

6-30-72

*Approved by Council  
8/1/72*

MEMORANDUM OF UNDERSTANDING

*City of East Lansing*

The City of East Lansing, hereinafter called "City" and the Fraternal Order of Police, Capitol City Lodge No. 141 - East Lansing Supervisory Division, hereinafter called "Lodge" and for this memorandum of understanding says:

1. LODGE SECURITY:

a. Adopts in principal and by reference Article I of the East Lansing non-supervisory division contract and applies this principal to the sergeants, detective sergeants and lieutenants of the East Lansing Police Department.

b. Adopts in principal and by reference Article IV of the East Lansing non-supervisory division contract and applies this principal to the sergeants, detective sergeants and lieutenants of the East Lansing Police Department.

2. INDIVIDUAL SECURITY:

a. Adopts in principal and by reference Article VII of the East Lansing non-supervisory division contract and applies this principal to the sergeants, detective sergeants and lieutenants of the East Lansing Police Department.

b. Adopts in principal and by reference Article VIII of the East Lansing non-supervisory division contract and applies this principal to the sergeants, detective sergeants and lieutenants of the East Lansing Police Department.

*City of East Lansing  
410 Abbott Road  
East Lansing, Michigan 48823*

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3. MAINTENANCE OF STANDARDS:

The City agrees that all conditions of employment relating to wages, hours of work and general working conditions shall be maintained at not less than the highest minimum standard in effect at the time of the signing of this memorandum.

4. MANAGEMENT RIGHTS:

The City on its own behalf and on behalf of its electors, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the constitution of the State of Michigan and of the United States, the City charter the East Lansing code and any modifications made thereto and any resolutions passed by City elected officials. Further, all rights which ordinarily vest in and are exercised by employers except such as are specifically relinquished herein are reserved to and remain vested in the City, including but without limiting the generality of the foregoing the right (a) to manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered, the control of materials, tools and equipment to be used, and the discontinuance of any services, material or methods of operation: (b) to introduce new equipment, methods, machinery or processes, change or eliminate existing equipment and institute technological changes, decide on materials, supplies, equipment and tools to be purchased: (c) to subcontract or purchase any or all work, processes or services, or the

construction of new facilities or the improvement of existing facilities: (d) to determine the number, location and type of facilities and installations: (e) to determine the size of the work force and increase or decrease its size: (f) to hire, assign and layoff employees, to reduce the work week or the work day or effect reductions in hours worked by combining layoffs and reductions in work week or work day: (g) to permit municipal employees other than Police Department employees to perform bargaining unit work when in the opinion of management this is necessary for the conduct of municipal services and is determined to be an emergency: (h) to direct the work force, assign work and determine the number of employees assigned to operations: (i) to establish, change, combine or discontinue job classifications and prescribe and assign job duties, content and classification and to establish wage rates for any new or changed classification: (j) to determine lunch, rest periods and cleanup times, the starting and quitting time and the number of hours to be worked: (k) to establish work schedules: (l) to discipline and discharge employees for cause: (m) to adopt, revise and enforce working rules and carry out cost and general improvement programs however, no rule or regulation shall be adopted hereafter without notice to the Lodge: and its reasonableness may be subject to the grievance procedure: (n) to transfer, promote and demote employees from one classification, department or shift to another: (o) to select employees for promotion or transfer to supervisory or other positions and to determine the qualifications and competency of employees to perform available work.

5. ON CALL:

Every officer of the supervisory division required to be on a "on call" status shall be provided with a page boy call unit.

6. COURT TIME:

Officers required to be in court on off duty time will be credited with comp time at straight time with a guarantee of two hours minimum for each appearance.

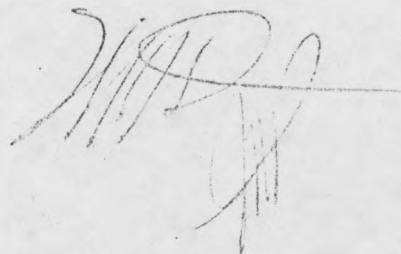
7. LIFE INSURANCE:

The life insurance provision now in effect shall be increased to \$15,000.00 per employee of the bargaining unit.

8. WAGES:

Listed below are the classifications which are covered by this memorandum with the corresponding annual salaries:

<u>CLASSIFICATION</u>	<u>ANNUAL RATE BEGINNING</u> <u>7/1/72</u>
Uniformed Sergeants	\$ 13,600 13,700
Detective Sergeants	13,875 13,850
Lieutenants	15,000 14,860



9. PERIOD OF MEMORANDUM:

The terms and provisions of this memorandum shall remain in full force and effect between the parties until June 30, 1972.

WITNESS our hands and seals this \_\_\_\_\_ day of \_\_\_\_\_, 1972.

FOR THE CITY

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FOR THE LODGE

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\_\_\_\_\_



~~APP 23 1974 XENATA~~