

AGREEMENT

between

City of Marshall

and

Police Officers Labor Council, Supervisory Division

Marshall, City of

July 1, 1996 - June 30, 1999

TABLE OF CONTENTS

AGREEMENT	Page 1
ARTICLE 1 - PURPOSE AND INTENT	Page 1
ARTICLE 2 - EMPLOYEES COVERED	Page 1
ARTICLE 3 - MANAGEMENT RIGHTS	Page 1
ARTICLE 4 - UNION CHECKOFF	Page 3
ARTICLE 5 - PUBLIC SECURITY	Page 4
ARTICLE 6 - PROBATION	Page 4
ARTICLE 7 - SENIORITY	Page 5
SECTION 1: SENIORITY DEFINITION	Page 5
CITY-WIDE SENIORITY	Page 5
BARGAINING UNIT SENIORITY	Page 5
ARTICLE 8 - LAYOFF AND RECALL	Page 6
ARTICLE 9 - WORKING HOURS	Page 7
SECTION 1: WORK DAY AND HOURS	Page 7
SECTION 2: SCHEDULING	Page 7
ARTICLE 10 - VACATION LEAVE	Page 9
ARTICLE 11 - SICK LEAVE	Page 10
ARTICLE 12 - HOLIDAYS	Page 11
ARTICLE 13 - INSURANCE	Page 12
ARTICLE 14 - OTHER LEAVE	Page 13
SECTION 1: FUNERAL LEAVE	Page 13
SECTION 2: PERSONAL LEAVE	Page 13
SECTION 3: MILITARY LEAVE	Page 13

SECTION 4: FAMILY AND MEDICAL LEAVE.	Page 13
A. MATERNITY OR ADOPTION LEAVE	Page 14
B. FAMILY LEAVE	Page 14
C. COORDINATION OF OTHER LEAVE	Page 14
ARTICLE 15 - PROMOTIONS	Page 14
ARTICLE 16 - DISCIPLINARY ACTION	Page 15
ARTICLE 17 - TRANSFERS	Page 15
ARTICLE 18 - WAGE CLASSIFICATION	Page 16
ARTICLE 19 - LONGEVITY PAY PROGRAM	Page 16
ARTICLE 20 - MISCELLANEOUS	Page 16
SECTION 1: ADDRESSES AND TELEPHONE NUMBERS OF EMPLOYEES	Page 16
SECTION 2: RESIGNATION	Page 16
SECTION 3: EFFECT OF THIS AGREEMENT	Page 16
SECTION 4: WAIVER CLAUSE	Page 17
SECTION 5: SERVICE WEAPON	Page 17
SECTION 6: UNIFORMS	Page 17
SECTION 7: SAVE HARMLESS CLAUSE	Page 18
SECTION 8: CONFORMANCE WITH STATE LAW OR FEDERAL LAW	Page 18
SECTION 9: BULLETIN BOARDS	Page 18
SECTION 10: PERSONNEL FILE	Page 18
SECTION 11: PENSION	Page 18
SECTION 12: JURY DUTY	Page 18
SECTION 13: SCHOOLS AND TRAINING	Page 19

SECTION 14: DRUG/ALCOHOL TESTING Page 19

SECTION 15: AMERICANS WITH DISABILITIES ACT (ADA) Page 19

ARTICLE 21 GRIEVANCE PROCEDURE Page 19

SECTION 1: DEFINITION OF A GRIEVANCE Page 19

SECTION 2: STEPS OF THE GRIEVANCE PROCEDURE Page 19

SECTION 3: RULES OF GRIEVANCE PROCESSING Page 20

ARTICLE 22 - PERSONNEL POLICIES Page 21

ARTICLE 23 - VALID DRIVER'S LICENSE Page 21

ARTICLE 24 - AGREEMENT,
RATIFICATION, TERMINATION AND MODIFICATION Page 21

APPENDIX "A" Page 22

APPENDIX "B" DRUG/ALCOHOL TESTING POLICY Page 23

REASONABLE SUSPICION Page 23

STANDARD FOR DETERMINING REASONABLE SUSPICION Page 23

RELEASE FROM DUTY Page 24

LABORATORY TEST Page 24

DISCIPLINARY ACTION Page 25

CONFIDENTIALITY Page 26

NO WAIVER OF LEGAL RIGHTS Page 26

APPENDIX "C" Page 27

AGREEMENT

THIS AGREEMENT is entered into between the CITY OF MARSHALL, Michigan, hereinafter referred to as the "City", and the POLICE OFFICERS LABOR COUNCIL Supervisory Division, hereinafter referred to as the "Union".

ARTICLE 1 PURPOSE AND INTENT

Section 1: It is the intent and purpose of this Agreement to assure sound and mutually beneficial working and economic relationships between the parties hereto and to set forth herein the basic and full agreement between the parties concerning rates of pay, wages and conditions of employment. The parties recognize that the interest of the community and job security of the employees depend upon the City's success in establishing a proper service to the community.

ARTICLE 2 - EMPLOYEES COVERED

Section 1: The City recognizes the Union as the exclusive collective bargaining representative for all regular full-time sworn employees of the Police Department of the City of Marshall whose positions are classified as Sergeants, excluding all other employees in this Department.


The City shall not enter into any other agreements with the employees in this bargaining unit, individually or collectively, which in any way conflicts with the provisions hereof.

Section 2: Employees within the bargaining unit may be represented by a Union representative for each work shift. The Union shall furnish the City with a list of representatives' names and their assigned work areas and shall keep the list current at all times. Alternate representatives may be appointed by the local Union president to serve in the absence of the regular representatives.

ARTICLE 3 - MANAGEMENT RIGHTS

Section 1: The City, on its 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 and General Ordinances of the City of Marshall 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 by or are consistent with this Agreement, 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, materials or methods of operation.

- (b) To introduce new equipment, methods, machinery or processes; change or eliminate existing 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 consistent with this Agreement.
- (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 consistent with this Agreement.
- (f) To hire, assign, lay off 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 consistent with this Agreement.
- (g) It is further agreed that in emergency situations, the City shall have the discretion of employing or authorizing any person or persons to perform any duty, task or assignment normally delegated to employees covered under the terms of this Agreement in order to effectively cope with such an emergency situation.
- (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 cleanup times, the starting and quitting time and the number of hours to be worked. PROVIDED, HOWEVER, that employees shall be allowed two (2) ten (10) minute breaks per day and a lunch period not to exceed one-half (½) hour. One break should be taken in the first half of the employee's shift and the second break in the second half of the employee's shift. The lunch period shall be taken during the middle portion of the employee's shift. It is agreed that the lunch period and breaks will not be taken in a manner that interrupts the performance of duties or services by the employees.
- (k) To establish work schedules consistent with this Agreement.
- (l) To discipline and discharge employees for just cause.

- (m) To adopt, revise and enforce working rules and regulations and carry out cost and general improvement programs. It is understood that the reasonableness of any change in existing working rules and regulations shall be grievable by the employees through Step 2 only of the grievance procedure and that the decision of the City Manager shall be binding and permanent.
- (n) To transfer, promote and demote employees from one classification, department and 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.

