

6-30-74

Highland Park

ECONOMIC AGREEMENT

BETWEEN

HIGHLAND PARK FIRE FIGHTERS UNION, LOCAL 355

AND

CITY OF HIGHLAND PARK

City of Highland Park
Personnel Department
30 Gerald Avenue
Highland Park, Michigan 48203

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE</u>
I	PARITY	1
II	COVERAGE	2
III	WAGES	2-3
IV	HOSPITAL INSURANCE	3
V	HEALTH BENEFITS	3
VI	OVERTIME	4
VII	LIFE INSURANCE	4
VIII	HOLIDAY PAY	4
VIX	CLOTHING ALLOWANCE	4-5
X	FURLOUGHS	5-6
XI	LONGEVITY	6
XII	SICK LEAVE	6-7
XIII	SHIFT DIFFERENTIAL	7
XIV	BUSINESS LEAVE	8
XV	FUNERAL LEAVE	8
XVI	UN-EMPLOYMENT BENEFITS	9
XVII	REINSTATEMENT	9
XVIII	DUTY PERIODS AND RATES	9
XIX	COMPENSATORY TIME	9-10
XX	RIDING IN-CHARGE	10

ECONOMIC AGREEMENT

The following Economic Agreement between the HIGHLAND PARK FIRE FIGHTERS UNION, LOCAL 355 and the CITY OF HIGHLAND PARK shall be retroactive to July 1, 1972 and shall remain in effect until June 30, 1974.

ARTICLE I

PARITY

Members of the Police and Fire Departments having corresponding classifications as hereinafter enumerated, and periods of service, shall receive equal annual compensation including equal annual wages:

Fire Fighter	Patrolman
Sergeant	Corporal
Lieutenant	Sergeant
Captain	Lieutenant
Assistant Chief	Captain

No disparity in such annual compensation or wages shall occur or be justified on account of differences between policemen and fire fighters as to average, normal, regular or customary hours of work or duty, or as to furloughs, leaves, or leave days, or vacations, nor on account of changes in the titles of classifications, as hereinabove enumerated, nor indirectly to avoid the intent of this Article, which is to assure parity of compensation and wages to policemen and fire fighters.

ARTICLE II

COVERAGE

This agreement shall apply to all firefighters, fire Sergeants and Switch-Board - fire alarm operators.

(A) Switchboard - fire alarm operators shall be included into forty (40) hour service division program - with the exception of wages as defined in Article III.

(B) Fire Department officers adjustments to be added upon completion of negotiations of ranking Police Officers as defined in Article I.

ARTICLE III

WAGES

(A) The City agrees to a 3.5% across the board wage increase effective July 1, 1972 through June 30, 1973.

(B) The City agrees to a 7.5% across the board wage increase effective July 1, 1973, through June 30, 1974.

(C) The City agrees that a \$500 adjustment be paid to Switchboard and Fire Alarm Operators over and above the 3.5% offered in the first year of this contract.

PAY SCALE

1972 - 1973

	<u>Start</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>
Firefighter	\$9,297.60	\$10,129.60	\$10,940.80	\$11,752.00	\$13,166.40
Sergeant	\$14,768.00 - prior to 7-1-68				
	\$14,539.20 - after 7-1-68				
Dispatchers	Start - \$9,386.00	6 months - \$10,181.60	1 Year - \$10,275.20		

WAGES (Cont'd)

PAY SCALE

1973 - 1974

	<u>Start</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>
Firefighter					
Sergeant					
Dispatchers					

ARTICLE IV

HOSPITAL INSURANCE

(A) The City will pay the full cost of Blue-Cross-Blue Shield Master Ward Service for the member and his family, with all such riders and benefits as are now provided other general City employee groups. Employees will become eligible for this benefit upon completion of their probationary period and confirmation.

ARTICLE V

HEALTH BENEFITS

(A) The City agrees that an eye examination program will be implemented during the first year of this contract. The City shall bear the cost of this program and all members shall be eligible for participation.

(B) The City agrees that a dental care program will be implemented during the second year of this contract. The City shall bear the cost of the program and all members shall be eligible for participation.

ARTICLE VI

OVERTIME

Whenever a member is requested to work beyond the end of his schedule shift, he shall be paid at the rate of time and one-half for a minimum of one hour of work. Any member called to work outside of his regular scheduled shift shall be paid for a minimum of two (2) hours at the rate of time and one-half his regular rate of pay.

ARTICLE VII

LIFE INSURANCE

(A) The City agrees that effective July 1, 1972, all members shall receive a \$10,000 life insurance policy with double indemnity, at no cost to the members.

(B) The City agrees that effective July 1, 1973, all members shall receive a \$15,000 life insurance policy with double indemnity. Full cost of the life insurance policy shall be paid by the City.

