

4-370

6/30/2003

# Labor Agreement

**City of Jackson  
and  
Command Officers Association of Michigan  
Jackson Division**

*Jackson, City of*



**July 1, 1999 through June 30, 2003**

## TABLE OF CONTENTS

<u>ARTICLE</u>	<u>DESCRIPTION</u>	<u>PAGE</u>
<b>ARTICLE 1</b>	<b>RECOGNITION</b> .....	<b>1</b>
Section 1.1	Recognition .....	1
Section 1.2	Management's Rights .....	1
Section 1.3	Non-Discrimination .....	1
Section 1.4	Union Activities .....	1
Section 1.5	Agency Shop .....	1
Section 1.6	Dues Deduction .....	2
Section 1.7	Gender Clause .....	2
<b>ARTICLE 2</b>	<b>GRIEVANCE PROCEDURE</b> .....	<b>2</b>
Section 2.1	Definition of Grievance .....	2
Section 2.2	Oral Step (Immediate Non-Unit Supervisor) .....	2
	First Step (Chief) .....	3
	Second Step (Director of Personnel & Labor Relations) .....	3
	Third Step (Arbitration) .....	3
Section 2.3	Time Limits .....	4
Section 2.4	Union Representation .....	4
<b>ARTICLE 3</b>	<b>STRIKES AND LOCKOUTS</b> .....	<b>4</b>
Section 3.1	No Strikes or Lockouts .....	4
Section 3.2	Discipline for Strikes .....	4
<b>ARTICLE 4</b>	<b>DISCHARGE AND SUSPENSION CASES</b> .....	<b>4</b>
Section 4.1	Discipline, Suspension, Reduction in Rank, Discharge. ....	4
Section 4.2	Rate of Pay Upon Reinstatement .....	4
Section 4.3	Counseling Memos/Verbal Warnings .....	5
<b>ARTICLE 5</b>	<b>SENIORITY</b> .....	<b>5</b>
Section 5.1	Seniority .....	5
Section 5.2	Probationary Period .....	5
Section 5.3	Loss of Seniority .....	5
Section 5.4	Layoff and Bumping Procedure .....	5
Section 5.5	Recall Procedure .....	6
Section 5.6	Temporary Assignment (Out-of-Grade Pay) .....	6
Section 5.7	Filling of Vacancies .....	6
	A. Testing and Eligibility for Promotion .....	6
	B. Written Examination Scores .....	7
	C. External Oral Board and Weighting of Scores .....	7
	D. Selection .....	7
	E. Assessment Center Procedure .....	7
	F. Job Probation .....	7
	G. Promotional Eligibility List .....	8
	H. Promotional Classification Seniority .....	8
Section 5.8	Sergeant Shift Selection .....	8

<u>ARTICLE</u>	<u>DESCRIPTION</u>	<u>PAGE</u>
<b>ARTICLE 6</b>	<b>LEAVES OF ABSENCE .....</b>	<b>8</b>
Section 6.1	Special Leaves of Absence .....	8
Section 6.2	Sick Leave.....	9
	A. Notification.....	9
	B. Requirements for Accrual.....	9
	C. False Claim for Sick Leave.....	9
	D. Payoff of Accrual at Retirement.....	9
Section 6.3	Maternity Leave .....	9
Section 6.4	Military Leave .....	10
Section 6.5	Funeral Leave .....	10
Section 6.6	Union Release Time .....	10
Section 6.7	Jury Duty .....	10
Section 6.8	Medical Leave (Long Term) .....	10
Section 6.9	Family and Medical Leave .....	11
	A. Eligibility.....	11
	B. Reason for Leave.....	11
	C. Intermittent Leave .....	11
	D. Available Leave Time.....	11
	E. Application for Leave.....	11
<b>ARTICLE 7</b>	<b>HOURS .....</b>	<b>11</b>
Section 7.1	A. Work Day, Work Week.....	11
	B. Exempt Classifications Hours.....	12
Section 7.2	Overtime/Compensatory Time .....	12
Section 7.3	Call-In Pay.....	12
Section 7.4	Scheduled/Unscheduled Overtime.....	12
Section 7.5	Exempt Employees.....	13
Section 7.6	Exempt - Personal Time .....	13
<b>ARTICLE 8</b>	<b>WAGES.....</b>	<b>13</b>
Section 8.1	Job Classifications, Ranges and Steps.....	13
Section 8.2	Court Appearance Off Duty.....	13
Section 8.3	Uniforms and Plain Clothes .....	13
<b>ARTICLE 9</b>	<b>HOLIDAYS .....</b>	<b>14</b>
Section 9.1	Recognized Holidays .....	14
Section 9.2	Qualification for Holiday Pay.....	14
Section 9.3	Compensatory Time for Holidays .....	14
<b>ARTICLE 10</b>	<b>VACATIONS .....</b>	<b>14</b>
Section 10.1	Scheduled Vacation Accrual .....	14
Section 10.2	Maximum Vacation Accumulation .....	15
Section 10.3	Vacation Pay .....	15
Section 10.4	Vacation Leave Scheduling .....	15
Section 10.5	Accrued Vacation at Termination.....	15
Section 10.6	Work Requirement for Vacation Accrual After Five (5) Years of Service .....	15
<b>ARTICLE 11</b>	<b>INSURANCE .....</b>	<b>16</b>
Section 11.1	Medical, Surgical, Hospitalization Insurance for Current Employees.....	16
Section 11.2	Medical, Surgical, Hospitalization Insurance for Duty Disability Retirees .....	16