ARTICLE 4 UNION CHECKOFF

Section 1: The City agrees to deduct from the salary of each individual employee in the bargaining unit who voluntarily becomes a member the Union's dues subject to all of the following sub-sections:

- (a) The Union shall obtain from each of its members a completed Checkoff Authorization form which shall conform to the respective state and federal laws concerning that subject or any interpretations made thereof.
- (b) Checkoff Administration forms shall be filed with the Finance Department who may return any incomplete or incorrectly completed form to the Union's treasurer, and no checkoff shall be made until such deficiency is corrected.
- (c) The City shall check off only obligations which become due at the time of the checkoff, will make checkoff deduction only if the employee has enough pay due to cover such obligation, and will not be responsible for refund to the employee if he has duplicated a checkoff deduction by direct payment to the Union.
- (d) The City's remittance will be deemed correct if the Union does not give notice, in writing, to the Finance Department within two (2) weeks after a remittance is sent of its belief, with reasons stated therefor, that the remittance is incorrect.
- (e) Any employee covered by the terms of this Agreement may join or terminate membership in the Union by written notice to the Finance Department, and the amount owing the Union shall reflect accordingly with the next payment from the employee and dues to the Union.

- (f) The Union shall provide at least thirty (30) days written notice to the Finance Department of the amount of Union dues to be deducted from the wages of the city employees as in accordance with this section. Any change in the amounts determined will also be provided to the Finance Department at least thirty (30) days prior to its implementation.
- (g) The Union agrees to defend, indemnify and save the City harmless against any and all claims, suits or other forms of liability arising out of its deduction from an employee's pay of Union dues or in reliance on any list, notice, certification or authorization furnished under this section. The Union assumes full responsibility for the disposition of the deductions so made once they have been sent to the Union.

ARTICLE 5 PUBLIC SECURITY

Section 1: The Union recognizes that strikes and work stoppages are illegal and contrary to public policy in Michigan and that strikes or work stoppages are detrimental to the public safety and welfare. The Union, therefore, agrees that there shall be no interruption of the services performed by employees covered by this Agreement for any cause within the control of the Union or its individual members, nor shall they absent themselves from their work, stop work or abstain in whole or in part from the full, faithful and proper performance of the duties of their employment, or picket or cause other interference on the City's premises. The occurrence of any such acts as set forth hereinabove shall subject the violating employee or employees to discharge and/or other discipline at the discretion of the City. Such discharge or discipline shall be grievable under the terms of this Agreement only through Step 2 and decision of the City Manager shall be permanent and binding.

Section 2: The City agrees that during the term of this Agreement, it will not lock out the employees; PROVIDED, HOWEVER, that refusal to admit employees to the premises caused by the unwillingness of the employees to continue to work in a normal manner shall not be considered a lockout.

ARTICLE 6 PROBATION

Section 1: All new, permanent full-time employees shall have a probationary period for the first twelve (12) months of employment. Thirty (30) days prior to the expiration of the normal probationary period, the City shall have right to notify the employee, in writing, of performance deficiencies in performance that require an extension of the probationary period. This extension shall be for an additional ninety (90) days beyond the first twelve (12) month period. At the conclusion of either the original or extended probationary period, the employee's name shall be added to the seniority list as of the last date of hire. During the probationary period, the employee shall have no seniority status.

- (a) The probationary period is for the purpose of enabling the City to determine if an employee has the attributes, attitude and capabilities of becoming a permanent full-time employee, and a probationary employee may be terminated for any reason at the discretion of the City during both the original twelve (12) month probationary period or the extension period of ninety (90 days).

ARTICLE 7 SENIORITY

Section 1: Seniority Definition

- (a) City-wide seniority shall be defined as the total time elapsed since the employee's last date of hire with the City without a break in service and shall be used to determine an employee's longevity payments and vacation allotment.
- (b) Bargaining Unit Seniority shall be defined as the total elapsed time within the bargaining unit since the employee's last date of hire. This definition of seniority shall be used for vacation selection, layoff and recall, job vacancies and promotions, holiday selection, personal leave selection, shift bidding and all other areas where seniority is a consideration, except in those areas where city-wide seniority is the determining factor.

Section 2: Seniority will continue to accumulate during paid leave, including sick leave, personal leave, workers compensation and paid vacation. Except as otherwise provided, seniority will not terminate but will not accumulate during lay-off and unpaid leaves of absence in excess of thirty (30) calendar days.

Section 3: The City will maintain an up-to-date seniority list. An up-to-date copy of the seniority list will be posted on the bulletin board every twelve (12) months. The names of all permanent, full-time employees who have completed their probationary periods shall be listed on the seniority list in the order of their last hiring date, starting with the senior employee at the top of the list. If two (2) or more employees were hired on the same day, their names shall appear on the seniority list alphabetically by the first letter of their last name. If two (2) or more employees have the same last name, the same procedure shall be followed with respect to their first names.

Section 4: An employee shall lose status as an employee and seniority shall be terminated if the employee:

- (a) resigns or quits.
- (b) is discharged and not reinstated through the grievance procedure.
- (c) retires.

- (d) is convicted of a felony, a misdemeanor involving moral turpitude or O.U.I.L. (Decision to be entirely at the City's discretion).
- (e) has been on layoff for a period of time equal to seniority at the time of layoff or twenty four (24) months, whichever is less.
- (f) is absent from work, including the failure to return to work at the expiration of a leave of absence, vacation or disciplinary layoff, for three (3) consecutive working days without notifying the City, except when the failure to notify and work is due to circumstances beyond the control of the employee.
- (g) Subsections (d) and (f) shall be subject to the grievance procedure.

ARTICLE 8 LAYOFF AND RECALL

Section 1: Layoff shall mean the separation of employees from the active work force due to lack of work or funds. Layoffs shall not be in an arbitrary manner.

Section 2: If and when it becomes necessary to reduce the number of employees in the work force, probationary employees will be laid off first. Then employees shall be laid off in inverse seniority order (provided the remaining employees have the ability to perform the remaining work without trial or training), and they shall be recalled in their order of seniority. Sergeants may utilize prior patrol seniority to bump into the patrol ranks.

Section 3: Employees to be laid off indefinitely shall be given at least seven (7) calendar days prior notice.

Section 4: Employees returning from layoff shall be given a maximum of five (5) calendar days to report back to work after notice has been sent by certified mail to their last known address on record with the City.

Section 5: It is agreed that in the event the City in its discretion, sub-contracts the normal police functions of the Marshall Police Department in its entirety, the parties, if requested, must negotiate through the collective bargaining process, the effects of such sub-contracting on the bargaining unit. This provision is unapplicable, however, to the sub-contracting or employment of non-bargaining unit persons to perform normal police functions at special events or in the event of an emergency.

Section 6: In the event the City in its absolute discretion deems it necessary, due to lack of work or funds, it shall use all reasonable efforts to lay off personnel rather than effectuate a change in the working hours or days of the work force.

