage in excess of the amounts stated in the above paragraphs C.1.a., b., c., and d., and for family continuation coverage as stated in paragraph C.2., will be paid by the participating Eligible Employee by payroll deduction. The employee may elect to make such payment on a pre-tax basis by funding the payment through the Section 125 cafeteria plan offered by the Employer. Such an election must be made annually in compliance with the plan document.

D. "Buy-Up" and "Buy-Down" Plans; Health Reimbursement Arrangement

1. The Employer will make available two additional, optional insurance coverage packages to Eligible Employees and their eligible dependents. Each package shall consist of

health and hospitalization insurance, dental insurance, vision coverage, and prescription drug coverage offered by the Employer's existing carrier(s). One such package will be a "Buy-Up Plan" option, consisting of a coverage package with a greater level of benefits (e.g., BCBS Plan 1, to be determined by Union) and higher premiums than the Core Plan. The other such package will be a "Buy-Down Plan" option, consisting of a coverage package with a lesser level of benefits (e.g., BCBS Plan 4, to be determined by Union) and lower premiums than the Core Plan.

2. The Employer shall adopt the "Buy-Up Plan" and "Buy-Down Plan" effective July 1, 2009 and offer the "Buy-Up Plan" and "Buy-Down Plan" in addition to the Core Plan as insurance coverage options. Each Eligible Employee shall make an annual election of coverage on a date established by the Employer, choosing either, the "Buy-Up Plan", Core Plan, or "Buy-Down Plan". An Eligible Employee who fails to make a timely election will be covered by the Core Plan.

3. Eligible Employees who elect to participate in the "Buy-Up Plan" for insurance coverage will pay a portion of the premium(s) equal to the difference between the Core Plan monthly premium rates paid by the Employer (subject to the applicable Employee Premium Contribution set forth in Article 39.C, above) and the "Buy-Up Plan" monthly premium rates established by the insurance carrier(s). The employee's payment will be paid by payroll deduction. The employee may elect to make such payment on a pre-tax basis by funding the payment through the Section 125 cafeteria plan offered by the Employer. Such an election must be made annually in compliance with the plan document.

4. For Eligible Employees who elect to participate in the "Buy-Down Plan" for insurance coverage, the Employer will establish a Health Reimbursement Arrangement ("HRA"). The Employer will monthly contribute to the HRA amounts equal to the difference between the Core Plan monthly premium rates paid by the Employer (subject to the applicable Employee Premium Contribution set forth in Article 39.C, above) and the "Buy-Down Plan" monthly premium rates established by the insurance carrier(s). The HRA funds shall be administered by a third-party administrator determined by the Employer. As governed by the HRA plan document, the HRA funds will be available for the employee to offset eligible health care expenses in accordance with IRS rules while the employee is employed by the Employer or upon retirement from employment with the Employer. Unused HRA funds may be rolled over from plan year to plan year. In the event an employee's employment is terminated in a manner other than

retirement, any unused HRA funds will be forfeited. The costs associated with establishing the HRA shall be borne by the Employer; the ongoing administrative costs of the HRA shall be borne by the employee to be deducted from the Employer's HRA contributions during the employee's employment, and deducted from HRA funds during the employee's retirement.

E. Coverage Upon Retirement

The Employer shall pay a maximum of \$250.00 per month towards the cost of health insurance for an employee who goes on regular retirement and shall continue such payment until the retired employee reaches his 65th birthday. (This benefit applies to Unit 1).

The Employer shall pay a maximum of \$310.00 per month towards the cost of health insurance for an employee who goes on regular retirement and shall continue such payment until the retired employee reaches his 65th birthday. (This benefit applies to Unit 2).

Payments can be used for payment of premiums (Yearly Maximum of \$3,000 for Unit 1/\$3,720 for Unit 2) to other health insurance carriers if the City is supplied proof of the insurance premium payments by the retired employee until the retiree reaches his 65th birthday.

Early retirees will be eligible for payments when they reach 50 years of age and the equivalent of 25 years of service.

F. Coverage Opt-Out

1. Employees who would be considered Eligible Employees but are covered by their spouse's insurance program may elect not to participate in Employer insurance coverage during the annual enrollment period. Cash in lieu of benefit payments shall be paid to employees who are eligible in the amount equal to 50% of the single subscriber premium rates for the Core Plan established by the insurance carrier(s) in effect at the time of payment (subject to required state and federal taxes) beginning the 1st pay period after July 1, as stated in the Section 125 Plan document. Such cash in lieu of benefit payments will be made each pay period that the employee opts out of Employer insurance coverage and will be based upon the single subscriber premium rates for the Core Plan in effect at the time of payment.

2. Employees shall provide proof of insurance coverage to the Employer to justify the payments.

3. Employees opting out of Employer insurance coverage will be budgeted for insurance coverage as if the employee had not opted out of the health insurance coverage. Any cost savings associated with these additional opt outs will be dedicated to fund the Employer's

unfunded accrued liability of benefit payouts for employees separating from employment. If the employee later revokes the waiver of coverage, reinstatement of coverage may be contingent upon such limitations and restrictions as the insurance carrier(s) may prescribe.

4. Employees who happen to be married to another City employee will receive \$650.00 per year. Said payments shall be made in accordance with the biweekly payroll or may be placed in a tax deferred annuity sponsored by the City and approved by the IRS. Current employees receiving this payment shall continue to receive \$650.00 per year until such time as the employee either:

- A. Resigns, quits or retires.
- B. Opts into the City insurance in accordance with the insurance carrier(s)' policies.
- C. Opts out of the insurance to another employer or self pay policy. (In such case the employee would be eligible for the regular opt out as described in Article 39.F, above).

All new employees or other employees not currently receiving this benefit shall not be eligible for the \$650.00 per year payment.

ARTICLE 40 - LIFE INSURANCE

A. The Employer agrees to pay the full premium of a term life insurance plan for each employee, face value of \$25,000, while employed.

B. Upon retirement or severance, the employee will be informed of his options and allowed to exercise his choice of options.

ARTICLE 41 – PENSION

Act 345

All Sworn Officers of the Police Department will receive pension provisions in accordance with Act 345, P.A. 1937, last amended. The pension program will be administered by the Police-Fire Retirement Board.

Effective upon signing of the contract, straight life pension equals 3.0% of 3 year average final compensation times the first 25 years of service plus 1.5% times years of service in excess of 25 years, to a maximum of 80%. The employee's contribution shall be 5%.

Notwithstanding any other provisions of this agreement, the parties specifically agree that any coordination of benefits provided by Act 345 to participants of this Employer under the

pension program does not apply to any payments received or to be received under service connected duty disability pension provided by the same employer which plan is in existence and is administered by the local Police Fire Pension Board on the effective date of this agreement.

