

AGREEMENT
 between
 City of Marysville, Michigan
 and
 Assistant Chief of Police for the City
 of Marysville, represented by the
 Police Officers Labor Council
 of Michigan

In a mutually desirable effort to promote the best interests of both the City of Marysville and the Assistant Chief of Police, this Agreement is entered into effective July 1, 1995, at Marysville, Michigan, between the City and the Assistant Chief of Police who will be represented by the Police Officers Labor Council. Hereinafter, the City of Marysville will be referred to as the City, and the Police Officers Labor Council, will be referred to as the Association. Hereinafter, the Assistant Chief of Police will be known as the employee.

PREAMBLE

Pursuant to the applicable statutes of the State of Michigan, the City of Marysville recognizes that the Assistant Chief of Police of the City of Marysville has the statutory right to bargain collectively with the City of Marysville and to be represented by an organization in such collective bargaining as to wages, hours, rates of pay, working conditions and other terms and conditions of employment.

ARTICLE I

Section 1. RECOGNITION

A. Pursuant to and in accordance with all applicable statutory provisions, the employer hereby recognizes the Police Officers Labor Council of Michigan. Police Officers Labor Council as the exclusive representative for the purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment for the Assistant Chief of Police for the City of Marysville.

Marysville, City of

B. The City will not aid, promote or finance any labor group or organization which purports to engage in collective bargaining or make any agreements with any such group or organization for the purposes of undermining the Association.

C. The rights of the City of Marysville and employee shall be respected and the provisions of this Agreement shall be observed for the orderly settlement of all questions.

D. No Strike or Lockout. It is understood and agreed that the services performed by the employee pursuant to this Agreement are essential to the public health, safety and welfare. The Association, therefore, agrees that there shall be no interruption to the work of any cause whatsoever, nor shall there be any work slowdown or other interference with these services. The administration will do nothing to provoke the interruptions of or prevent such continuity of performance by said employee insofar as such performance is required in normal and usual operation of city services.

E. Dues Check-Off. The City agrees to deduct from the pay of employee covered by this Agreement, dues, initiation fees and/or uniform assessments of the Association and agrees to remit to said Association all such deductions. If laws require written authorization by the employee, the same is to be furnished in the form required. No deduction shall be made which is prohibited by applicable law.

Section 2. EMPLOYMENT SECURITY

A. The City of Marysville agrees not to discharge or discriminate in any way against employee for membership or legitimate activities in the Police Officers Labor Council.

Section 3. TIME OFF FOR BARGAINING WITH CITY

A. The employee covered by this Agreement may be allowed time off with pay for contract negotiations and/or conferences with the City administration or bargaining unit legal advisors, and without requirement to make up said time; provided that permission with the appropriate City official must be sought and obtained; provided further that such permission shall not be unreasonably denied.

B. For purposes of grievances, the grievant shall be entitled to have the presence of one (1) Association representative unless the grievant is being charged criminally, in which case the grievant would also be allowed the presence of an attorney.

Section 4. COMMITTEEMEN DEFINED

A. The committee, for the purposes of negotiations, and the representative for processing grievances shall be the employee and the Fraternal Order of Police area representative who may be present for negotiations and grievances. The name of the Police Officers Labor Council area representative shall be given in writing to the City.

ARTICLE II

Section 1. RULES AND REGULATIONS

A. The City administration retains the right to issue reasonable general orders, special orders and rules and regulations governing the conduct of the Police Department which includes the office of Assistant Chief.

B. The City agrees to furnish employee with a complete set of Rules and Regulations governing the Department.

C. This Agreement shall supersede any rules and regulations,

ordinances, resolutions, acts or orders of the municipality insofar as the same would be inconsistent and conflict in any way with the Agreement.

ARTICLE III

Section 1. CITY-WIDE SENIORITY

A. City-wide seniority shall be the length of uninterrupted employment with the City commencing with the last date of hiring.

Section 2. LAY-OFF AND RECALL

In the event of a lay-off of employees in the Police Department, it shall be made among all employees in the same class according to length of service. The employee with the lowest length of service shall be the first laid off and the last to be recalled. If there is to be a demotion due to a reduction in force, time in rank will prevail. A demotion shall be allowed before a layoff, provided the employee requesting a demotion had prior time in the classification to which he is requesting demotion. Any officer demoted due to a reduction in force shall be promoted back in the reverse order of demotion.