<u>ARTICLE</u>	<u>DESCRIPTION</u>	<u>PAGE</u>
Section 11.3	Medical, Surgical, Hospitalization Insurance for Non-Duty Disability and Service Retirees .....	17
Section 11.4	Life Insurance.....	17
Section 11.5	Dental/Optical Reimbursement.....	17
<b>ARTICLE 12</b>	<b>PENSION IMPROVEMENTS .....</b>	<b>18</b>
Section 12.1	Duty Disability Pension Calculation .....	18
Section 12.2	Non-Duty Disability Pension Calculation.....	18
Section 12.3	Annuity Withdrawal Option.....	18
Section 12.4	Average Final Compensation Calculation.....	18
Section 12.5	Act 345 Retirement System.....	19
Section 12.6	Surviving Spouse of Disability Retirees .....	19
Section 12.7	Military Buy Back .....	19
<b>ARTICLE 13</b>	<b>GENERAL.....</b>	<b>19</b>
Section 13.1	Work Rules.....	19
Section 13.2	Union Bulletin Board.....	19
Section 13.3	Complaints Against Police Officers.....	19
Section 13.4	Right to Require Physical or Mental Examinations .....	19
Section 13.5	Invalid Provision of Agreement (Savings Clause) .....	20
Section 13.6	Protective Devices and Equipment .....	20
Section 13.7	Physical Agility Testing .....	20
Section 13.8	Tuition Reimbursement.....	21
Section 13.9	Natural Disaster/Extreme Weather Conditions .....	21
Section 13.10	Obligation for Further Bargaining .....	22
Section 13.11	Sole Agreement Between Parties (Zipper Clause) .....	22
Section 13.12	Residency .....	22
<b>ARTICLE 14</b>	<b>DURATION OF AGREEMENT.....</b>	<b>23</b>
<b>APPENDIX A</b>	<b>SALARY SCHEDULES .....</b>	<b>24</b>
<b>APPENDIX B</b>	<b>12-HOUR PATROL SHIFT SCHEDULE .....</b>	<b>28</b>
<b>APPENDIX C</b>	<b>PERCENT BODY FAT TABLES.....</b>	<b>31</b>
<b>APPENDIX D</b>	<b>DRUG TESTING POLICY.....</b>	<b>32</b>
<b>APPENDIX E</b>	<b>CADET BUYBACK FOR PENSION PURPOSES.....</b>	<b>40</b>
<b>APPENDIX F</b>	<b>CADET BUYBACK (EXEMPT EMPLOYEES).....</b>	<b>41</b>
<b>INDEX</b>	<b>.....</b>	<b>42</b>

## AGREEMENT

**THIS AGREEMENT entered into this 16th day of September 1999, by and between the CITY OF JACKSON, a Michigan municipal corporation, hereinafter referred to as the Employer, and the COMMAND OFFICERS ASSOCIATION OF MICHIGAN, JACKSON DIVISION, hereinafter referred to as the Union.**

WITNESSETH:

The general purpose of this Agreement is to set forth terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employees and the Union. The parties recognize that the interest of this community and the job security of the employees depend upon the Employer's and the employee's commitment to continue to provide quality law enforcement services in an efficient manner to the community. The Employer and the Union, for and in consideration of the mutual promises, stipulations and conditions hereinafter specified, agree to abide by the terms and provisions set forth herein for the duration of this Agreement.

To this end, the Employer and the Union encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels and among all employees.

### ARTICLE 1 - RECOGNITION

Section 1.1: Pursuant to and in accordance with the applicable provisions of Act 379 of the Michigan Public Acts of 1965, as amended, the Employer does hereby recognize the Command Officers Association of Michigan, Jackson Division, as the exclusive collective bargaining agency with respect to rates of pay, hours of work and conditions of employment for the term of this Agreement for the following unit: lieutenants and sergeants of the Jackson Police Department.