ARTICLE VIII

HOLIDAY PAY

The City agrees to pay all members \$600.00 per year, in lieu of Holiday payment, to be paid semi-annually.

ARTICLE VIX

CLOTHING ALLOWANCE

The City agrees to continue the present clothing or uniform allowance.

CLOTHING ALLOWANCE (Cont'd)

(A) Firefighters and Sergeants will be furnished uniforms by the City on a need basis. The uniforms will remain the property of the City and must be returned when a member is promoted, transferred or separated from the department. In such cases, the Commanding Officer is responsible for ensuring that the uniforms are returned. Optional equipment may be purchased through department channels at a members' own expense. Members shall keep uniforms and equipment in good condition at their own expense.

(B) Uniforms presented for semi-annual inspection shall be cleaned, pressed and repaired. Rejected items will be replaced with garments which pass official inspection. Replacement shall be made only at the semi-annual inspection and the rejected garments will be turned in. Exceptions to this are when uniforms must be changed as a result of promotions or transfers or when uniforms are damaged or lost in line of duty.

ARTICLE X

FURLOUGHS

(A) The City agrees to grant twelve (12) furlough days per year. Members shall be granted one (1) additional furlough day if they have not used more than two (2) sick days in the preceding year.

(B) The furlough shall be scheduled in two periods. The first furlough period to be between July 1 and the following December 31st and the second period between January 1 and the following June 30th.

FURLOUGHS (Cont'd)

(C) All furlough time will be taken regularly by all members. No unused furlough time may be credited from one period to another except by authorization of the Mayor and resulting from an emergency. In the event of the death of a member, his heirs or estate shall be entitled to a claim on any earned and unused furlough time that had been due him.

(D) Furloughs for newly confirmed men: Furlough time shall accrue at the rate of one (1) day for each month of confirmed time served during the furlough period in which they are confirmed. Periods to be used shall be January 1 to June 30 and July 1 to December 31. Furlough days for newly confirmed men shall be assigned at the discretion of the Chief.

ARTICLE XI

LONGEVITY

The City agrees to the following Longevity Pay program.

Members with 5 years or more seniority	\$ 75.00
Members with 10 years or more seniority	\$150.00
Members with 15 years or more seniority	\$300.00
Members with 20 years or more seniority	\$375.00
Members with 25 years or more seniority	\$450.00

All service with the City shall be credited toward members longevity.

ARTICLE XII

SICK LEAVE

The City agrees that all members shall be entitled to paid sick leave to be earned as follows:

SICK LEAVE (Cont'd)

- 1)
 - (A) Maximum of ten (10) duty days for the first year of Employment.
 - (B) Maximum of twenty (20) duty days after the second year of employment.
 - (C) Maximum of thirty (30) duty days after third year and including the fourth year of employment.
 - (D) Maximum of sixty (60) duty days after the fifth and through the tenth year of employment.
 - (E) Maximum of one hundred and twenty (120) duty days after the tenth year of employment, subject to the approval of the Mayor and Council.
- 2)
 - (A) Immediately preceding the effective date of a members' retirement, not including dity and non-duty disability retirement, he shall be entitled to pay ofr one-half of his accumulated current sick leave not to exceed 14 sick leave days, computed as of the last day prior to such retirement.
 - (B) Paid sick time shall be granted only at the discretion of the Chief. False reporting of illness shall subject the member to appropriate disciplinary action.
 - (C) Paid leve or a short military leave shall not interrupt the accrual of sick leave.

ARTICLE XIII

SHIFT DIFFERENTIAL

Each employee shall be entitled to an extra two dollars (\$2.00) per day worked in place of a shift differential. Switchboard and Fire Alarm Operators will receive a shift differential of 5 ¢/hr for afternoon shift and 10¢/hr for mid-night shift.

ARTICLE XIV

BUSINESS LEAVE

Each employee may be allowed three (3) personal leave days with full pay each year of this contract for the purpose of attending to personal, legal, religious, business, household or family emergencies. Except in emergencies, the employee shall give his immediate superior written notice of his intention to take this leave at least one week in advance of the day he proposes to be absent. Such leave shall not be charged to or deducted from the sick leave bank.

ARTICLE XV

FUNERAL LEAVE

The City agrees that members shall be eligible for funeral leave without deduction of pay as follows:

(A) If a death occurs among members of the employee's immediate family, such employee may be granted two (2) duty days of leave, provided that such leave may be extended to three (3) duty days with the discretion of the Chief, based on individual circumstances.

(B) If a death occurs among relatives of the employee, such employee may be granted one (1) duty day of leave.

(C) For the purpose of this section, immediate family is defined as Father, mother, husband, wife, brother, sister, child, grandparent, parent of husband or wife, foster parent, foster brother, foster sister, and foster child.