A Service connected duty disability entered into or renewed after the effective date of this agreement shall provide that the payments under that service connected duty disability, provided by the Agreement, shall not be subject to any coordination of benefits, including Worker's Compensation.

PUBLIC ACT 345 ANNUITY WITHDRAWAL

1. Employees in the bargaining unit shall have available to them, in addition to the retirement options already in place, an annuity withdrawal option as follows:
2. Definition: The annuity withdrawal is the option that allows members to withdraw their accumulated contributions (with interest) at retirement and thereby forfeit the portion of their retirement allowance which was financed by their contributions.
3. A member wishing to elect this option must make written application to the Act 345 Pension Board no later than one hundred twenty (120) days prior to the effective date of his retirement.
4. The Pension Board shall issue the members annuity payment within thirty (30) days of the date of the member's retirement. The one hundred twenty (120) day notice may be waived at the sole discretion of the Pension Board, however, under no circumstances can it be increased.
5. The parties agree that one (1% percent above the rate of interest used for actuarial evaluation purposes is to be used for employee annuity withdrawal benefit. This option is only available for regular retirant pension at age 50 with 25 years of service. A member who elects the annuity withdrawal option shall have his annual pension reduced accordingly as determined by the Pension Board Actuaries.
6. An employee electing annuity withdrawal shall have the option to defer receipt of the withdrawal amount for up to one (1) year from the effective date of their retirement. However, notice of such election must be made at the time of employee's original retirement application.

MERS

Effective upon signing of the contract, all clerical, dispatcher, and Meter/Parking Enforcement employees and future police support officer, will be covered under the Municipal Employees Retirement System (MERS) B-4 - 80% maximum, V-10, F50(25), FAC-3, E-2 rider.

The employee's contribution shall be 5%.

The Employer will provide the Association with a copy of the pension provisions specified in the two plans above.

ARTICLE 42 – DIRECT DEPOSIT

All employees shall utilize direct deposit for payroll purposes.

ARTICLE 43 - GENERAL

A. **Firearms/Bullet Proof Vests.** The Employer agrees to purchase and replace bullet proof vests and firearms as needed.

B. **Travel Pay Policy.** The parties hereby agree to incorporate by reference the City of Marquette's current travel pay and reimbursement policy.

C. **Female Changing Room.** The Employer agrees to maintain a suitable changing room for female staff.

ARTICLE 44 - DISTRIBUTION OF AGREEMENT

The Employer shall be responsible for retyping the agreement and for distribution to current employees. The Employer will be responsible for providing copies to all new employees.

ARTICLE 45 - WAIVER

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement.

ARTICLE 46 - TERMINATION AND MODIFICATION

This Agreement shall be effective as of July 1, 2008 and shall continue in full force and effect until June 30, 2013.

A. If either party desires to amend and/or terminate this Agreement, it shall, 60 days prior to the above termination date, give written notification of same.

B. If neither party gives such notice, this Agreement shall continue in effect from year to year thereafter, subject to notice of amendment or termination by either party, on 60 days written notice prior to the termination date.


C. Any amendments that may be agreed upon shall become and be apart of this Agreement without modifying or changing any of the other terms of this Agreement. All existing Letters of Understanding between the Union and the Employer were reviewed during the negotiation of this Agreement, and the following are carried forward and incorporated into this Agreement:

1. Letter of Understanding dated 12/2/2005 (Personal Leave Days);
2. Letter of Understanding dated 11/20/2006 (Shift Premium);
3. Letter of Understanding dated 3/9/2007 (Mandatory Overtime).

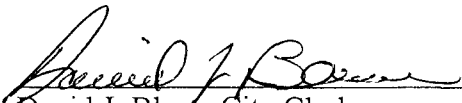
D. The Notice of Termination or Modification shall be in writing and shall be sufficient if sent by certified mail, addressed, if to the Association, to 328 Superior Avenue, Crystal Falls, Michigan 49920, and if to the Employer, addressed, c/o City Manager, 300 West Baraga Avenue, Marquette, Michigan 49855, or to any such address as the Association or the Employer may make available to each other.

DATED this 1st day of April, 2009.

CITY OF MARQUETTE

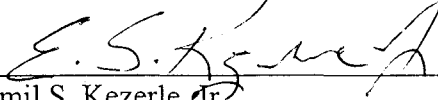


John P. Kivela, Mayor

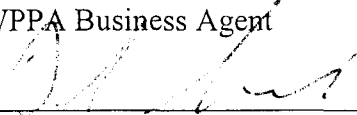


David J. Bleau, City Clerk

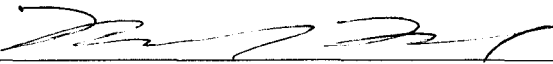
MARQUETTE PROFESSIONAL POLICE
ASSOCIATION, WISCONSIN PROFESSIONAL
POLICE ASSOCIATION LAW ENFORCEMENT
EMPLOYEE RELATIONS DIVISION



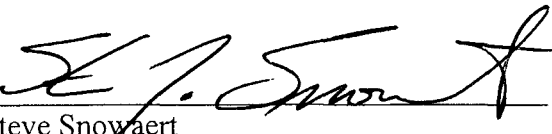
Emil S. Kezerle, Jr.
WPPA Business Agent



David Schneiderhan
MPPA President



Brandon Boesl
MPPA Vice-President



Steve Snowaert
MPPA Secretary/Treasurer

**POLICE DEPARTMENT
WAGE SCHEDULE
JULY 1, 2008***

HOURLY RATE

<u>GROUP</u>	<u>ENTRY</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>
Clerical Employee Part Time (Vacant)	10.91	10.91	10.91	10.91	10.91
Meter/Parking Enforcement	9.46	10.11	10.75	11.35	12.63
Police Support Officer	11.36	12.12	12.92	13.68	15.13
Clerical Dispatcher	13.20	14.09	14.98	15.86	17.62
Patrol Officer	15.59	16.64	17.67	18.72	20.80
Police Office Supervisor (Vacant)	18.86				
Corporal	22.14				
Sergeant	23.40				
Lieutenant	25.26				

Entry	0 - 6 months
Step A	6 - 12 months
Step B	1 - 2 years
Step C	2 - 3 years
Step D	over 3 years

* July 1, 2008 - No wage increase

**POLICE DEPARTMENT
WAGE SCHEDULE
JANUARY 1, 2009***

HOURLY RATE - 2.0% INCREASE

<u>GROUP</u>	<u>ENTRY</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>
Clerical Employee Part Time (Vacant)	11.13	11.13	11.13	11.13	11.13
Meter/Parking Enforcement	9.65	10.31	10.97	11.58	12.88
Police Support Officer	11.59	12.36	13.18	13.95	15.43
Clerical Dispatcher	13.46	14.37	15.28	16.18	17.97
Patrol Officer	15.90	16.97	18.02	19.09	21.22
Police Office Supervisor (Vacant)	19.24				
Corporal	22.58				
Sergeant	23.87				
Lieutenant	25.77				