ARTICLE IV

Section 1. DUTIES

A. The duties of the Assistant Chief of the Police Department shall consist of the suppression and prevention of crime and the enforcement of the laws and ordinances of the City and the statutes of the State of Michigan and such other necessary auxiliary administrative, and service functions presently conducted by the Police Department, and such other duties as are, or may be, prescribed by the Chief of Police in accordance with the provisions of the statutes of the State of Michigan.

Section 2. DETAIL TO OTHER DEPARTMENT

A. The City agrees that employee, whose duties are as defined in Article IV, Section 1 above, shall be detailed to other departments of the City for the performance of police duties only.

ARTICLE V

Section 1. HOURS

A. The regular work week scheduled for employee shall average forty (40) hours consisting of eight (8) hour tours of duty. The regular scheduled shifts shall be the first, second and third shifts. The first shift shall be 7 a.m. to 3 p.m.; the second shift shall be 3 p.m. to 11 p.m.; the third shift shall be 11 p.m. to 7 a.m. or as designated by the Chief of Police.

It is understood and agreed that the scheduling of such shifts shall be the sole prerogative of the Chief of Police and the Chief of Police shall have the right to change such shift schedules; provided that the Chief of Police shall be obligated to notify and discuss with employee such changes before they are instituted.

Section 2. OVERTIME

A. If employee works over the regular scheduled shift, he shall be compensated for all hours worked in excess of the regular scheduled shift at the rate of time and one-half (1-1/2) pay based on said employee's regular hourly pay; provided, however, that no overtime pay shall be paid for the first fifteen (15) minutes overtime in any work day or work night unless said employee works in excess of said fifteen (15) minute period, in which event overtime pay shall be paid for all time worked in excess of

employee's normal work day or work night, provided further, however, that during the time that employee is in the position of Acting Chief of Police he shall not receive any overtime pay whatsoever, except that he shall be paid during said periods of time at the same rate of pay as the Chief of Police.

B. When the Chief of Police or his designated representative informs Assistant Police Chief to stand by, said Assistant Police Chief shall receive one-half (1/2) straight-time pay for the period of time from the notation of the on-call status to the termination thereof.

Section 3. CALL-IN PAY

A. If off duty and employee is called in to service not on a regularly scheduled shift, he shall be compensated for at least four (4) hours at the rate set forth in Section 2 hereof except that if said call-in time work adjoins the beginning of a regularly scheduled shift, the employee shall be paid at the rate set forth in Section 2 hereof for actual time worked only.

B. When off-duty employee is called in for either a staff meeting, a departmental meeting, or for in-service training, the employee will be compensated at the rate set forth in Section 11, A. hereof for the time actually spent at such meeting. If it is mandatory for the employee to attend such meeting, he will receive a minimum of four (4) hours pay at time and one-half (1-1/2) for his attendance except while acting as Chief of Police.

Section 4. WORK SCHEDULE

A. As far as possible, at the determination of the City, all regularly scheduled eight (8) hours shifts shall be covered by two (2) full time police officers, so that at no time will a police officer have to be on a shift alone.

Section 5. FALSE ARREST INSURANCE

A. The City will furnish the employee false arrest insurance protection with the same coverage as the City false arrest insurance. Coverage afforded hereby shall continue for a retiree sued after retirement for acts or omissions alleged to have occurred during employment.

B. The City will provide copies of false arrest insurance policies upon request of the bargaining representative.

ARTICLE VI

DISCIPLINE-GRIEVANCE PROCEDURE

Employee shall not be removed, discharged, reduced in rank or pay, suspended or otherwise punished, except for just cause, and in no event until he shall have been furnished with a written statement of the charges and the reason for such action, and charges shall be void unless filed within fifteen (15) days of the date the City becomes aware of the occurrence of the alleged violation, but in no instance shall the said time be greater than sixty (60) days from the date of the occurrence. In the event a grievance thereon is filed by the employee, as elsewhere provided in this Agreement, the burden shall be on the City to justify the action complained of. In any grievance proceeding, the employee shall have reasonable time to prepare for defense against charges preferred, and shall have the right to counsel.