- A. Nothing contained in this Agreement shall be construed to in any way restrict or limit management and supervisory employees from performing bargaining unit work. This provision shall not directly result in the layoff of bargaining unit personnel.

Section 1.2: The Union recognizes that, except as specifically limited or abrogated by the terms and provisions of this Agreement, all rights to manage, direct and supervise the operations of the Police Department and the employees therein are vested solely and exclusively in the Employer.

Section 1.3: The Employer and the Union agree that, for the duration of this Agreement, neither shall discriminate against any employee or applicant for employment because of his race, color, creed, age, sex, nationality, religion or political belief, nor shall the Employer or its agents nor the Union, its agents or members discriminate against any employee or applicant for employment because of his membership or non-membership in the Union.

Section 1.4: The Union agrees that, except as specifically provided for by the terms and provision of this Agreement, employees shall not be permitted to engage in Union activity during on-duty or on the Employer's premises.

Section 1.5: It is understood and agreed that all present employees covered by this Agreement who are members of the Union, shall remain members in good standing for the duration of this

Agreement or cause to be paid to the Union a representation fee which may be equivalent to the monthly Union dues uniformly required of all Union members. All present employees covered by this Agreement who, on the effective date thereof, were not members of the Union shall become and remain members in good standing of the Union within thirty-one (31) days after the execution of this Agreement, or cause to be paid to the Union a representation fee which may be equivalent to the monthly union dues uniformly required of all union members. All employees covered by this agreement and who are hired after the effective date thereof, shall become and remain members of the union in good standing or pay a representation fee which may be equivalent to the monthly union dues uniformly required of all union members upon completion of thirty-one (31) days of employment.

- A. The Union shall indemnify and save the Employer harmless from any and all claims, demands, suits or any other form of liability arising out of this Section.
- B. The parties recognize that a union wishing to collect agency shop representation fees must adopt constitutionally adequate procedures which provide nonmembers with: (1) an adequate explanation of the basis for the representation fee including disclosure of all major categories of expenses; (2) a reasonably prompt opportunity to object to the fee before an impartial decision maker, and (3) escrow for the amounts reasonably in dispute while the challenges are pending, and provide for advance reduction of fees for expense categories unrelated to negotiations or contract administration and clearly expended for political/ ideological purposes.

The COAM will certify to the City in writing that it has complied with all requirements of the above referenced procedures prior to the City making the required payroll deductions.

Section 1.6: All those employees who are or become members of the Union and who presently execute payroll deduction authorization cards therefor, the provision of which must conform to the legal requirements imposed by the State Law, the Employer agrees to deduct from the first paycheck of each month the regular monthly dues in the amounts certified to the Employer by the Financial Secretary within fifteen (15) calendar days thereafter.

- A. The Union shall indemnify and save the Employer harmless from any liability that may arise out of the Employer's reliance upon any payroll deduction authorization cards presented to the Employer by the Union or employees.

Section 1.7: In this Agreement, words in the masculine gender shall include masculine or feminine gender.

## ARTICLE 2 - GRIEVANCE PROCEDURE

Section 2.1: A grievance is hereby defined to be any dispute between the parties to this Agreement with respect to matters arising out of said Agreement, involving differences, disputes, or complaints as to wages, hours, or working conditions and any discipline arising hereunder involving written reprimand, suspension, reduction in rank or discharge.

Section 2.2: An employee, who believes he has a grievance, must submit his complaint orally to his immediate non-unit supervisor within five (5) calendar days (Saturdays, Sundays and holidays excluded) after the occurrence of the event upon which his complaint is based or within five (5) calendar days after the employee had knowledge of the events upon which his complaint is based

or within five (5) calendar days of when circumstances were such that the employee reasonably should have had knowledge of the events. The supervisor shall give the employee a verbal answer within two (2) days (Saturdays, Sundays and holidays excluded) after the complaint has been submitted to him. In the event the complaint is not satisfactorily settled in this manner, it shall become a grievance and the following procedure shall apply:

FIRST STEP. To be processed under this Grievance Procedure, a grievance must be reduced to writing, in triplicate, stating the facts upon which it is based, when they occurred, specify the section of the contract which allegedly has been violated, must be signed by the employee who is filing the grievance and must be presented to the Chief by the employee or his Union representative within three (3) regularly scheduled working days (Saturdays, Sundays and holidays excluded) after the supervisor gave the employee his verbal answer as provided in Section 2.2 above. Within three (3) regularly scheduled working days (Saturdays, Sundays and holidays excluded) after the receipt of the written grievance, the Chief shall meet with the aggrieved employee and his/her Union Representative to discuss the grievance. The Chief shall give a written answer to the employee or his/her Union representative within three (3) regularly scheduled working days (Saturdays, Sundays and holidays excluded) after the meeting. If the answer is satisfactory, the employee shall so indicate on the grievance form and sign it with two (2) copies of the grievance thus settled being retained by the employee and one (1) copy retained by the Chief.