Entry	0 - 6 months
Step A	6 - 12 months
Step B	1 - 2 years
Step C	2 - 3 years
Step D	over 3 years

* Wages are retroactive to January 1, 2009

**POLICE DEPARTMENT
WAGE SCHEDULE
JULY 1, 2009**

HOURLY RATE - 2.75% INCREASE

<u>GROUP</u>	<u>ENTRY</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>
Clerical Employee Part Time (Vacant)	11.43	11.43	11.43	11.43	11.43
Meter/Parking Enforcement	9.91	10.60	11.27	11.90	13.24
Police Support Officer	11.91	12.70	13.54	14.34	15.86
Clerical Dispatcher	13.83	14.77	15.70	16.62	18.47
Patrol Officer	16.34	17.44	18.52	19.62	21.80
Police Office Supervisor (Vacant)	19.77				
Corporal	23.20				
Sergeant	24.52				
Lieutenant	26.47				

Entry	0 - 6 months
Step A	6 - 12 months
Step B	1 - 2 years
Step C	2 - 3 years
Step D	over 3 years

**POLICE DEPARTMENT
WAGE SCHEDULE
JULY 1, 2010**

HOURLY RATE - 2.6% INCREASE

<u>GROUP</u>	<u>ENTRY</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>
Clerical Employee Part Time (Vacant)	11.73	11.73	11.73	11.73	11.73
Meter/Parking Enforcement	10.17	10.87	11.56	12.20	13.58
Police Support Officer	12.22	13.03	13.89	14.71	16.27
Clerical Dispatcher	14.19	15.15	16.11	17.05	18.95
Patrol Officer	16.76	17.89	19.00	20.13	22.37
Police Office Supervisor (Vacant)	20.28				
Corporal	23.81				
Sergeant	25.16				
Lieutenant	27.16				

Entry	0 - 6 months
Step A	6 - 12 months
Step B	1 - 2 years
Step C	2 - 3 years
Step D	over 3 years

**POLICE DEPARTMENT
WAGE SCHEDULE
JULY 1, 2011**

HOURLY RATE - 2.5% INCREASE

<u>GROUP</u>	<u>ENTRY</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>
Clerical Employee Part Time (Vacant)	12.02	12.02	12.02	12.02	12.02
Meter/Parking Enforcement	10.43	11.14	11.85	12.51	13.92
Police Support Officer	12.52	13.36	14.24	15.08	16.68
Clerical Dispatcher	14.55	15.53	16.51	17.48	19.42
Patrol Officer	17.18	18.34	19.48	20.63	22.93
Police Office Supervisor (Vacant)	20.79				
Corporal	24.40				
Sergeant	25.79				
Lieutenant	27.84				

Entry	0 - 6 months
Step A	6 - 12 months
Step B	1 - 2 years
Step C	2 - 3 years
Step D	over 3 years

**POLICE DEPARTMENT
WAGE SCHEDULE
JULY 1, 2012**

HOURLY RATE - 2.25% INCREASE**

**If any other bargaining unit of the City bargains a contract that ends June 30, 2013 and receives an hourly base rate percentage increase greater than 2.25% for contract year July 1, 2012-June 30, 2013, employees' percentage increase shall be increased to match that of the other bargaining unit.

<u>GROUP</u>	<u>ENTRY</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>
Clerical Employee Part Time (Vacant)	12.30	12.30	12.30	12.30	12.30
Meter/Parking Enforcement	10.66	11.39	12.12	12.79	14.23
Police Support Officer	12.80	13.66	14.56	15.42	17.05
Clerical Dispatcher	14.88	15.88	16.88	17.87	19.86
Patrol Officer	17.57	18.75	19.91	21.10	23.44
Police Office Supervisor (Vacant)	21.25				
Corporal	24.95				
Sergeant	26.37				
Lieutenant	28.47				

Entry	0 - 6 months
Step A	6 - 12 months
Step B	1 - 2 years
Step C	2 - 3 years
Step D	over 3 years

APPENDIX A
FOR PART-TIME CLERICAL EMPLOYEE

The City of Marquette and the Marquette Professional Police Association agree to the following:

1. Effective January 24, 2000, the Part-Time Clerical Employee shall be considered a part-time clerical employee who will be scheduled to work less than an eight-hour day, five days a week, for at least 1000 hours during any calendar year. A calendar year shall be defined as the payroll calendar year.

For example, in the year 2000 the payroll calendar year will be December 20, 1999 through December 17, 2000.

2. The part-time clerical employee's wage rate shall be \$8.86 per hour.
3. Vacation for the part-time clerical employee shall be computed at the rate of one-half times the benefit rate in effect for a 7.75 hour work day. Full-time 7.75 hour-employees accrue 1.4904 beginning year one. The part-time clerical employee will accrue 0.7452 hours per pay period, based on hours paid, with a 200-hour cap.
4. Sick leave for the part-time clerical employee shall be computed at the rate of one-half times the benefit rate in effect for a 7.75 hour work day. Full-time 7.75-hour employees accrue 3.5769 hours per pay period, not to exceed 12 days per year. The part-time clerical employee will accrue 1.7885 hours per pay period, based on hours paid, not to exceed 46.50 hours per year. Sick leave bank for payout purposes is limited to 900 hours (450 hours pay).
5. Holiday pay for the part-time clerical employee shall be paid at a four-hour pay per holiday using holidays listed in Article 35. The part-time clerical employee shall not be granted her birthday off as a paid holiday.
6. The part-time clerical employee will receive a \$10 per pay period uniform maintenance allowance.
7. The part-time clerical employee will not be eligible for health, dental or vision coverage.
8. Unless a different wage increase is negotiated, the part-time clerical employee shall receive the same percentage wage increases that employees in the clerical/dispatcher group receive.
9. The terms of this agreement may only be changed through the collective bargaining process.

10. In the event that the City considers the creation of another part-time bargaining unit position, the City will provide the Association with sufficient notice of the creation of the position to allow the parties an opportunity to bargain over the wages, hours and conditions of employment of the position. If the parties are unable to resolve a dispute concerning the wages, hours or working conditions of such a part-time employee, the Association may submit a grievance at Step 4 of the grievance procedure within twenty (20) days of the date that the parties reach impasse.
11. This agreement is non-precedential, and in reaching this agreement neither party waives any rights if a dispute concerning the creation of another part-time position arises.