Section 1. GRIEVANCE DEFINED

A. A grievance shall be defined as an alleged violation of a specific section or article of this Agreement.

B. All days referred to in this section shall mean working days, excluding Saturday, Sunday and holidays.

Section 2. GRIEVANCE COMMITTEE DEFINED

The committee for the purpose of negotiating any grievance shall be the employee and the Police Officers Labor Council of Michigan area representative and the names of the area representative shall be given in writing to the City. No committeeman shall function as such until the City has been so notified.

Section 3. GRIEVANCE PROCEDURE

A. There shall be an informal discussion between the employee and the Chief of Police with a union representative if the union representative's presence is desired by employee. This is to be accomplished within five (5) days of the alleged dispute. If the accrual of a grievance immediately adjoins an already scheduled vacation of the grievant and/or the Chief of Police, the time requirement stated herein for filing the grievance shall be extended for the time of the said approved vacation.

B. If an impasse has been reached in the above step, the grievance shall be reduced to writing and delivered to the Chief of Police within five (5) working days after which he shall have five (5) working days to render an answer in writing to the union grievance committee.

C. If no solution to the problem can be reached by the above step, then the grievance committee shall in writing request a meeting for the employee and a representative with the City Manager. This step must be completed within ten (10) days and the City Manager will give his written answer within ten (10) days after such meeting is held.

D. Arbitration Clause

1. In the event that any grievance or disputes cannot be adjusted by the employer and the union as outlined above, such matter shall then be

referred to arbitration. The arbitrator shall be selected by the parties by mutual consent in a manner prescribed by the American Arbitration Association. Jurisdiction of arbitration hereunder shall be limited to employee grievances arising out of the interpretation or application of this Agreement, or of any written amendments hereof or supplements hereto. If the grievance concerns matters not so within the jurisdiction of arbitration, it shall be returned to the parties without decision.

2. The decision of the Arbitrator shall be final and binding on all parties for the terms of this contract, and they hereby agree to abide by same.

3. The Arbitrator's fee and expenses and the American Arbitration Association's charge, if any, shall be borne equally by both parties subject to the provisions of Article I, Section 3. The employer shall not be liable for payment of wages to, or the expenses or charges of, any employee or representatives of any employee, or the union, who participates in any way in such arbitration.

Section 4. OTHER REMEDIES

The grievance procedures provided in this Agreement shall be supplementary or cumulative to, rather than exclusive of, any procedure or remedies afforded to any employee or the City by law.

ARTICLE VII

Section 1. VACATION POLICY

A. Employee, if he has completed at least one (1) year of continuous employment, is entitled to a vacation with pay to be taken in the following year according to the following schedule:

<u>Vacation of</u>	<u>At least</u>	<u>But Less Than</u>
160 Hrs.	1 year	15 years
216 Hrs.	15 years	25 years
256 Hrs.	25 years	to retirement

For purposes of computing the continuous employment of employee for computing said employee's vacation, the continuous employment shall start as of the date of hire with the City of Marysville

B. However, if employee does not have one (1) full year of employment by December 31, he shall be eligible for 1/12 of 20 days vacation for each month he has worked. Vacation credit shall start at the first day of the calendar month that is nearest to the date of this employment.

C. Vacations and vacation pay shall not accumulate from one calendar year to another. However, if the work of the department permits, employee may be allowed to take part or all of his vacation for one (1) year in the year following, provided it is completed during the calendar week in which April 15 of that year falls. If the City shall request employee to forego his vacation, employee shall be given vacation pay in lieu of vacation.

D. Six (6) days pay in lieu of vacation may be authorized by the City Manager.

E. When employment is terminated for any reason, employee, if he has completed one (1) or more years of continuous employment, will be paid an allowance for vacation earned but not previously taken. This allowance will be computed as follows:

The full vacation pay to which he was entitled on December 31 of the previous calendar year, plus 1/12 of full vacation pay for each full month that has elapsed since the first of January in the current calendar year. Each completed month of service shall be a minimum of twenty (20) days worked.

F. If employee is off work due to a leave of absence without pay, he will be eligible for vacation he has earned prior to taking a leave of absence but will not receive vacation credit for the time he is absent from work due to said leave of absence. Leaves of absence shall be governed by order 9.11 of the Administration Manual of the City of Marysville with the understanding that the words "be terminated" in paragraph 2 thereof will be deleted and replaced by the words "not accrue" and that the word "terminate" in paragraph 5 thereof will be deleted and replaced with the words "suspend accrual of."