ARTICLE 9 - WORKING HOURS

Section 1: Work Day and Hours

- (a) Employees covered by this Agreement shall be required to be on duty a minimum of eight (8) consecutive hours during each scheduled duty day, excepting as excused by the City, and shall be required to be on duty a minimum of five (5) consecutive days (40 hours) per week, excepting as excused by the City.
- (b) Employees covered hereby shall receive a bi-weekly wage for their work as defined in Appendix A hereof.
- (c) Employees will be paid bi-weekly.

Section 2: Scheduling. A schedule shall be posted once every three (3) months to determine the normal work days and hours, including all scheduled days off, for every member of the bargaining unit. Such schedule shall be posted fourteen (14) days prior to the first of the month of required posting. The schedule shall include ten (10) days of work with four (4) days off during a two-week pay period, and not less than two (2) consecutive days off at a time. Normally, the schedule will consist of five (5) consecutive days of work with two (2) consecutive days off.

Changes may be made in the posted shift schedule by the Director of Public Safety as may be required to meet the needs of the department; however, the City will not change any employee assignment or schedule in order to avoid payment of overtime, or for the purpose of reprimand or Union activity, unless requested by the employee.

Note: The change of schedules to avoid the paying of overtime shall not include the following:

- (a) Schedule adjustment for attending schools or training
- (b) Filling in for vacation
- (c) Holidays
- (d) Emergencies
- (e) Sick leave - if the City is given less than three (3) hours notice of sick time.

Section 2A: Non-emergency schedule adjustments will not be made without a 72-hour notice to the officers involved, unless mutually agreed upon.

Section 2B: An employee may select a bid for the shift schedule based on seniority. Such bid for a posted schedule shall be in writing to the Director of Public Safety no less than seven (7) days prior to the implementation of the posted schedule. If the bidding results in two officers with less than two (2) years seniority assigned to the same shift, the Director may make revisions in the schedule. The Director may have the option, however, to make assignments to shifts regardless of seniority in order to take advantage of the special training and skills of an individual employee or to make special assignments of a temporary nature if the individual employee agrees to the assignments.

Determination of the starting time of the daily, weekly and monthly work schedule shall be made by the City. Should it be necessary in the interest of emergency or efficiency, the employee shall work such overtime hours as shall be required by the City. Employees are expected to complete a definite assignment even though it requires additional hours over the standard duty day. In cases of emergency, employees shall return to duty when requested by the Director of Public Safety or City Manager. Any shift schedule to start before midnight is considered to be the shift for that day in which the shift begins.

Section 3: An employee shall receive overtime pay at the rate of one and one-half (1-1/2) times the normal base hourly rate under the following conditions:

- (a) Daily -- all work performed in excess of eight (8) consecutive regular hours in any twenty-four (24) hour period except at times of shift change.
- (b) Periodically -- all work performed in excess of forty (40) hours in any five (5) consecutive day work week except at times of shift change.
- (c) The overtime rate shall be one and one-half (1-1/2) times the employee's normal base hourly rate, including premium.
- (d) Opportunities to work overtime, if available in the City's discretion, shall be distributed as equally as possible among the patrol officers and the sergeants, provided the employees are fully qualified to perform the work required. An initial list, on the basis of seniority, shall be compiled for the purposes of offering available overtime. If overtime is performed by or is offered to the first on the list and refused, said employee will be credited with the opportunity for overtime and be placed on the bottom of the list. Available overtime shall be offered to all full-time employees capable of performing said overtime before any part-time patrol officer is offered said overtime. Sergeants will be added to the General Order No. 37 Overtime Rotation List and will be treated on the same basis as patrol officers.
- (e) For the purpose of computing overtime, all hours paid will be considered time worked. Overtime premium shall not be pyramided, compounded or paid twice for the same time worked.

Section 4: Any employee who completes the assigned shift and is released from duty, shall receive, if called back to duty, a minimum of two (2) hours pay for duty at the rate of time and one-half (1-1/2). Call back shall include, but not be limited to, court appearance. Upon completion of this specific duty the employee shall be released from duty.

Section 5: All employees covered by this Agreement shall have the option to exchange any overtime hours worked for Earned Time Off (ETO) hours at the rate of time and one-half (1-1/2) under the following conditions:

- (a) A 40-hour accrual
- (b) Any usage of accumulated ETO will be charged against present accumulated ETO.
- (c) The option to exchange overtime hours worked to ETO hours shall be made within the pay period it is worked.
- (d) An employee may utilize earned time off (ETO) only with the prior approval of the Director of Public Safety or Deputy Police Chief.
- (e) Employees will be granted ETO on a first-come first-served basis. If a determination cannot be made which request was first, seniority shall rule.

ARTICLE 10 VACATION LEAVE

Section 1: The time at which an employee shall take vacation shall be determined by the Director of Public Safety with due regard to the wishes of the employee and particular regard to the needs of the service. Advance notice shall be given to the Director of Public Safety to allow for development of the employee's work and vacation schedules.

Section 2: All employees covered by this Agreement shall be eligible to accumulate and receive vacation leave benefits, with pay, within the limits prescribed herein. Vacation leave shall be based on length of continuous service. No vacation leave shall be earned by an employee during a leave of absence without pay. No employee shall be entitled to vacation leave credit until twelve (12) months of service have been completed at which time the earned vacation will be credited. An employee leaving the department for any reason shall receive vacation pay pro rata rounded to the nearest full day.

Section 3: Vacation shall be accumulated on a pro-rata monthly basis based upon the employee's entitlement to annual vacation as set forth below. Vacation credit earned in one employment year shall be taken in the following employment year. "Employment Year" shall be based upon the anniversary of the employee's date of hire. An employee who completes the employment year shall receive vacation based on the following schedule:

<u>Completion of</u>	<u>Vacation Credit</u>
1 year	10 days
2 years	10 days
3 years	10 days
4 years	10 days
5 years	17 days
6 years	17 days
7 years	17 days
8 years	17 days
9 years	17 days
10 years	19 days
11 years	19 days
12 years	19 days
13 years	19 days
14 years	19 days
15 years	22 days
16 years	22 days
17 years	22 days
18 years	22 days
19 years	22 days
20 years	25 days
21 years and over	30 days

Section 4: The amount of vacation leave charged to an employee during leave shall be equal to the number of regularly scheduled days that would otherwise have been worked during the absence on such leave. Vacation shall be charged against an employee in not less than one work day unit.

Section 5: Vacation leave may not be accumulated beyond the amount that can be earned in any one year following the preceding year's accumulation. Under certain conditions, special exceptions may be made by the City Manager.

ARTICLE 11 - SICK LEAVE

Section 1: Sick leave shall not be considered a privilege for use at the employee's discretion, but shall be allowed only in the event of sickness or injury. To be eligible for compensation while on sick leave, the employee shall notify the immediate supervisor or Director of Public Safety prior to the beginning of the assigned shift. This requirement may be waived at the Public Safety Director's discretion.

Section 2: When absence is more than three days, the employee shall be required to file a physician's certificate unless the Director has personal knowledge of the employee's sickness or disability. In the event of absence of less than three (3) days, the City may require a physician's

certificate indicating the nature of the reason for the absence in the event there is reason to suspect abuse of the sick leave benefit.

Section 3: Employees earn sick leave after one full month of employment. Sick leave shall be accrued at the rate of one day per month. Sick leave credit cannot be earned during a leave of absence without pay.