APPENDIX B

City of Marquette / MPPA-WPPA Labor Agreement, 2008-2013

"Core Plan" Health Insurance Coverage

See attached Blue Cross Blue Shield "Benefits-At-A-Glance"

Core Plan Rates, 04/01/2009-06/30/09:

Core Plan	Rate
Single	\$465.27
Two Person	\$1,046.87
Family	\$1,302.74

Cap Calculation for Article 39 – Health/Dental/Vision/Prescription Drug Coverage:

Core Plan	Base Rate	+ 7.0% increase in monthly premium rates	=Maximum Employer- paid monthly premium for Plan Year	Plan Year:	Any actual premium costs in excess of listed employer maximums is Employee Premium Contribution
Single	\$465.27*	+ 7.0%	\$497.84	July 1, 2009 - June 30, 2010	
Two Person	\$1,046.87*	+ 7.0%	\$1,120.15		
Family	\$1,302.74*	+ 7.0%	\$1,393.93		
Single	\$497.84	+ 7.0%	\$532.69	July 1, 2010 - June 30, 2011	
Two Person	\$1,120.15	+ 7.0%	\$1,198.56		
Family	\$1,393.93	+ 7.0%	\$1,491.51		
Single	\$532.69	+ 7.0%	\$569.98	July 1, 2011 - June 30, 2012	
Two Person	\$1,198.56	+ 7.0%	\$1,282.46		
Family	\$1,491.51	+ 7.0%	\$1,595.91		
Single	\$569.98	+ 7.0%	\$609.87	July 1, 2012 - June 30, 2013	
Two Person	\$1,282.46	+ 7.0%	\$1,372.23		
Family	\$1,595.91	+ 7.0%	\$1,707.63		

Community BlueSM PPO

Non Standard Plan 10, U.P. Blue, \$250/\$500 Ded In Network, No coinsurance in network, \$750 Prevent, \$200V/Chiro, RM100, \$150ER

This is intended as an easy-to-read summary. It is not a contract. Additional limitations and exclusions may apply to covered services. For an official description of benefits, please see the applicable Blue Cross Blue Shield of Michigan certificate and riders. Payment amounts are based on the Blue Cross Blue Shield of Michigan approved amount, less any applicable deductible and/or copay amounts required by the plan. This coverage is provided pursuant to a contract entered into in the state of Michigan and shall be construed under the jurisdiction and according to the laws of the state of Michigan.

	In-Network	Out-of-Network
Preventive Care Services – *Payment for preventive services is limited to a combined maximum of \$750 per member per calendar year		
Health Maintenance Exam – includes chest X-ray, EKG and select lab procedures	Covered – 100%*, one per calendar year	Not covered
Gynecological Exam	Covered – 100%*, one per calendar year	Not covered
Pap Smear Screening – laboratory and pathology services	Covered – 100%*, one per calendar year	Not covered
Well-Baby and Child Care	Covered – 100%* • 6 visits, birth through 12 months • 6 visits, 13 months through 23 months • 2 visits, 24 months through 35 months • 2 visits, 36 months through 47 months • 1 visit per birth year, 48 months through age 15	Not covered
Immunizations	Covered – 100%*, up through age 16	Not covered
Fecal Occult Blood Screening	Covered – 100%*, one per calendar year	Not covered
Flexible Sigmoidoscopy Exam	Covered – 100%*, one per calendar year	Not covered
Prostate Specific Antigen (PSA) Screening	Covered – 100%*, one per calendar year	Not covered
Mammography		
Mammography Screening	Covered – 100% One per calendar year, no age restrictions	Covered – 60% after deductible
Physician Office Services		
Office Visits	Covered – \$20 copay	Covered – 60% after deductible, must be medically necessary
Outpatient and Home Visits	Covered – 100% after deductible	Covered – 60% after deductible, must be medically necessary
Office Consultations	Covered – \$20 copay	Covered – 60% after deductible, must be medically necessary
Urgent Care Visits	Covered – \$20 copay	Covered – 60% after deductible, must be medically necessary
Emergency Medical Care		
Hospital Emergency Room	Covered – \$150 copay, waived if admitted or for an accidental injury	Covered – \$150 copay, waived if admitted or for an accidental injury
Ambulance Services – medically necessary	Covered – 100% after deductible	Covered – 100% after deductible
Diagnostic Services		
Laboratory and Pathology Services	Covered – 100% after deductible	Covered – 60% after deductible
Diagnostic Tests and X-rays	Covered – 100% after deductible	Covered – 60% after deductible
Therapeutic Radiology	Covered – 100% after deductible	Covered – 60% after deductible
Maternity Services Provided by a Physician		
Prenatal and Postnatal Care	Covered – 100% Includes care provided by a certified nurse midwife	Covered – 60% after deductible
Delivery and Nursery Care	Covered – 100% after deductible Includes delivery provided by a certified nurse midwife	Covered – 60% after deductible
Hospital Care		
Semiprivate Room, Inpatient Physician Care, General Nursing Care, Hospital Services and Supplies Note: Nonemergency services must be rendered in a participating hospital	Covered – 100% after deductible	Covered – 60% after deductible Unlimited days
Inpatient Consultations	Covered – 100% after deductible	Covered – 60% after deductible
Chemotherapy	Covered – 100% after deductible	Covered – 60% after deductible
Alternatives to Hospital Care		
Skilled Nursing Care	Covered – 100% after deductible	Covered – 100% after deductible Up to 120 days per calendar year
Hospice Care	Covered – 100% Limited to dollar maximum which is adjusted periodically	Covered – 100%
Home Health Care	Covered – 100% after deductible	Covered – 100% after deductible Unlimited visits

In-Network

Out-of-Network

Surgical Services

Surgery – includes related surgical services	Covered – 100% after deductible	Covered – 60% after deductible
Voluntary Sterilization	Covered – 100% after deductible	Covered – 60% after deductible

Human Organ Transplants

Specified Organ Transplants – in designated facilities only, when coordinated through the BCBSM Human Organ Transplant Program (1-800-242-3504)	Covered – 100%	Covered – in designated facilities only
Up to \$1 million lifetime maximum per transplant type		
Bone Marrow – when coordinated through the BCBSM Human Organ Transplant Program (1-800-242-3504); specific criteria applies	Covered – 100% after deductible	Covered – 60% after deductible
Kidney, Cornea and Skin	Covered – 100% after deductible	Covered – 60% after deductible

Mental Health Care and Substance Abuse Treatment

Inpatient Mental Health Care	Covered – 50% after deductible	Covered – 50% after deductible
Unlimited days		
Inpatient Substance Abuse Treatment	Covered – 50% after deductible	Covered – 50% after deductible
Unlimited days, up to \$15,000 annual, \$30,000 lifetime maximum		
Outpatient Mental Health Care		
• Facility and Clinic	Covered – 50% after deductible	Covered – 50% after deductible
• Physician's Office	Covered – 50%	Covered – 50% after deductible
Outpatient Substance Abuse Treatment – in approved facilities	Covered – 50% after deductible	Covered – 50% after deductible
Up to the state-dollar amount which is adjusted annually		