G. If employee is recalled from vacation by directive of the Chief of Police, he will be granted mileage at the current city rate per mile plus reasonable meal allowance while traveling from vacation site to the City of Marysville. Upon receipt of such notification, the officer will perform such work as he is assigned and be paid his applicable rate until such time the emergency or anticipated emergency is declared over by the Chief of Police. The employee may resume his vacation if he so chooses. Emergency shall be defined as any event or situation necessitating the use of a large number of police, such as a natural disaster, civil disaster, riot or uprising.

H. When employee is required to work on New Year's Day, Good Friday, Memorial Day (as observed), Independence Day (as observed), Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving, the day before Christmas, Christmas Day, the day before New Year's Day, such employee shall be paid double time for all time worked during such scheduled holiday time.

I. Employee shall receive four (4) annual personal leave days; provided, however, that prior to taking any such annual leave day or days, he shall give the City forty-eight (48) hours notice of such intention. This requirement may be waived in the case of a bona fide emergency.

Section 2. HOLIDAYS

A. Employees shall be entitled to time off with pay on the following holidays:

New Year's Day, Good Friday, Memorial Day (as observed), Independence Day (as observed), Labor Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Eve Day, Christmas Day, New Year's Eve Day and a floating holiday.

B. To be eligible for payment for a holiday, employee must have worked (or had charged leave time) his regularly scheduled work day prior to and the regularly scheduled work day after the holiday.

C. Whenever a holiday occurs on a Saturday it shall be deemed to occur on the preceding Friday.

D. Whenever a holiday occurs on a Sunday it shall be deemed to occur on the subsequent Monday.

ARTICLE VIII

Section 1. SICK LEAVE POLICY

A. Employee shall be entitled to sick leave with pay of one (1) work day for each completed month of service, a total of twelve (12) days per year, subject to the following:

1. Only work days falling within the period of such

- leave shall be counted against sick leave.
2. Sick leave shall start to accrue at the first day of the calendar month that is nearest to the date of starting full time regular employment.
 3. Sick leave may be accumulated if not used during the year granted, but the total accumulation shall not exceed 180 days. A maximum of ninety days of accumulated sick leave will be paid upon death or retirement, or separation other than for cause.
 4. Sick leave cannot be anticipated.
 5. To receive compensation while absent on sick leave, employee shall notify the on-duty shift supervisor prior to the time set for beginning employee's daily duties. A certificate from a physician may be required before compensation for the period of illness is allowed.
 6. Employee, if he shall have served the City for at least six (6) months, shall be allowed sick leave of one (1) working day for each completed month of service. Each completed month of service shall be a minimum of twenty (20) days worked.
 7. Sick leave shall be defined as the absence of employee from work due to his illness, or quarantine (contagious disease) providing, however, in cases of illness in his immediate family, employee may be granted sick leave for a

period of time not to exceed three (3) days.

Immediate family is defined as spouse, child, step-child, foster-child, or other relative living in same household. In the circumstance of a non-resident family member who has been diagnosed by a physician as having a serious illness, an employee may be granted up to three (3) days sick leave.

"Non-resident" family member is defined as any of the following who do not live in the same household as the employee: brother, sister, brother-in-law, sister-in-law, mother, father, mother-in-law, father-in-law, step-sibling, step-parent, son-in-law, daughter-in-law, spouse of step-child, grandparent, grandchild, child of step-child. The times stated herein may be extended at the sole discretion of the Chief of Police except that such extension may not, on a paid basis, extend beyond exhaustion of the employee's accrued sick leave.

8. For any period of absence due to disability or injury incurred while in the discharge of his or her regular duties, the City shall supplement any worker's compensation payments received by employee so as to equal the employee's regular compensation or salary for said period, not including overtime, provided that said disability or injury is fully documented by a licensed physician and employee is not engaged during said

period of disability or injury in any form of gainful employment.

a) Provided, further, that if said employee shall recover damages for any reason from a third party by way of claim or suit for such disability or injury, the City shall have a first lien in the amount of the total of any such supplements against any and all such sums received for damages by such employee. If such lien is not discharged by employee within thirty (30) days of said employee's receipt of such sums, employee shall be subject to discharge for cause.

b) Leave for such documented disability or injury shall not be chargeable against sick leave.

c) Injuries while in the discharge of his or her duties shall be reported to the office of the Chief of Police by employee or the Association immediately but not to exceed forty-eight (48) hours from the occurrence thereof, or from the time the employee becomes aware of the occurrence of the injury.