Section 4: The amount of sick leave charged to an employee during any leave shall be equal to the number of regularly scheduled days the employee would otherwise have worked during the absence on such leave.

Section 5: Any unused portion of the earned sick leave becomes accumulative. This accumulation may be carried over from year to year to a total of not more than one hundred twenty (120) days.

Section 6: Upon termination of employment by reason of death or retirement, accumulated sick leave will be paid at the current pay rate to the beneficiary of the employee or the employee for one-half of the sick leave so accumulated.

Section 7: If, after ten (10) years of employment, in good standing, an employee voluntarily leaves, quits or resigns employment with the City while in good standing and with proper notice and not as a result of discharge or discipline, said employee shall be paid the equivalent of 25% (1/4) of the accumulated sick leave.

ARTICLE 12 HOLIDAYS

Section 1: The following are designated as holidays:

New Year's Day

Good Friday

Memorial Day

Fourth of July

~~Thanksgiving Day~~

President's Day

Friday after Thanksgiving

Christmas Day

Employee's Birthday

Employee's Anniversary

Date of hire

Section 2: In the event that one of the aforesaid holidays should fall on an employee's regularly scheduled day of work, the employee shall receive another day off instead.

- (a) The employee's regular day's pay shall be paid at the next bi-weekly pay period unless a day off in lieu of pay is selected.

Section 3: An employee who does not work on the regularly scheduled work day immediately prior to or immediately following a holiday shall not be compensated for such holiday unless the absence on such day was excused prior to the holiday by the Director of Public Safety.

ARTICLE 13 INSURANCE

Section 1: The City shall, for the duration of this contract, continue to provide health, medical and hospitalization insurance to its regular full-time employees and the employee's dependents. Said coverage shall be substantially equivalent to that provided in the previous agreement. Coverage shall include the \$5.00 Preferred Rx prescription program, 90/10 copay and \$100 single/\$200 full family major medical deductible.

- (a) Effective July 1, 1996 and for the duration of this Agreement, the employee and employer shall each contribute 50% of the premium for the FAC Rider to be deducted from the employee's pay each pay period for as long as the FAC Rider is in effect.

Section 2: The City currently provides a regular, full-time employee not more than \$250.00 per fiscal year (July 1-June 30) for actual expenses incurred by the employee or the employee's dependents for eye examinations and/or corrective lenses. For payment to be considered the employee must show proof to the City Manager's office that optical services were received.

Section 3: The City agrees to continue dental insurance coverage substantively similar to that provided per the current agreement. Should the City wish, during the life of this Agreement, to change carriers, it may do so after consultation with the Union. The City agrees that a new carrier should provide the same overall coverage as presently exists, except by mutual agreement of the parties.

Section 4: After completion of six (6) months full-time continuous service, the City will provide to an employee covered hereby a group life insurance policy in the amount of Fifteen Thousand (\$15,000.00) Dollars with double indemnity.

Section 5: The City shall furnish liability insurance, if practicable, to and including those standard limits customarily secured for other agencies similarly situated, protecting the employees in this bargaining unit from any and all liability that arises out of and in the course of their employment. Said insurance coverage shall include but not be limited to intentional torts and acts of negligence of the employee performed during the course of duty and shall further provide that said employee, if sued, shall be provided with an adequate defense and if any judgment is rendered against him, it shall be satisfied to the extent of the insurance coverage

Section 6: An employee injured on the job and receiving Workmen's Compensation shall receive supplemental pay from the City for a period up to one (1) year from the time the Workmen's Compensation payments begin. In no event shall combined payments be more than the employee's normal regular weekly salary.

- (a) All payments received during the last six (6) months of the above one (1) year period shall be calculated to relate to the employee's sick leave with the deduction being made from the employee's accumulated sick leave. In the event the employee has insufficient sick leave to cover this period of time, the above supplemental pay shall stop at the expiration of the available sick leave to be used for this purpose.

Section 7: An employee on sick leave of absence or off work due to a compensable injury shall have all insurance paid for one (1) year duration while on leave by the City.

ARTICLE 14 OTHER LEAVE

Section 1: An employee may be granted up to a maximum of 3 days off with pay to attend the funeral of a member of the employee's immediate family. Immediate family shall include: spouse, child, father, mother, grandfather, grandmother, grandchild, sister, brother, father-in-law, mother-in-law, stepfather and stepmother. The City is to be notified immediately of a death in the family and the extent of the expected absence.

- (a) In the event it is necessary to take additional days for an employee's spouse or child, such additional days shall be charged to the employee's accumulated sick leave or, if not available, to vacation time.

Section 2: Personal Leave. An employee is entitled to one (1) personal leave day per calendar quarter after reaching and maintaining fifty-five (55) or more days of accumulated sick leave in accordance with Article 11. An employee may not accumulate more than four (4) such personal leave days per year.

An employee's eligibility for personal leave days (i.e., the number of accumulated sick days) shall be determined on the first day of each calendar quarter.

Section 3: Military Leave.

- (a) Employees who enter the military service of the United States shall be granted leaves of absence and reinstated to employment as required by applicable provisions of Act 263, PA of 1951, and any other applicable statutes.
- (b) All members of the bargaining unit who are members of the reserve or national guard may have their pass leave days arranged to allow them to attend monthly or weekend meetings.

Section 4: Family and Medical Leave.

The City of Marshall has endorsed the Family and Medical Leave Act. Accordingly, it is the policy of the city of Marshall to allow up to 12 work weeks (60 work days) of leave per year to all employees who have completed at least 12 months of service and who have worked more than 1,250 hours during the previous 12 month period. Such leave will be available to an employee who suffers from a serious health condition that requires either in-patient care in a hospital, hospice, or residential medical care facility, or continuing treatment by a health care provider.

a. Maternity or Adoption leave

An employee shall be entitled to a parental leave of 12 work weeks during the first year after birth or adoption of a child. This parental leave will be charged first to accumulated and earned sick leave and if this is not sufficient, leave will be charged to accumulated personal and/or vacation time. If accumulated time is exhausted, the employee may continue parental leave without pay. The employee's position with the City will be available upon the employee's return.

b. Family Leave.

An employee may be granted up to 12 work weeks of leave during any 12 month period in order to care for his or her spouse, son, daughter, or parent who suffers from a serious health condition.

In order to be entitled to family, maternity, adoption, or personal medical leave, an employee will be required to present a medical certification from a health care provider which contains the following information:

1. The day on which the serious health condition commenced.
2. The probable duration of the condition.
3. The appropriate medical facts within the knowledge of the health care provider regarding the condition.

The City may require that the employee obtain a second opinion from a second health care provider at the expense and request of the City.

c. Coordination of Other Leave.

As part of the family or medical leave, the employee must first utilize any accumulated sick leave, vacation leave and/or personal leave. Thereafter, if such paid leave has been exhausted, the remainder of the leave shall be unpaid.

ARTICLE 15 PROMOTIONS

Section 1: A promotion within the bargaining unit shall be made on the basis of ability to perform the job and seniority. A promotion is defined as a position involving a higher rate of pay for the employee applying for the position. The City shall not be obligated to consider a request from an employee who has not submitted the request for promotion in writing. There shall be a competitive written examination each time a vacancy is to be filled.