Other Services

Outpatient Diabetes Management Program (ODMP)	Covered – 100% after deductible	Covered – 60% after deductible
Allergy Testing and Therapy	Covered – 100%	Covered – 60% after deductible
Chiropractic Spinal Manipulation	Covered – \$20 copay	Covered – 60% after deductible
Up to 24 visits per calendar year		
Outpatient Physical, Speech and Occupational Therapy		
• Facility and Clinic	Covered – 100% after deductible	Covered – 100% after deductible
• Physician's Office – excludes speech and occupational therapy	Covered – 100%	Covered – 60% after deductible
A combined 60-visit maximum per calendar year for physical therapy in the outpatient department of a hospital as well as in the physician's office		
Durable Medical Equipment	Covered – 100% after deductible	Covered – 100% after deductible
Prosthetic and Orthotic Appliances	Covered – 100% after deductible	Covered – 100% after deductible
Private Duty Nursing	Covered – 50% after deductible	Covered – 50% after deductible
Prescription Drugs	See separate drug plan	See separate drug plan

Deductible, Copays and Dollar Maximums

Note: If you receive care from a nonparticipating provider, even when referred, you may be billed for the difference between our approved amount and the provider's charge.

Deductible	\$250 per member, \$500 family per calendar year Note: Deductible waived if service is performed in a PPO physician's office.	\$500 per member, \$1,000 family per calendar year Note: Out-of-network deductible amounts also apply toward the in-network deductible.
Copays		
• Fixed Dollar Copays	\$20 for office visits and chiropractic manipulation. \$150 for emergency room visits	\$150 for emergency room visits
• Percent Copays	No copay for general services. 50% for mental health care, substance abuse treatment and private duty nursing	40% for general services and 50% for mental health care, substance abuse treatment and private duty nursing Note: Services without a network are covered at the in-network level.
Copay Dollar Maximums		
• Fixed Dollar Copays	None	None
• Percent Copays – excludes mental health care, substance abuse treatment and private duty nursing copays	No copay in net	\$4,000 per member, \$8,000 family per calendar year Note: Out-of-network copays also apply toward the in-network maximum.
Dollar Maximums	\$1 million lifetime per covered specified organ transplant type and a separate \$5 million lifetime per member for all other covered services and as noted above for individual services	

Optional Riders

Rider CB-CSR, Cost Sharing Requirements	Changes the member's cost sharing requirements for out-of-state services. Note: This rider is available only to groups in the Upper Peninsula. When Rider CB-CSR is selected, Rider BCP will replace Rider BCP-PPO.
Rider CBC-MT, Copay Requirement for Manipulative Treatment	Imposes the same fixed dollar copay requirement for chiropractic and osteopathic manipulative treatment by a network provider as is required for all network physician office visits.
Rider CB-OV\$20, Office Visit Copay Requirement	Increases fixed dollar copay amount from \$10 to \$20.
Rider CB-RM 100, routine mammograms	Removes deductible and copay requirements from screening mammography services provided by PPO network providers.
Rider CB-ET \$150, emergency treatment copay requirement	Increases dollar copay for outpatient hospital emergency room services to \$150.

<p>Rider CBPCMS750 Increases prevent care maximum from standard \$500 to \$750 per person per calendar year.</p>	<p>Increases the routine preventative care maximum from the standard \$500 to \$750 per person per calendar year.</p>
<p>Rider CI, contraceptive injections Rider PCD, prescription contraceptive devices Rider PD-CM, prescription contraceptive medications</p>	<p>Adds coverage for contraceptive injections, physician-prescribed contraceptive devices such as diaphragms and IUDs, and federal legend oral or injectable contraceptive medications. Note: These riders are only available as part of a prescription drug package. Riders CI and PCD are part of your medical-surgical coverage and are subject to the same deductible and copay, if any, you pay for medical-surgical services. Rider PD-CM is part of your prescription drug coverage and is subject to the same copay you pay for prescription drugs.</p>

Blue Preferred RxSM Prescription Drug Coverage with \$10 Generic / \$20 Preferred Brand / \$30 Nonpreferred Brand, MOPD2X, R90, Contra Triple-Tier Copay Benefits-at-a-Glance

This is intended as an easy-to-read summary. It is not a contract. Additional limitations and exclusions may apply to covered services. For an official description of benefits, please see the applicable Blue Cross Blue Shield of Michigan certificate and riders. Payment amounts are based on the Blue Cross Blue Shield of Michigan approved amount, less any applicable deductible and/or copay amounts required by the plan. This coverage is provided pursuant to a contract entered into in the state of Michigan and shall be construed under the jurisdiction and according to the laws of the state of Michigan.

Note: Effective October 1, 2006, the mail order pharmacy for specialty drugs changed to Option Care. Specialty prescription drugs (such as Enbrel[®] and Humira[®]) are used to treat complex conditions such as rheumatoid arthritis. These drugs require special handling, administration or monitoring. Option Care will handle mail order prescriptions only for specialty drugs while many retail pharmacies will continue to dispense specialty drugs (check with your local pharmacy for availability). For your other mail order prescription medications, they can continue to be sent to Medco. A list of specialty drugs is available on our Web site at bcbsm.com. Log in under "I am a Member." If you have any questions, please call Option Care customer service at 866-515-1355.

Network pharmacy

Non-network pharmacy

Copays

Note: CMAC – Removes the requirement that a member pay the difference between brand name and MAC generic drug cost.

	Network pharmacy	Non-network pharmacy
Tier 1 – Generic prescription drugs	\$10 for each prescription	\$10 for each prescription <i>plus</i> 25% of the BCBSM approved amount for the drug
Tier 2 – Formulary brand-name prescription drugs	\$20 for each prescription	\$20 for each prescription <i>plus</i> 25% of the BCBSM approved amount for the drug
Tier 3 – Nonformulary brand-name prescription drugs	\$30 for each prescription	\$30 for each prescription <i>plus</i> 25% of the BCBSM approved amount for the drug
Mail order (home delivery) prescription drugs	Copay for up to a 34 day supply: <ul style="list-style-type: none"> • \$10 for each Tier 1 (generic) drug • \$20 for each Tier 2 (formulary brand) drug • \$30 for each Tier 3 (nonformulary brand) drug Copay for a 35 to 90 day supply: <ul style="list-style-type: none"> • \$20 for each Tier 1 (generic) drug • \$40 for each Tier 2 (formulary brand) drug • \$60 for each Tier 3 (nonformulary brand) drug 	No coverage

Covered services

	Network pharmacy	Non-network pharmacy
Federal legend drugs	Covered – 100% less plan copay	Covered – 75% less plan copay
State-controlled drugs	Covered – 100% less plan copay	Covered – 75% less plan copay
Disposable needles and syringes – when dispensed with insulin or other covered injectable legend drugs Note: Needles and syringes have no copay.	Covered – 100% less plan copay for the insulin or other covered injectable legend drug	Covered – 75% less plan copay for the insulin or other covered injectable legend drug
Mail order (home delivery) prescription drugs – up to a 90-day supply of medication by mail from Medco (BCBSM network mail order provider)	Covered – 100% less plan copay	No coverage

Note: A network pharmacy is a Preferred Rx pharmacy in Michigan or a MedImpact pharmacy outside Michigan. A non-network pharmacy is a pharmacy NOT in the Preferred Rx or MedImpact networks.