9. If an employee received compensation under a Worker's Compensation Law, only that portion of his regular salary will be paid which, together with said compensation received, will equal his or her current straight time pay.

10. A regular employee will be granted sick leave not to exceed four (4) hours when serving as a (regular, not honorary) pallbearer at a funeral. If the funeral or interment is 35 miles or more from the City of Marysville, the leave shall be eight (8) hours.
11. Funeral leave. Any member of the bargaining unit who has a death in the immediate family (immediate family as defined in Article VIII, #7, with the addition of brother or spouse or sister of spouse) shall receive five (5) days funeral leave for such funeral with no loss of pay.

ARTICLE IX

Section 1. CLOTHING ALLOWANCE

A. Effective July 1, 1995 and payable by check each July 1, the clothing allowance shall be \$50.00 greater than a one (1) year sergeant.

B. The present policy of the City paying for the rubber goods of police officers, over and above the clothing allowance, will be continued.

Section 2. PROPERTY DAMAGE OR PERSONAL LOSS

A. If the employee shall sustain the loss of or damage to his personal property such as eyeglasses, watches, etc., while in the performance of his duty may, upon review and approval by the City administration, be reimbursed for the replacement or repair of such property.

ARTICLE X

Section 1. LIFE INSURANCE

A. The City shall provide Twenty-five Thousand (\$25,000.00) Dollars term life insurance with double indemnity on employee, for which the City will pay all premiums. Effective July 1, 1996, the amount shall be increased to Fifty Thousand (\$50,000.00) Dollars.

B. The City shall provide Three Thousand (\$3,000.00) Dollars term life insurance to retired employees, for which the City will pay all premiums. Effective July 1, 1997, the amount shall increase to Five Thousand (\$5,000.00) Dollars. Subject to carrier approval, an employee may purchase larger coverage at employee's cost.

ARTICLE XI

Section 1. HOSPITALIZATION

A. The employee covered by this Agreement and future retired employees of this unit shall continue to receive the full family Blue Cross-Blue Shield coverage or equivalent with a Master/Major Medical deductible of One Hundred (\$100.00) Dollars for single coverage and Two Hundred (\$200.00) Dollars family coverage provided by the City for which the City will pay all premiums except that those employees who retired before July 1, 1995 shall continue to receive the benefit they retired under.

B. The Two (\$2.00) Dollar prescription rider with Blue Cross-Blue Shield or equivalent will be paid for by the City.

C. Effective upon signing and thereafter, the City shall provide and pay all premiums for dental insurance coverage equal to Delta Dental 50/50 coverage, with orthodontics as provided to other bargaining units.

D. The City shall provide emergency ambulance service free of charge to an active or retired employee and members of his family who reside with him when said ambulance service originates in the City of Marysville or any location serviced by the City of Marysville Emergency Medical Service. If an active employee or member of his family actually residing with him incurs a charge for emergency ambulance service outside the City of Marysville, the City shall reimburse said employee for all such reasonable emergency ambulance charges.

E. Effective upon signing and thereafter, the City shall provide and pay all premiums for optical insurance coverage equal to the coverage provided by the Health Insurance Incorporated (affiliated with Blue Cross-Blue Shield) for employee and his dependents.

ARTICLE XII

Section 1. COURT TIME

A. If employee is required to attend court while off duty for cases arising out of his employment with the City, he shall be compensated for all time spent in court, with a minimum of four (4) hours, at time and one-half (1-1/2) the hourly rate of pay and shall return all court fees to the City Treasurer, provided, however, this section shall not apply if the case is one brought by the employee or a dependent of the employee. When employee has completed his time in court, he shall return to the department and add the supplemental information to the original complaint.

Section 2. JURY DUTY

B. If the employee is required to serve on jury duty, employee shall not lose any pay or benefits and employee shall be entitled to retain any jury duty pay.