Section 2. An employee who is promoted will assume the new responsibility on the effective date cited on the notice of promotion and will be granted the classification and rate of pay consistent with the promotion.

ARTICLE 16 DISCIPLINARY ACTION

Section 1: Discipline is primarily the responsibility of the first line supervisor. Discipline shall be positive, developmental, and progressive in nature. When the City feels that the positive, developmental and progressive discipline has not succeeded in solving the problem, further punishment and/or discharge may be necessary for alleged violations of departmental rules and regulations. Such punishment or discipline or discharge shall be imposed by the Director or the Director's designee.

Section 2: Whenever disciplinary action is taken against an officer, the charges and specifications resulting in such discipline or discharge shall be reduced to writing and copies shall be furnished to the Union and to the employee against whom the charges are brought.

Section 3: Employees shall be permitted the presence of a Union steward if they so request at the time disciplinary action is initiated against the employee.

Section 4: In the event the employee believes that the discipline or discharge is not just, such shall constitute a case arising under the grievance procedure, provided a written grievance with respect thereto is presented to the Director or the Director's designee within five (5) days after such disciplinary action is taken. An employee who receives disciplinary action such as discharge may file a written grievance within five (5) days after Step 2 of the grievance procedure.

Section 5: The employee against whom the charges have been made may be represented at any hearing by the Steward or another Union representative. The City may be represented at such hearing by the representative of its choice.

Section 6: In imposing any discipline, the City will not base its decision upon any infraction of department rules or regulations which occurred more than two years previously.

Section 7: In the event it should be decided, under the grievance procedure, that the employee was unjustly disciplined, the City shall reinstate the employee. Full compensation, partial or no compensation may be decided under the grievance procedure. Compensation, if any, shall be at the employee's regular rate of pay at the time of such discipline less any compensation earned by the employee during the period of time off work due to discipline.

Section 8: Probationary employees shall not be entitled to benefits and procedures herein provided in cases of disciplinary action.

Section 9: All disciplinary action shall be for just cause.

ARTICLE 17 TRANSFERS

Section 1: In the event of a newly created position within the bargaining unit, employees will be given the opportunity to transfer on the basis of qualifications, ability to perform the work and seniority.

ARTICLE 18 WAGE CLASSIFICATION

Section 1: While employed by the City, each regular full-time employee of the bargaining unit is designated as being in a wage classification corresponding to the length of service with the department. Step increases, as provided in Appendix "A", shall be allowed each year for each member of the bargaining unit until the maximum limit, unless that member receives written notification from the Director of Public Safety outlining the reasons for not being allowed advancement. Such notification shall be received prior to the date set for such advancement, which shall be the date of hire for the employee. The written notification shall state the reasons and shall be reasonable and will be subject to the grievance procedure.

- (a) All employees shall be paid as outlined in Appendix "A", unless a higher rate is approved by the City Manager.
- (b) Salary increases shall be made on the basis of performance and service and in the amounts and at the intervals as provided for in Appendix "A".

ARTICLE 19 LONGEVITY PAY PROGRAM

Section 1: In addition to rates outlined in Article 18 and Appendix "A", any employee who has been continuously employed by the City for a period of not less than five (5) years shall receive a Longevity Pay salary addition of one (1%) percent of the base wage. After each additional year of continuous service, the employee shall be entitled to an increase of two-tenths (.2%) percent in the Longevity Pay rate. In no event shall the Longevity Pay exceed five (5%) percent of the base pay, said maximum to be reached after twenty-five (25) years of continuous, uninterrupted service.

ARTICLE 20 MISCELLANEOUS

Section 1: Addresses and Telephone Numbers of Employees. Each employee covered hereby, whether on or off the active payroll, shall keep the City currently advised of correct mailing address and telephone number. The information will not be given out without the written consent of the employee.

Section 2: Resignation. Any employee covered hereby, who desires to resign, shall present the resignation in writing to the Director of Public Safety or the City Manager. The resignation must be submitted two (2) weeks, exclusive of earned vacation time, prior to the date it is to be effective. Any employee failing to give such proper notice may forfeit all leave benefits accrued under this Agreement.

Section 3: Effect of this Agreement. This Agreement supersedes any past practice otherwise not covered by this Agreement, and it supersedes any previous Agreement, verbal or written, between the City and any employee covered hereby.

Section 4: Waiver Clause. 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 City and Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, except as set forth in Article 8, Section 5, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered by this Agreement, and with respect to any subject or matter not specifically referred to or covered in this Agreement even though such subject or matter may not have been within the knowledge and contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

Section 5: All employees will receive a service weapon issued by the Department.

Section 6: Uniforms. The City shall furnish all uniforms for employees as outlined below:

Shirts - Three (3) long sleeve and three (3) short sleeve

Pants - Three (3)

Ties - Three (3)

Coats - One (1) spring jacket and one (1) winter coat

Sam Brown - One (1) including holster/cuff and case, ammo pouch and belt

Belt - One (1) trouser

Tie Clasp - One (1)

Name Bar - One (1)

Hat - One (1) dress with badge and one (1) cap

Whistle/Chain - One (1)

Shooting Pins/Specialty Pins

I.D. Number

The City shall maintain the above items in good, serviceable condition and shall replace such items at its discretion. The City shall arrange for a place that employees may take their uniforms for cleaning at the expense of the City. In addition, the City shall contribute a maximum of Fifty five and No/100 Dollars (\$55.00) for a pair of shoes each year of the Agreement.

Section 7: Save Harmless Clause. Should any provision or section or portion of this Agreement be held by a court of competent jurisdiction to be invalid, illegal or unconstitutional, such holding shall not be construed as affecting the validity of this Agreement as a whole or of any remaining portion.

Section 8: Conformance with State Law or Federal Law. If State or Federal law is amended on a mandatory basis that would affect any provisions in this Agreement, the Agreement shall be automatically amended to conform with the law on the effective date of such law.

Section 9: Bulletin Boards. The City will select and erect a bulletin board within the Police Department. The City will pay all costs for the purchase and erection of the bulletin board. The Union, exclusively, will maintain and monitor a locked, glass enclosed Union bulletin board, to be furnished by the City and placed in the Squad Room, exclusively for Union members. The material posted on said board shall be reviewed by Union representatives within the units (all labor council units within the City). The City reserves the right to remove offensive material which shall be subject to the grievance procedure

Section 10: Personnel File. Union member's personnel files shall be kept under the jurisdiction of the Director of Human Resources. The City will allow only authorized personnel to read, view, have a copy of or in any way peruse in whole or in part a Union member's personnel file or any document which may become a part of his or her file. A member of the Union may view own personnel file as to its total content, except the background investigation report, upon request to the City's Director of Human Resources. The City agrees not to divulge the contents of the employee's file without written release from the employee concerned.