Blue Cross Blue Shield of Michigan is a nonprofit corporation and independent licensee of the Blue Cross and Blue Shield Association.

BCBSM Custom Formulary – A continually updated list of FDA-approved medications that represent each therapeutic class. The drugs on the list are chosen by the BCBSM Pharmacy and Therapeutics Committee for their effectiveness, safety, uniqueness and cost efficiency. The goal of the formulary is to provide members with the greatest therapeutic value at the lowest possible cost.

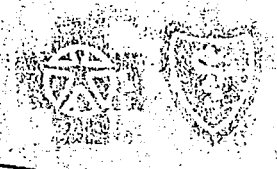
- Tier 1 (Generic) – Tier 1 includes generic drugs made with the same active ingredients, available in the same strengths and dosage forms, and administered in the same way as equivalent brand-name drugs. They also require the lowest copay, making them the most cost-effective option for the treatment.
- Tier 2 (Formulary Brand) – Tier 2 includes brand-name drugs from the Custom Formulary. Formulary options are also safe and effective, but require a higher copay.
- Tier 3 (Nonformulary Brand) – Tier 3 contains brand-name drugs not included in the Custom Formulary. Members pay the highest copay for these drugs.

Optional riders

<p>Rider RX-90-2x, prescription drug 90-day supply 2x</p>	<p>Expands retail coverage of prescription drugs from 34 to 90 days, subject to one member copayment that is double the amount that would apply for a 34-day refill. Requires all retail 90-day supplies of medication be obtained from a "90-Day Retail Network" provider, subject to limitations. Note: If a plan currently has Rider MOPD, the group may add Rider RX-90. Otherwise, Rider RX-90-2x is the only option because the copay at mail order and at retail must match for dispensing up to a 90 day supply.</p>
<p>Rider CI, Contraceptive injections Rider PCD, Prescription contraceptive devices Rider PD-CM, Prescription contraceptive medications</p>	<p>Adds coverage for contraceptive injections, physician-prescribed contraceptive devices such as diaphragms and IUDs, and federal legend oral or injectable contraceptive medications. Note: These riders are only available as part of a prescription drug package. Riders CI and PCD are part of your medical-surgical coverage and are subject to the same deductible and copay, if any, you pay for medical-surgical services. Rider PD-CM is part of your prescription drug coverage and is subject to the same copay you pay for prescription drugs.</p>

Non Standard Traditional Plus Dental Coverage Plan 7

Benefits-at-a-Glance 100/80/50-\$1500 OS-50-\$1500



This is intended as an easy-to-read summary. It is not a contract. Additional limitations and exclusions may apply to covered services. For an official description of benefits, please see the applicable Blue Cross Blue Shield of Michigan certificate and riders. Payment amounts are based on the Blue Cross Blue Shield of Michigan approved amount, less any applicable deductible and/or copay amounts required by the plan. This coverage is provided pursuant to a contract entered into in the state of Michigan and shall be construed under the jurisdiction and according to the laws of the state of Michigan.

Copays and dollar maximums

Copays	20% for Class II services and 50% for Class III and IV services
Dollar maximums	
• Annual maximum (for Class I, II and III services)	\$1,500 per member
• Lifetime maximum (for Class IV services)	\$1,500 per member

Class I services

Oral exams	Covered – 100%, twice per calendar year
A set (up to 4) of bitewing x-rays	Covered – 100%, twice per calendar year
Full-mouth and panoramic x-rays	Covered – 100%, once every 60 months
Prophylaxis (teeth cleaning)	Covered – 100%, twice per calendar year
Pit and fissure sealants – for members age 19 or under	Covered – 100%, once per tooth every 36 months when applied to the first and second permanent molars
Palliative (emergency) treatment	Covered – 100%
Fluoride treatment	Covered – 100%, two per calendar year
Space maintainers – missing posterior (back) primary teeth	Covered – 100%, once per quadrant per lifetime, for members under age 19

Class II services

Fillings – permanent teeth	Covered – 80%, replacement fillings covered after 24 months or more after initial filling
Fillings – primary teeth	Covered – 80%, replacement fillings covered after 12 months or more after initial filling
Onlays, crowns and veneer fillings – permanent teeth	Covered – 80%, once every 60 months per tooth, payable for members age 12 and older
Recementing of crowns, veneers, inlays, onlays and bridges	Covered – 80%, three times per tooth per calendar year after six months from original restoration
Oral surgery including extractions	Covered – 80%
Root canal treatment – permanent tooth	Covered – 80%, once every 12 months for tooth with one or more canals
Scaling and root planing	Covered – 80%, once every 24 months per quadrant
Occlusal adjustments	Covered – 80%, up to five times in a 60-month period
Occlusal biteguards	Covered – 80%, once every 12 months
General anesthesia or IV sedation	Covered – 80%, when medically necessary and performed with oral or dental surgery
Adjustment of dentures	Covered – 80%, six months or more after it is delivered
Relining or rebasing of partials or complete dentures	Covered – 80%, once every 36 months per arch
Tissue conditioning	Covered – 80%, once every 36 months per arch
Repair and adjustments of partial or complete dentures	Covered – 80%

Class III services

Removable dentures (complete and partial)	Covered – 50%
Bridges (fixed partial dentures) – for members age 16 or older	Covered – 50%, once every 60 months after original was delivered
Endosteal implants – for members age 16 or older who are covered at the time of the actual implant replacement	Covered – 50%, once per tooth in a member lifetime when implant placement is for teeth numbered 2 through 15 and 18 through 31

Blue Cross Blue Shield of Michigan is a nonprofit corporation and a dependent licensee of the Blue Cross and Blue Shield Association.

Blue Vision 24 Benefits-at-a-Glance

This is intended as an easy-to-read summary. It is not a contract. Additional limitations and exclusions may apply to covered services. For an official description of benefits, please see the applicable Blue Cross Blue Shield of Michigan certificate and riders. Payment amounts are based on the Blue Cross Blue Shield of Michigan approved amount, less any applicable deductible and/or copay amounts required by the plan. This coverage is provided pursuant to a contract entered into in the state of Michigan and shall be construed under the jurisdiction and according to the laws of the state of Michigan.

Blue Vision benefits are provided by Vision Service Plan (VSP), the largest provider of vision care in the nation. To find a VSP doctor, call 800-877-7195 or log onto the VSP Web site at vsp.com.

Note: Members may choose between prescription glasses (lenses and frame) or contact lenses, but not both.

