

SALARY AND BENEFIT MODIFICATION AGREEMENT

This Agreement is entered into this 8th day of July, 1975, by and between the Board of Trustees of Central Michigan University, being the constitutional and statutory board of control of Central Michigan University (herein referred to as "University"), and the Central Michigan University Police Officers Association (herein referred to as "Association") and contains the salary and benefit modification agreement between the University and the Association which is entered into pursuant to the reopening of negotiations under paragraph "P 51-2" of the collective bargaining agreement between the parties dated August 8, 1974.

1. PUBLIC SAFETY EMPLOYEE SALARY INCREASES

Commencing June 29, 1975, each employee now in the Public Safety bargaining unit shall receive an hourly rate by name as follows:

Name	Hourly Rate	1975-76 Approximate Annual Base
Willett	\$3.70	\$ 7,697
Kunik	3.99	8,299
Recker	3.99	8,299
Toth	3.99	8,299
Griffiths	5.08	10,566
Pickler	5.08	10,566
Shively	5.08	10,566
Dinius	5.60	11,648
Epple	5.60	11,648
Hall	5.60	11,648
Snyder	5.60	11,648
Tubbs	5.60	11,648
Fronczak	5.60	11,648
Herald	5.60	11,648
Bonstelle	6.48	13,478
Martin	6.48	13,478
Shoe	6.48	13,478
Williams	6.48	13,478

2. In addition, each of the above named bargaining unit members on the payroll of the University on June 16, 1975, who are also on the payroll of the University on June 29, 1975, shall be paid a one-time lump sum bonus within two weeks of the date of execution of this agreement as follows: Willett, Kunik, Recker and Toth shall receive a lump sum payment of \$350 and all others named above shall receive a lump sum payment of \$100. These payments shall not become part of base salary.

3. The attached letter of agreement pertaining to transportation to and from officer's homes off the campus of the University is a part of this modification agreement.

4. The PS Wage Schedule shall be as follows commencing June 29, 1975:

PS WAGE SCHEDULE

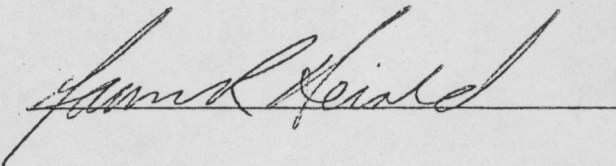
Pay Level	Minimum	Maximum
PS-1	\$ 7,696	\$ 9,547
PS-2*	9,589	11,648
PS-3	11,086	13,478

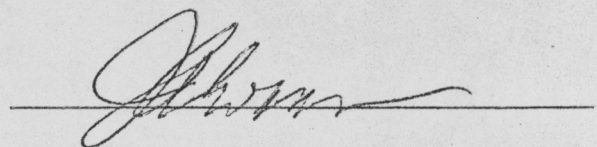
*Officers classified as policeman trainees shall be paid at 5 percent below the amount which such officer would otherwise receive if not on probation for the first six months of the one year probationary period. After the first six months of the probationary period, the officer will receive the officers regular base rate for the remainder of the time in the probationary classification of policeman trainee.

5. This modification agreement shall become effective upon execution by the parties.

CENTRAL MICHIGAN UNIVERSITY
POLICE OFFICERS ASSOCIATION

CENTRAL MICHIGAN UNIVERSITY





LETTER OF AGREEMENT

Police Officers who, on June 16, 1975, live within the boundaries of a circle whose center point is the Department of Public Safety and whose radius is the distance between the current location of the Department of Public Safety and the farthest City Limit point of the City of Mt. Pleasant in existence on May 9, 1975, shall continue to have the right to pick up and drop off officers coming on and going off duty as provided in the Clarification of General Order dated May 9, 1975, as a grandfather provision.

Police Officers currently in the Department not covered by the above grandfather provision and persons who may join the Department in the future shall not have any of the benefits set forth in the May 9, 1975, Clarification of General Order. Officers who move out of the area described in the first paragraph shall lose their right under the above grandfather clause and shall not regain it by moving back into the area.

CENTRAL MICHIGAN UNIVERSITY
POLICE OFFICERS ASSOCIATION

CENTRAL MICHIGAN UNIVERSITY