Section 11: Pension. Employees are required to participate in the Municipal Employees' Retirement System (MERS) established pursuant to Act 427 P.A. 1984 as amended. The precise details of the coverage are available in the MERS handbook and the provision of the statute. The provisions of this section are guidelines only and are intended merely to memorialize some of the substantive provisions of the Retirement System available to employees. The provisions include:

- a. Full retirement at 50 years of age with 25 years of service with a waiver of reduction of benefits.
- b. Benefit Program B-4 (2.5% of employee's final average compensation) multiplied by years and months of credited service.
- c. FAC-5 - final average compensation is computed on the highest 60 consecutive months of earnings, divided by 5.
- d. Effective July 1, 1996, 6.2%^{6.0%} of the employee's total, annual gross compensation.

Section 12: Jury Duty. If an employee is called upon for jury service during the regularly scheduled work day, jury duty leave shall be granted. If not selected and/or is not sitting on a jury the employee shall return to and perform the regularly scheduled work.

If selected to serve, the employee shall be paid the difference between the regular base rate of pay and the jury duty pay.

The City may request the court to excuse an employee from jury duty.

Section 13: Schools and Training. An employee who is required to attend an employment related school on the regularly scheduled work day will receive eight (8) hours pay.

An employee who is required to attend a school on a non-work day shall be paid for time actually in attendance and for time spent in transit directly to and from same.

Section 14: Drug/Alcohol Testing. The Drug/Alcohol testing policy attached as Appendix "B" is incorporated in this Agreement in its entirety.

Section 15: AMERICANS WITH DISABILITIES ACT (ADA). The City and the Union agree to cooperate in an attempt to find a reasonable accommodation in order to allow a disabled applicant or employee to perform the essential functions of the position.

ARTICLE 21 GRIEVANCE PROCEDURE

Section 1: Definition of a Grievance. A grievance is defined as a claim founded on an alleged violation of this Agreement; any grievance filed shall refer to the specific provision alleged to have been violated and shall set forth the facts pertaining to the alleged violation. Any grievance not conforming to the provisions of this section shall be denied on the basis of not constituting a valid grievance.

Section 2: Steps of the Grievance Procedure. Whenever a grievance arises, an employee may present said grievance to the immediate supervisor within five (5) working days of the event on which the grievance is based. The employee shall suffer no loss of pay for the time spent with the immediate supervisor discussing the grievance. The employee who feels aggrieved shall be allowed the presence of a local union representative when discussing the alleged grievance. If the issue is unresolved, the employee, on his/her own time, may reduce the grievance to writing on a form provided by the Union and approved by the City and then present it according to the following procedure and by all rules for grievance processing per Section 3 of this Article. Failure to comply with all of the requirements as set forth in the following grievance procedure or by the rules for grievance processing shall be used by a management representative at any step as a permanent grievance denial.

Step 1. If the command officer's answer is not satisfactory to the grievant, the employee's representative may, within two (2) days thereafter, present it to the Director of Public Safety or the Director's designated representative who shall answer it in writing on the form no more than two (2) days later.

Step 2. If the answer of the Director of Public Safety in Step 1 is not considered satisfactory by the employee, the employee's representative or his/her designee may, within three (3) days thereafter, present it to the City Manager. The Union or the City Manager may call a meeting at which any participant may attend who has participated in a previous Step. The grievant and local representative shall be present for that meeting. The

Labor Council representative may be present. The City Manager shall answer the grievance, in writing, no later than ten (10) days after it is presented to him or the date of the meeting, whichever is later.

Step 3. If, at this point, the grievance has not been satisfactorily settled, the Union shall have the right to refer such grievance to arbitration in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association then in effect, provided such referral is made within fifteen (15) calendar days after receipt by the Union of the City's Step 2 answer for such a grievance. If the grievance has not been submitted to arbitration within the said fifteen (15) calendar day period, it shall be considered resolved. The arbitrator shall have no authority to add to, subtract from, change or modify any provisions of this Agreement, but shall be limited solely to the interpretation and application of specific provisions contained herein. However, nothing contained herein shall be construed to limit the authority of an arbitrator, in his/her own judgment, to sustain, reverse or modify any alleged unjust discharge that may reach this stage of the grievance procedure. The decision of the arbitrator shall be final and binding upon the parties hereto. The expenses and fees of the arbitrator and the American Arbitration Association shall be shared equally by the City and the Union.

Section 3: Rules of Grievance Processing.

- (a) Employees shall write, investigate, process and present a grievance so that this activity will not conflict with the full, faithful and proper performance of their required duties.
- (b) All grievances must be filed within five (5) working days following the date of occurrence.
- (c) Management representatives shall date and sign the grievance indicating receipt thereof.
- (d) When a management representative returns the form with an answer on it, the grievant shall date and sign the grievance indicating receipt thereof.
- (e) A grievance not appealed to the next higher step within the time limit shall be deemed permanently denied.
- (f) A grievance not answered within the time limit provided shall be automatically advanced to the next higher level.
- (g) "Days" within the grievance procedure shall be defined to exclude Saturdays, Sundays and all Holidays and "Days" for the procedural time limits are to begin at 12:01 a.m. the following day.

ARTICLE 22 - PERSONNEL POLICIES

Section 1: The City shall have the right to make rules and regulations for the purpose of maintaining order, safety and/or efficient operations, provided such rules are not inconsistent with the terms of this Agreement. The Policies contained in the City of Marshall Personnel Policy Manual shall apply to the employees covered by this Agreement except to the extent that the policies are inconsistent with the terms of this Agreement.

ARTICLE 23 - VALID DRIVER'S LICENSE

Section 1: All Sergeants are required to hold a valid, Michigan driver's license.

- (a) Any employee who fails to renew or whose driver's license is suspended is subject to disciplinary action up to and including termination.

**ARTICLE 24 - AGREEMENT, RATIFICATION,
TERMINATION AND MODIFICATION**

Section 1: This Agreement incorporates all Agreements and resolves all issues between the parties and shall continue in full force and effect until its termination date.

Section 2. This Agreement shall become effective July 1, 1996, and shall continue in full force and effect until June 30, 1999, at 12:00 midnight, and for successive annual periods thereafter unless not more than one hundred twenty (120) days or less than ninety (90) days prior to the end of its original term or of any annual period thereafter, either party shall serve upon the other written notice that it desires termination, revision or modification and such written notice shall have the effect of terminating this Agreement in its entirety on the expiration date in the same manner as a notice of a desire to terminate.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on this 15th day of July.

POLICE OFFICERS
LABOR COUNCIL

Homer Spinell
Ronald [Signature]
[Signature]

CITY OF MARSHALL

Aue Kelly-Heart

ARTICLE 22 - PERSONNEL POLICIES

Section 1: The City shall have the right to make rules and regulations for the purpose of maintaining order, safety and/or efficient operations, provided such rules are not inconsistent with the terms of this Agreement. The Policies contained in the City of Marshall Personnel Policy Manual shall apply to the employees covered by this Agreement except to the extent that the policies are inconsistent with the terms of this Agreement.

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IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on this ____ day of _____.

POLICE OFFICERS
LABOR COUNCIL

CITY OF MARSHALL

City of Marshall • Police • Fire

323 W. Michigan Avenue • Marshall, Michigan 49068



Marshall Town Hall ca: 1857

Ann Adams
Director of Administrative Services
Marshall City
323 W. Michigan Ave.