	VSP network doctor	Non-VSP provider
Copays		
• Eye exam	\$5 copay	\$5 copay applies to charge
• Prescription glasses (Lenses and/or frames)	A combined \$10 copay	Member responsible for difference between approved amount and provider's charge, less a \$10 copay
• Medically necessary contact lenses	\$10 copay	Member responsible for difference between approved amount and provider's charge, less a \$10 copay
Eye exam		
Complete eye exam by an ophthalmologist or optometrist. The exam includes refraction, glaucoma testing and other tests necessary to determine the overall visual health of the patient.	Covered – \$5 copay	Reimbursement up to \$35, less a \$5 copay (member responsible for any difference)
	One eye exam in any period of 24 consecutive months	
Lenses and frames		
Standard lenses (must not exceed 60 mm in diameter) prescribed and dispensed by an ophthalmologist or optometrist. Lenses may be molded or ground, glass or plastic. Also covers prism, slab-off prism and special base curve lenses when medically necessary. Note: Discounts on additional prescription glasses and savings on lens extras when obtained from a VSP doctor.	Covered – \$10 copay (one copay applies to both lenses and frames)	Reimbursement up to predetermined amount based on lense type after copay (member responsible for any difference)
	One pair of lenses, with or without frames, in any period of 24 consecutive months	
Standard frames Note: All VSP network doctor locations are required to stock at least 100 different frames within the frame allowance.	Covered – \$10 copay (one copay applies to both lenses and frames)	Reimbursement up to \$45, less a \$10 copay (member responsible for any difference)
	One frame in any period of 24 consecutive months	
Contact lenses		
Medically necessary contact lenses (requires prior authorization approval from VSP and must meet criteria of medically necessary)	Covered – \$10 copay	Reimbursement up to \$210 after a \$10 copay (member responsible for any difference)
	One pair of contact lenses in any period of 24 consecutive months	
Elective contact lenses that improve vision (prescribed, but do not meet criteria of medically necessary)	Covered – \$120 allowance that is applied toward contact lens exam (fitting and materials) and the contact lenses (member responsible for any cost exceeding the allowance)	Covered – \$105 allowance that is applied toward contact lens exam (fitting and materials) and the contact lenses (member responsible for any cost exceeding the allowance)
	One pair of contact lenses in any period of 24 consecutive months	



Blue Cross Blue Shield of Michigan is a mutual company and a member of the Blue Cross and Blue Shield Association.

Non Standard Traditional Plus Dental Coverage Plan 7 Benefits-at-a-Glance 100/80/50-\$1500 OS-50-\$1500



This is intended as an easy-to-read summary. It is not a contract. Additional limitations and exclusions may apply to covered services. For an official description of benefits, please see the applicable Blue Cross Blue Shield of Michigan certificate and riders. Payment amounts are based on the Blue Cross Blue Shield of Michigan approved amount, less any applicable deductible and/or copay amounts required by the plan. This coverage is provided pursuant to a contract entered into in the state of Michigan and shall be construed under the jurisdiction and according to the laws of the state of Michigan.

Copays and dollar maximums

Copays	20% for Class II services and 50% for Class III and IV services
Dollar maximums	
• Annual maximum (for Class I, II and III services)	\$1,500 per member
• Lifetime maximum (for Class IV services)	\$1,500 per member

Class I services

Oral exams	Covered – 100%, twice per calendar year
A set (up to 4) of bitewing x-rays	Covered – 100%, twice per calendar year
Full-mouth and panoramic x-rays	Covered – 100%, once every 60 months
Prophylaxis (teeth cleaning)	Covered – 100%, twice per calendar year
Pit and fissure sealants – for members age 19 or under	Covered – 100%, once per tooth every 36 months when applied to the first and second permanent molars
Palliative (emergency) treatment	Covered – 100%
Fluoride treatment	Covered – 100%, two per calendar year
Space maintainers – missing posterior (back) primary teeth	Covered – 100%, once per quadrant per lifetime, for members under age 19

Class II services

Fillings – permanent teeth	Covered – 80%, replacement fillings covered after 24 months or more after initial filling
Fillings – primary teeth	Covered – 80%, replacement fillings covered after 12 months or more after initial filling
Onlays, crowns and veneer fillings – permanent teeth	Covered – 80%, once every 60 months per tooth, payable for members age 12 and older
Recementing of crowns, veneers, inlays, onlays and bridges	Covered – 80%, three times per tooth per calendar year after six months from original restoration
Oral surgery including extractions	Covered – 80%
Root canal treatment – permanent tooth	Covered – 80%, once every 12 months for tooth with one or more canals
Scaling and root planing	Covered – 80%, once every 24 months per quadrant
Occlusal adjustments	Covered – 80%, up to five times in a 60-month period
Occlusal biteguards	Covered – 80%, once every 12 months
General anesthesia or IV sedation	Covered – 80%, when medically necessary and performed with oral or dental surgery
Adjustment of dentures	Covered – 80%, six months or more after it is delivered
Relining or rebasing of partials or complete dentures	Covered – 80%, once every 36 months per arch
Tissue conditioning	Covered – 80%, once every 36 months per arch
Repair and adjustments of partial or complete dentures	Covered – 80%

Class III services

Removable dentures (complete and partial)	Covered – 50%
Bridges (fixed partial dentures) – for members age 16 or older	Covered – 50%, once every 60 months after original was delivered
Endosteal implants – for members age 16 or older who are covered at the time of the actual implant replacement	Covered – 50%, once per tooth in a member lifetime when implant placement is for teeth numbered 2 through 15 and 18 through 31

Blue Cross Blue Shield of Michigan is a not-for-profit, mutual and independent licensee of the Blue Cross of Michigan Blue Shield Association

Class IV services – Orthodontic services for dependents under age 19

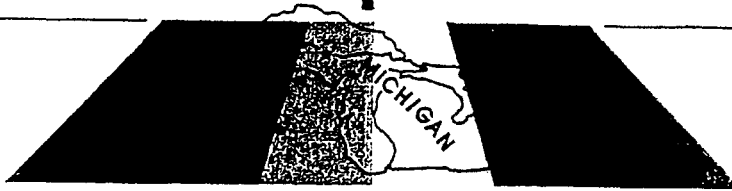
Minor treatment for tooth guidance appliances	Covered – 50%
Minor treatment to control harmful habits	Covered – 50%
Interceptive and comprehensive orthodontic treatment	Covered – 50%
Post-treatment stabilization	Covered – 50%
Cephalometric film (skull) and diagnostic photos	Covered – 50%

Note: For non-urgent, complex or expensive dental treatment such as crowns, bridges or dentures, members should encourage their dentist to submit the claim to Blue Cross for predetermination *before* treatment begins. If you receive care from a nonparticipating dentist, you may be billed for the difference between our approved amount and the dentist's charge.