(D) For the purpose of this section, a relative is defined as grandson, granddaughter, uncle, aunt, brother-in-law and sister-in-law.

ARTICLE XVI

UN-EMPLOYMENT BENEFITS

The City agrees to establish during the second year of this contract a health and accident insurance program relating to illness or non-job insured accidents. Such benefits are available in addition to workmen's compensation benefits.

ARTICLE XVII

REINSTATEMENT

Employees who sever their connection with the Fire Department and who return at a later date must re-qualify for all fringes as a new employee with the exception of individuals who are "reinstated" by the Commission after less than two years absence.

ARTICLE XVIII

DUTY PERIODS AND RATES

The duty day is a 24 hour period. The duty week shall average 56 hours. The daily rate shall be computed at 1/56th of the weekly pay of the individual.

ARTICLE XIX

COMPENSATORY TIME

(A) Firefighters and Sergeants shall accumulate compensatory time for all hours beyond the normal duty day on a straight time basis.

Accumulation of Compensatory time in excess of 75 hours on any July 1st date will be paid for in cash at straight time. Accumulated compensatory

COMPENSATORY TIME (Cont'd)

time shall be liquidated before retirement, at straight time.

(B) Court time when a Firefighter or Sergeant is required to attend Court in line of duty on an off day or Kelly day, he shall accumulate Compensatory time for all hours of Court time on a straight time basis and shall not be covered under the Call Back provisions. Each such hour shall be computed at three twenty-fourths of a duty day.

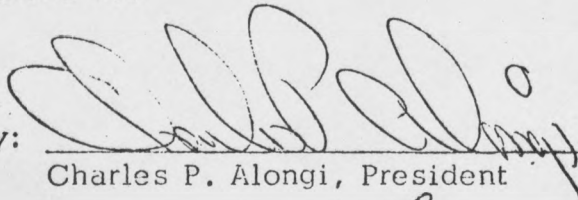
(C) Time to be counted in the accumulation shall consist of time earned under the daily overtime provisions and any time accumulated under the holiday provisions for Christmas Eve and New Years Eve and on Good Friday, in the event the member cannot be excused he shall be credited with half the amount of time worked as compensatory time.

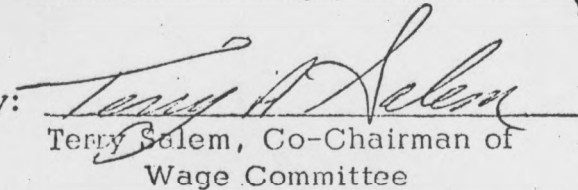
ARTICLE XX

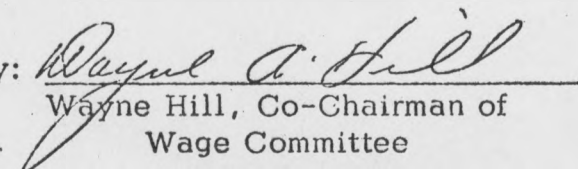
RIDING IN-CHARGE

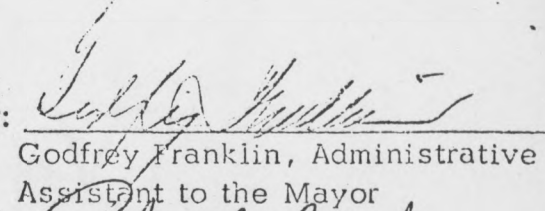
When due to the absence of an officer, other than in a permanent position vacancy, a firefighter is required to ride in charge of an engine, ladder truck, rescue vehicle and ambulance, he shall be entitled to the rate of pay of a Sergeant firefighting division for that day.

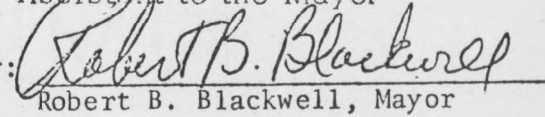
HIGHLAND PARK FIRE FIGHTERS UNION,
LOCAL 355

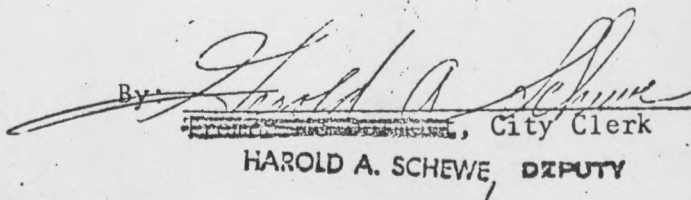
By: 
Charles P. Alongi, President

By: 
Terry Salem, Co-Chairman of
Wage Committee

By: 
Wayne Hill, Co-Chairman of
Wage Committee

By: 
Godfrey Franklin, Administrative
Assistant to the Mayor

By: 
Robert B. Blackwell, Mayor

By: 
HAROLD A. SCHEWE, DEPUTY
City Clerk