Nov. 14, 1996

Dear Ann,

This letter will serve as a <letter of Understanding> from the Supervisory Division, Police Officers Labor Council. As a unit we agree to allow for the position of corporal to be included within our bargaining unit.

It is our understanding that this additional unit will work under the current agreement between the City of Marshall and the P.O.L.C. Supervisory Division and will enjoy all provisions and inclusions within the current contract July 1, 1996 to June 30 1999.

The following will provide the wage scale and language.

(a)

(b) Step "a" corporal has (2) years as a police officer with the city of Marshall. Step (b) corporal has (3) years with the City of Marshall. Step (c) corporal has (4) or more years as a police officer with the City of Marshall.

<i>Wages Effective</i>	<i>A</i>	<i>B</i>	<i>C</i>
<i>7/1/1996</i>	<i>\$30,280.80</i>	<i>\$31,982.38</i>	<i>\$35,382.64</i>
<i>7/1/1997</i>	<i>\$31,145.54</i>	<i>\$32,898.17</i>	<i>\$36,400.44</i>
<i>7/1/1998</i>	<i>\$32,036.23</i>	<i>\$33,841.17</i>	<i>\$37,448.78</i>

Sgt Ronald Ivey

A handwritten signature in black ink, appearing to read 'Ronald Ivey'.

Sgt Brett Pehrson

Sgt. Don Mawer

A handwritten signature in black ink, appearing to read 'Don Mawer'.



APPENDIX "A"

Section 1: Listed below are the classifications and corresponding annual wages and the merit increases for each step increase agreed to by the parties to this Agreement.

- (a) Sergeant classification is established as a starting position for all sergeants. Their status will then be adjusted as outlined in Article 18 (Wage Classification) of this Agreement, except a patrol officer who is promoted from within the Marshall Police Department. Such employee shall receive \$832.00 above the annual wage for the promotional probation period as Sergeant. Upon completion of the promotional period, the employee shall receive the wage under Schedule "C".

Sergeant (Annually)

Wages Effective	A	B	C
7/1/1996	\$32,894.58	\$34,035.28	\$36,661.83
7/1/1997	\$33,881.42	\$35,056.34	\$37,761.68
7/1/1998	\$34,897.86	\$36,108.03	\$38,894.53

Section 2: In addition, Sergeants who have completed police administration course work at Kellogg Community College, or college credits accepted by Kellogg Community College, for Police Administration with a grade average of "C" or better or a grade point average in another grading system equivalent to a "C" or better, shall, upon presentation of a transcript to the City, be paid an education bonus on a quarterly basis as follows:

	<u>ANNUAL AMOUNT</u>	<u>QUARTERLY AMOUNT</u>
12 credit hours	\$ 200.	\$ 50.
24 credit hours	\$ 300.	\$ 75.
30 credit hours	\$ 400.	\$ 100.
Associate Degree in Law Enforcement	\$ 500.	\$ 125.

- (a) This education bonus becomes effective on the employee's anniversary date following attainment of credit hours.

Section 3: Those Sergeants assigned to work the afternoon shift shall receive one (1%) percent differential. Those officers assigned to a split shift shall receive a two (2%) percent differential, and officers assigned to midnights shall receive a two percent (2%) differential.

Ann Adams
Director of Administrative Services
Marshall City
323 W. Michigan Ave.

Nov. 14, 1996

Dear Ann,

This letter will serve as a <letter of Understanding> from the Supervisory Division, Police Officers Labor Council. As a unit we agree to allow for the position of corporal to be included within our bargaining unit.

It is our understanding that this additional unit will work under the current agreement between the City of Marshall and the P.O.L.C. Supervisory Division and will enjoy all provisions and inclusions within the current contract July 1, 1996 to June 30 1999.

The following will provide the wage scale and language.

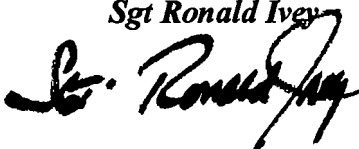
(a)

(b) Step "a" corporal has (2) years as a police officer with the city of Marshall. Step (b) corporal has (3) years with the City of Marshall. Step (c) corporal has (4) or more years as a police officer with the City of Marshall.

Wages Effective	A	B	C
7/1/1996	\$30,280.80	\$31,982.38	\$35,382.64
7/1/1997	\$31,145.54	\$32,898.17	\$36,400.44
7/1/1998	\$32,036.23	\$33,841.17	\$37,448.78

It is our understanding that we will be provided with the actuary study information regarding the FAC#3 . It is also our understanding that the City will review this actuary study and entertain the possibility of awarding the FAC#3 to the Supervisors contract. With this letter of intent we understand that the position of Corporal has excepted the conditions of the supervisory contract which does not include the FAC#3 rider..

Sgt Ronald Ivey



Sgt Brett Pehrson

Sgt. Don Mawer



APPENDIX "B"

DRUG/ALCOHOL TESTING POLICY

Testing

1. Reasonable Suspicion. Testing of bargaining unit members for the presence of controlled substances or illegal drugs must be based upon the reasonable suspicion that an employee has consumed controlled substances or illegal drugs. The test must be requested by the Chief of Police.

2. Standard for Determining Reasonable Suspicion.
 - (A) Reasonable suspicion shall be based upon specific objective facts and reasonable inferences drawn from those facts in light of experience and/or training.
 - (B) Where reasonable suspicion is based upon personal observation by a command officer, the objective facts must be articulable and may include the person's appearance and behavior.
 - (C) When an informant has supplied information, the informant's veracity, reliability and basis of knowledge will be relevant. If the informant is a member of the department in a lower ranking position, he may approach the Chief of the department to provide such information without regard to the normal chain of command.
 - (D) When another employee who is not a command officer has supplied information or has made a personal observation, his/her basis of knowledge will be relevant.
 - (E) The facts forming the basis for the reasonable suspicion shall be disclosed to the employee at the time that demand for testing is made, and the employee shall, at that same time, be given the opportunity to explain his/her behavior or actions. Provided, however, that in situations where drug testing is recommended, the employee shall be allowed to make such explanation to the Chief in person and further allowed to commit said explanation to written form, prior to the conducting of such test. The employee shall have the right to union representation. The employee shall not have a right to refuse to submit to the test.
 - (F) Within five (5) calendar days after the demand for testing, the facts forming the basis for reasonable suspicion and reasonable inferences drawn from those facts including employee's statement, if any, shall be reduced to writing, and a copy given to the employee.

3. Release from Duty. Any time an employee has been ordered to submit to a test based on reasonable suspicion, the employee will not drive a vehicle or perform any duty or function as a department employee unless so authorized by the Chief or his designee. The employee will be compensated according to his/her collective bargaining agreement for all time spent in the testing process. Wherever possible, such testing process will be conducted during the employee's scheduled on-duty time.

4. Laboratory Tests. Arrangements will be made to transport the person taking the test to the hospital, medical office, clinic, or independent laboratory to perform the test. A proper chain of custody will be maintained on all test samples.