Marquette



PHILIP W. SIEGERT
Chief of Police



the Superior location
MARQUETTE POLICE DEPARTMENT
(906) 228-0400
FAX (906) 228-0446

RUSSELL G. KILGREN
Captain of Patrol Operations

L. MICHAEL ANGELI
Captain of Detectives

LETTER OF UNDERSTANDING

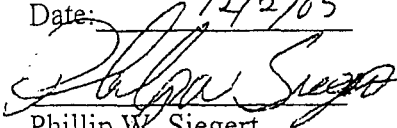
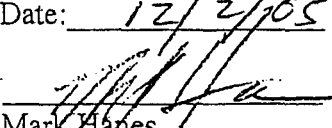
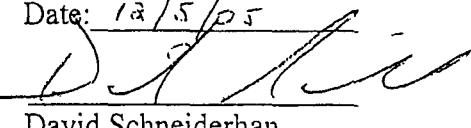
RE: Proposed understanding/Amendment to contractual language pertaining to the use of Personal Leave Days.

A Personal Leave Day (PLD) shall be granted to one officer per shift per the language of the current contract. A PLD may be granted for one additional officer per shift under the following guidelines:

1. The request is deemed an emergency and/or unusual circumstance.
2. No more than one overtime shift is needed to meet the minimum staffing requirement.
(In other words, we want to limit granting only one OT shift (per shift) to cover for PLD's)
3. No more than two PLD's may be granted during a single shift.
4. All PLD's must be approved by the shift supervisor.

It should be noted that in the event that a vacation request is submitted for a shift after a PLD has been already been granted for that shift, the vacation can be denied if it causes a shift shortage.

Acknowledgement of Acceptance:

Date: 12/2/05 Date: 12/2/05 Date: 12/5/05
  
Phillip W. Siegert, Chief of Police Mark Hanes, WPPA David Schneiderhan, WPPA


Letter of Understanding
Between
The City of Marquette
And
The Marquette Professional Police Association
Wisconsin Professional Police Association
Law Enforcement Employee Relations Division

The aforementioned parties do hereby mutually agree to the following clarification of the intent of Article 20-Working Hours: D. Determination of Shift Premium.

The Employer agrees that an employee, who normally works a shift that pays a shift differential, will receive the differential on the hours actually worked (including overtime hours). When employees on second or third shift are requested to work overtime at the end of their normal shift, the overtime hours will include the third shift differential for the hours actually worked. First shift employees will not receive the shift differential when they work overtime hours as a part of their regular shift. Employees who work a different shift than they normally do (at Employer's request), will be paid the shift differential for the shift they actually work, or their normal shift rate, whichever is higher.

Dated this 11/20/06 day of November, 2006.

For the Union:
Wisconsin Professional Police Association

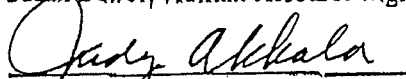

Mark Hanes, Association President


Emil Kocerle, Business Agent

For the Employer:
City of Marquette


Phil Siegfert, Chief of Police

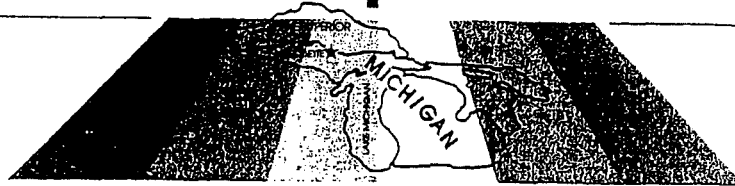

Susan Bohor, Human Resource Mgr.


Judy Akkala, City Manager

Marquette



PHILIP W. SIEGERT
Chief of Police



the Superior location
MARQUETTE POLICE DEPARTMENT
(906) 228-0400
FAX (906) 228-0446

RUSSELL G. KILGREN
Captain of Patrol Operations

L. MICHAEL ANGELI
Captain of Detectives

LETTER OF AGREEMENT
BETWEEN
THE CITY OF MARQUETTE
AND
THE MARQUETTE CITY POLICE ASSOCIATION

Grievance #06-520 was filed by the Association in response to mandatory hold-over situations due to unscheduled shift vacancies. As a result of a special conference between the parties, the following agreement has been reached:

AGREEMENT:

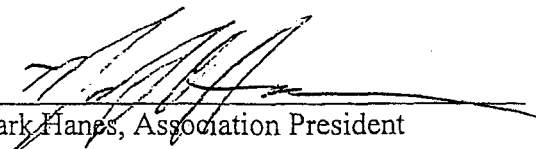
- 1) At the beginning of each calendar year, the Employer will compile a Mandatory Overtime List, which will include the names of all uniformed officers by department-wide seniority.
- 2) In the event of an unforeseen or unscheduled staff shortage, the "short shift" will first be filled with available volunteers. In the event of a conflict, the employee with the most department-wide seniority, regardless of rank, will be granted the overtime.
- 3) In the event that no one volunteers, the police officer with the least amount of department-wide seniority will be mandated to hold over. The officer who is held over will be credited on the Mandatory Overtime List; listing the date and reason for the occurrence.
- 4) Subsequent occurrences of mandatory overtime will then move up the list to the next available officer with the least department-wide seniority. All subsequent occurrences will continue in this manner until all police officers have been credited with an occurrence of mandatory overtime. Once all police officers have been credited with mandatory overtime, the process will start over with the police officer with the least amount of department-wide seniority mandated to hold over.

Marquette Police will work in a partnership with the community to continually enhance the safety and quality of life for citizens

- 5) Volunteer hours will not be credited as an "occurrence" on the Mandatory Overtime List. An occurrence is defined as one instance of mandatory overtime, regardless of number of overtime hours worked.
- 6) Available employees are those working the shift prior to the shift that has the unscheduled vacancy.
- 7) This listing will be renewed on January 1st of each year (i.e., all employees will have zero credited occurrences at the start of each calendar year).
- 8) The parties agree that this Agreement will be in effect for the life of the current Collective Bargaining Agreement (July 1, 2004-June 30, 2008). Upon expiration, the parties agree to discuss the terms of this agreement, including any unforeseen problems that may have occurred since its implementation.

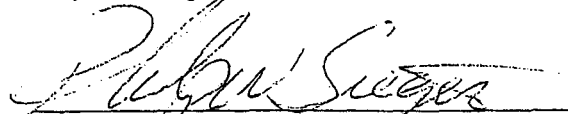
Date: 3/9/07

For the Union:
Wisconsin Professional Police Association



Mark Hanes, Association President

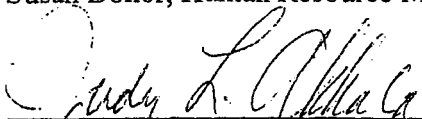
For the Employer:
City of Marquette



Phillip W. Siegert, Chief of Police



Susan Bohor, Human Resource Manager



Judy L. Akkala, City Manager