ARTICLE XIII

Section 1. LONGEVITY

A. The present plan of paying longevity once annually shall remain in effect. Payments shall be made to employee with continuous full-time service according to the following schedule:

1. 2-1/2% per year applied to the annual base pay being received by employee after five (5) years.
2. 3% per year applied to the annual base pay being received by employee after ten (10) years.
3. 5% per year applied to the annual base pay being received by employee after fifteen (15) years.
4. 7-1/2% per year applied to the annual base pay being received by the employee after twenty (20) years.

B. Longevity payments made hereunder are to be paid at the first scheduled pay day after the beginning of the fiscal year. For purposes of determining the number of years employee has been in continuous full-time service, the date of hire with the City of Marysville shall be used. If employee's rate of longevity increases in a fiscal year, he shall be paid the change pro-rata when the longevity payment is made as stated herein.

Section 2. SHIFT DIFFERENTIAL

A. A premium shall be paid the Assistant Police Chief for working the second or third shift at the same rate paid to sergeants and patrolmen. Hours of the first, second or third shift shall be determined by the Police Chief.

Section 3. OFF-DUTY COMPENSATION

A. In the event the City shall require employee to carry a side-arm while off duty when within the limits of the City of Marysville, employee shall be compensated at the rate of One (\$1.00) Dollar per day for each day employee carries such side-arm as so required. Failure to carry such side-arm, which will be furnished by the City, shall constitute grounds for disciplinary action.

Section 4. RATE OF PAY

Increases shall be made to employee's base pay rate according to the following formula on the dates as follows:

7-1-95	=	Nine (9%) percent higher than a one (1) year sergeant.
7-1-96	=	Ten (10%) percent higher than a one (1) year sergeant.
7-1-97	=	Eleven (11%) percent higher than a one (1) year sergeant.

ARTICLE XIV

Section 1. PENSION. The parties hereto hereby ratify the terms of the Police and Firemen Retirement System in force on the date hereof as evidenced by Title I, Chapter 10 of the Marysville City Code, as amended to date.

ARTICLE XV

Section 1. MANAGEMENT PREROGATIVES

A. The management of the City and direction of the working forces, including the right to hire, discipline, suspend or discharge for a just

cause, to assign jobs, to transfer employees within the bargaining unit, to increase and decrease the working force, to establish standards, to determine work to be accomplished, the schedules of operations and the methods, process, and means of operation or handling, are vested exclusively in the City, provided this will not be used for the purpose of discrimination against any employee or to avoid any of the provisions of this Agreement.

ARTICLE XVI

Section 1. NON-DISCRIMINATION CLAUSE

A. In recognition of their respective responsibilities under Federal and State civil rights laws, fair employment practices or other similar constitutional or statutory requirements, and in recognition of the practical and moral values of those responsibilities, the parties hereto reaffirm their commitments not to discriminate in hiring or in any term or condition of employment because of race, sex, age, color, creed, or national origin of ancestry.

ARTICLE XVII

Section 1. MAINTENANCE OF CONDITIONS

Wages, hours fringe benefits, terms and conditions of employment in effect at the execution of the Agreement shall, except as provided herein, be maintained during the term of this Agreement. Employee shall not suffer a reduction in benefits as a consequence of execution of this Agreement unless specifically altered or reduced by the written terms of this Agreement. Employee is entitled to all fringe benefits that may be offered to sergeants or patrolmen except additional personal days. It is further understood that if a new employee is hired for the Assistant Chief's position, he/she would only be entitled to those benefits that are offered to a new patrolmen including retirement.

ARTICLE XVIII

Section 1. SAVINGS CLAUSE

If an article or section of the Agreement or any supplement thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by tribunal, the remainder of the Agreement and supplements shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such article or section.

DURATION

This Agreement shall continue in full force and effect to and including June 30, 1998. This Agreement shall continue in effect for successive yearly periods after June 30, 1998, unless notice is given in writing by either the Labor Council or the City at least sixty (60) days prior to June 30, 1998, of its desire to modify or amend such agreement.

DATE _____

Steve Tiszai

STEVE TISZAI, Employee

Police Officers Labor Council
of Michigan

DATE 7-17-95

By: Michael P. Somero

MICHAEL P. SOMERO
Area Representative

CITY OF MARYSVILLE

DATE 7-24-95

By: W Deem Boldyreff

W. DEEM BOLDYREFF
Mayor

DATE 7-24-95

By: Sharon L. Schess

SHARON L. SCHESS
Clerk