In the case of urine testing for illegal use, the laboratory used must be certified by the National Institute on Drug Abuse (NIDA) or MLEOTC. The initial screening test will be conducted using the "EMIT" test. No disciplinary action shall be taken based on the initial screen test but, rather, may only be taken after a confirmation or follow-up test has been administered. Confirmation or follow-up tests will be conducted using the Gas Chromatograph/Mass Spectrometer. The sample will be retained (frozen) for up to one year for the purpose of further confirmation tests.

"Decision" levels are set sufficiently high enough so as to preclude any other possible reason for a drug's presence except illicit use. The following "decision" levels, reported in nanograms per milliliter, are proposed for deciding the point at which the presence of a drug on an EMIT test would be reported as positive, i.e., the point at which a confirmation test (GC/MS) would be required.

NIDA-5 (screen and GC/MS confirmation)

<u>Drug Group</u>	<u>Drug or Metabolite detected</u>	<u>Initial test level ng/ml</u>	<u>GC/MS confirmation</u>
Amphetamine	Amphetamine	1,000 ng/ml	500 ng/ml
	Methamphetamine	1,000 ng/ml	500 ng/ml
Cocaine metabolites	Benzoyllecgonine	300 ng/ml	150 ng/ml
Marijuana metabolites	delta-9-THC-9-COOH	100 ng/ml	15 ng/ml
Opiate metabolites	Codeine	300 ng/ml	300 ng/ml
	Total Morphine	300 ng/ml	300 ng/ml
Phencyclidine	PCP	75 ng/ml	75 ng/ml

If an EMIT test detects the presence of a drug above the "cut off" level but below the "decision" level, the test results will be reported as "negative."

Upon completion of all testing, the employee shall be notified of the results of the testing as soon as is practical after the City receives such notification. If the results are negative, all records and reports concerning the test will be destroyed. If the results of confirmation testing are positive, the results will be reported to the Chief of Police.

5. Disciplinary Action

Grounds for Immediate Discharge. Employees will be subject to immediate discharge for the first offense in any of the following circumstances:

- (A) Refusal to take a requested urine and/or blood (breath) test, including refusal to execute any required consent forms and/or refusal to cooperate regarding collection of samples.
- (B) Drinking alcoholic beverages during working hours or within four (4) hours of any scheduled assignments.
- (C) Having a blood alcohol content of .04% or more during working hours, based on the test result and application of the recognized .015% per hour blood alcohol dissipation rate.
- (D) Working or reporting for work when ability to perform is impaired by drugs. A positive drug test when confirmed by evidence of impairment during working hours, shall conclusively establish impairment.
- (E) Possession, concealment, unlawful manufacture, distribution, dispensation, or sale of alcoholic beverages or prohibited drugs while on duty or on the City's premises.
- (F) Conviction of any criminal drug statute.
- (G) Violation of Rehabilitation and Last Chance Agreement. Depending upon the circumstances involved, including, but not limited to, the employee's work record, whether illegal drugs or other illegal activity took place, and any other relevant factors, the City will allow the offending employee's employment to continue pending successful completion of a rehabilitation program pursuant to an unpaid leave of absence. In such a case, the City may also require that any return to work by the offending employee will be based upon a "last chance" agreement containing provisions different from those contained in this document

or any other City drug/alcohol abuse policy, procedure or work rule. After returning to work, the last chance agreement will provide that any failure for a subsequent drug/alcohol test will result in discharge.

6. Confidentiality. All testing records, records indicating reasonable suspicion of employee substance abuse, or records relating to rehabilitation or "last chance" agreements, and any other record concerning individual employee substance abuse, will be considered strictly confidential and will be available only to those person(s) involved in decisions concerning the affected employee.

7. The City recognizes that drug and alcohol abuse are treatable illnesses, and that the proper response to these illnesses is education, treatment and rehabilitation, not punishment.

8. No Waiver of Legal Rights. The parties agree that this program shall not diminish the rights of individual employees under State and Federal laws relating to drug testing.

9. Prior to accepting an assignment in the "drug-unit," and/or upon completion of an assignment in the "drug-unit," an officer will take a drug test.

10. Refusal by an employee to take a drug test, pursuant to paragraph (9) above, shall subject the employee to immediate termination.

APPENDIX C

EMPLOYEES HIRED PRIOR TO JULY 15, 1986

The City of Marshall will continue to provide health insurance at the same level as provided for City of Marshall non-union, full time, active employees for an employee and the employee's spouse if married at time of departure, and who leaves City of Marshall employment

- ◆ with 25 or more years service
- ◆ at age 50 with 15 or more years service
- ◆ at age 60 with 10 or more years service

The retiree will be required to make the same copayments, deductibles, and premium contributions as being paid by non-union employees. If and when the health insurance coverage changes for City of Marshall non-union, full time, active employees, the same changes will be in effect for all retirees covered under this provision.

If, at the time of the covered retiree's death, the plan available provides coverage for the retiree's spouse, then said coverage shall continue until the retiree's death or the death of the spouse (if married at the time of retirement), whichever occurs later. When retiree (and/or spouse if included in coverage) becomes Medicare eligible the retiree (and/or spouse if included in coverage) **MUST** enroll in parts A and B and the City of Marshall will provide supplemental coverage only.

EMPLOYEES HIRED AFTER JULY 15, 1986

The City of Marshall will make available health insurance at the same level as provided for City of Marshall non-union, full time, active employees for an employee and the employee's spouse if married at time of departure, who leaves the City of Marshall per the following schedule:

AGE	SERVICE	% OF ANNUAL PREMIUM	
		CITY	INDIVIDUAL
50	15	0	100
50	16	10	90
50	17	20	80
50	18	30	70
50	19	40	60
50	20	50	50
50	21	60	40
50	22	70	30
50	23	80	20
50	24	90	10
50	25	100	0

The retiree will be required to make the same copayments, deductibles, and premium contributions as being paid by non-union employees. If and when the health insurance coverage changes for City of Marshall non-union, full time, active employees, the same changes will be in effect for all retirees covered under this provision.

If, at the time of the covered retiree's death, the plan available provides coverage for the retiree's spouse, then said coverage shall continue until the retiree's death or the death of the spouse (if married at the time of retirement), whichever occurs later. When retiree (and/or spouse if included in coverage) becomes Medicare eligible the retiree (and/or spouse if included in coverage) **MUST** enroll in parts A and B and the City of Marshall will provide supplemental coverage only.

EMPLOYEES HIRED AFTER JULY 1, 1996

The City of Marshall may make available health insurance at the same level as provided for City of Marshall non-union, full time, active employees for a retiree and the retiree's spouse if married at time of retirement, providing the retiree remits, in advance, the entire monthly health insurance premium to the Finance Department on a monthly basis. **To be eligible for this provision the retiree must, at time of departure, be eligible to immediately begin receiving the MERS pension payment.**

If, at the time of the covered retiree's death, the plan available provides coverage for the retiree's spouse, then said coverage shall continue until the retiree's death or the death of the spouse (if married at the time of retirement), whichever occurs later. When retiree (and/or spouse if included in coverage) becomes Medicare eligible the retiree (and/or spouse if included in coverage) **MUST** enroll in parts A and B and the City of Marshall will provide supplemental coverage only.