

ECONOMIC AGREEMENT BETWEEN
CITY OF HIGHLAND PARK AND
HIGHLAND PARK
POLICE OFFICERS ASSOCIATION

November 16, 1972

Highland Park

This agreement entered into as of July 1, 1972 between the City of Highland Park, a municipal corporation (referred to as the City) and the ranking officers affiliated with the Highland Park Police Officers Association (referred to as the Association) for all Sergeants, Lieutenants, and Captains employed by the City.

The City and the Association agree that the following economic contract shall be in effect for the City's fiscal period beginning on July 1, 1972 and ending on June 30, 1974.

1. Life Insurance - The first year of the Contract the City will provide an insurance policy in the amount of \$10,000.00 with double indemnity for each ranking officer at no cost to the officer. This amount will be increased to \$15,000.00 the second year of the contract at no cost to the officer.
2. All ranking officers shall be allowed to carry over ten furlough days into the following fiscal year, upon approval of the Chief of Police.
3. Ranking officers will be compensated for nine (9) holidays, consisting of New Year's Day, Memorial Day, Flag Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day, and the Officer's Brithday.
4. Each ranking officer will be entitled to three (3) personal business days off per year; 1 day for first year of contract and 2 additional days in the second year of contract, to be used at his discretion for any purpose, with approval of his supervisor.
5. A false arrest insurance to be worked out in the second year of the contract.
6. At the option of the ranking officer, the accumulation of compensatory time in excess of 75 hours shall be paid for in cash at straight time, on or about July 1.
7. During the first year of this contract the City agrees to work out an eye care program. In the second year of the contract, a dental care program.
8. Upon retirement an officer will receive twenty (20) paid terminal leave days in the first year of the contract and thirty (30) days in the second year of the contract.
9. Funeral leave will include, sister-in-law, brother-in-law, Aunt and Uncle.

City of Highland Park
Personnel Department
30 Gerald Avenue
Highland Park, Michigan 48003

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

10. Longevity to be paid on Anniversary date as follows:

Officers after	10 years	seniority	\$150.00
"	"	15 years	" 300.00
"	"	20 years	" 375.00
"	"	25 years	" 450.00
"	"	30 years	" 525.00

11. All benefits contained herein shall be retroactive to July 1, 1972 and based on a two-year contract.

12. Maintenance of conditions - Wages, hours and conditions of employment legally in effect at the execution of this agreement shall, except as improved herein or previously agreed to, be maintained during the term of this agreement. The City will make no unilateral changes in wages, hours and conditions of employment during the term of this agreement, either contrary to the provisions of this agreement or otherwise. No employee shall suffer a reduction in such benefits as a consequence of the execution of this agreement.

13. Pay Increases:

Corporal 1972-73 Rate	\$14,768.00
7% Dif. to Sgt.	15,801.76
7% Dif. to Lt.	16,907.88
7% Dif. to Capt.	18,091.43

1973-74

Corporal, 7 1/2% wage increase	\$15,875.60
8% Dif. to Sgt.	17,145.64
8% Dif. to Lt.	18,517.29
8% Dif. to Capt.	19,998.68

UNION

EMPLOYER

Capt. Harold Behnken
Lieut Robert W. Dines
Lt. Joseph Maffesoli
O/Sgt Joseph Lardon
Lt. Raymond Bryensky
Sgt Joseph Alloway

Robert B. Blackwell, Mayor

Harold A. Shuey
 Deputy City Clerk

AGREEMENT

This wage agreement entered into as of July 1, 1972, between the City of Highland Park, Michigan, a municipal corporation (The City) and the Highland Park Police Officers Association (The Association) for all patrolmen, corporals and detectives employed by the City.

The City and the Association hereby agree that the following wage and fringe benefits will be in effect for the City's fiscal year beginning July 1, 1972 and ending June 30, 1974.

1. A 3 and 1/2% across the board wage increase effective July 1, 1972 through June 30, 1973.
2. A 7 and 1/2% across the board wage increase effective July 1, 1973 through June 30, 1974.
3. Equalize the corporal rate of pay, 1/2 to be paid the first year of the contract and the other 1/2 to be paid the second year of the contract.
4. The first year of the contract, \$10,000.00 life insurance with double indemnity cost to be paid by the City. The second year of the contract, an additional \$5,000.00 life insurance to be paid by the City.
5. A false arrest insurance to be worked out in the second year of the contract.
6. A clothing allowance for corporals (detectives) of \$75.00 in the first year of the contract and \$150.00 in the second year of the contract.
7. One day for personal business in the first year of the contract. Two personal business days in the second year of the contract.
8. Officers after five years seniority \$75.00 longevity.
Officers after ten years seniority \$150.00 longevity.
Officers after fifteen years seniority \$300.00 longevity.
Officers after twenty years seniority \$300.00 longevity.
Officers after twenty-five years seniority \$375.00 longevity.
Officers after thirty years seniority \$450.00 longevity.

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

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

Highland Park

9. During the first year of this contract the city agrees to work out an eye care program. In the second year of the contract, a dental care program.
10. The city agrees to apply the same sick leave plan now in effect for officers to patrolmen, corporals and detectives.
11. Holiday pay for police officers will be a flat sum of \$600.00 to be paid semi-annually.
12. Unemployment compensation will be granted in the second year of this contract.

Damon J. Hargreaves, Pres.

Thurman T. Bennett
CLERK
Robert B. Blackwell
MAYOR