SECOND STEP. If the grievance has not been settled in the First Step and the Union desires to appeal it to the Second Step, the Union representative and/or employee must state in writing why the First Step answer is unacceptable and said representative or employee must present the grievance to the Director of Personnel and Labor Relations within five (5) regularly scheduled working days (Saturdays, Sundays and holidays excluded) after the Chief gave the Union representative his First Step answer. The Personnel Director and/or someone designated by him shall meet with the Union representative and discuss the grievance within five (5) regularly scheduled working days (Saturdays, Sundays and holidays excluded) after the grievance is presented at this Step. Within five (5) regularly scheduled working days (Saturdays, Sundays and holidays excluded) after the discussion, the Personnel Director shall give the Union representative a written Second Step answer. If the answer is satisfactory, the Union representative shall so indicate in writing giving one (1) copy of the settle grievance to the Personnel Director.

THIRD STEP. If the grievance has not been resolved in the foregoing steps and the Union desires to process the grievance further, it shall submit the grievance within twenty (20) calendar days of the personnel director's second step answer to Federal Mediation and Conciliation Service (FMCS) in accordance with its voluntarily arbitration rules. The parties shall first attempt to mutually select an arbitrator to hear the grievance. If the parties are unable to mutually select an arbitrator, the arbitrator shall be selected by the parties alternately striking a name from the list provided by the FMCS until one name is left and that arbitrator shall be appointed to hear the grievance. Failure to request arbitration in writing shall be deemed a withdrawal of the grievance and the grievance will not be considered further in the grievance procedure. 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 own judgment to sustain, reverse or modify any alleged unjust discipline, suspension, reduction in rank or 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 FMCS shall be paid by the losing party. Each party shall be responsible for the expense of its own witnesses, including wages.

Section 2.3: Time limits at any step of the grievance procedure may be extended only by mutual agreement between the Employer and the Union. In the event the Union does not appeal a grievance from one Step to another within the time limits specified, the grievance shall be considered as being settled on the basis of the Employer's last answer. In the event the Employer fails to reply to a grievance at any step of the Grievance Procedure within the specified time limits, the grievance shall automatically be referred to the next step in the Grievance Procedure.

Section 2.4: It is expressly understood that, in no event shall any Union representative leave his work for grievance purposes as provided in the Grievance Procedure without first notifying and obtaining the approval of his supervisor, which approval will be granted as soon as is practicable.

### ARTICLE 3 - STRIKES AND LOCKOUTS

Section 3.1: The Union agrees that during the life of this Agreement, neither the Union, its agents nor its members will authorize, instigate, aid, condone or engage in a work stoppage, slowdown or strike or any other concerted activity which interferes with the operation of the Employer. The Employer agrees that during the same period there here will be no lockouts of employees.

Section 3.2: Individual employees or groups of employees who instigate, aid or engage in a work stoppage, slowdown or strike or any other concerted activity, which interferes with the operations of the Employer, may be disciplined or discharged in the sole discretion of the Employer.

### ARTICLE 4 - DISCHARGE CASES AND SUSPENSION CASES

Section 4.1: No employee shall be disciplined, suspended, reduced in rank or discharged without just cause. In the event an employee under the jurisdiction of the Union, who has completed his probationary period, shall be disciplined, suspended from work or reduced in rank for disciplinary reasons or is discharged from his employment after the date hereof and he believes he has been unjustly disciplined, suspended or reduced in rank or discharged, such suspension, reduction in rank or discharge shall constitute a case arising under the Grievance Procedure, provided a written grievance with respect thereto is presented to the Chief within three (3) regularly scheduled working days after such discharge, reduction in rank or after the start of such discipline or suspension.

- A. It is understood and agreed that when an employee files a grievance with respect to his discipline, suspension, reduction in rank or discharge, the act of filing such grievance shall constitute his authorization of the Employer to reveal to the participants in the Grievance Procedure any and all information available to the Employer concerning the alleged offense and such filing shall further constitute a release of the Employer from any and all claimed liability by reason of such disclosure.

Section 4.2: In the event it should be decided under the Grievance Procedure that the employee was unjustly disciplined, suspended, discharged or reduced in rank, the Employer shall reinstate such employee and pay full compensation, partial or no compensation as may be decided under the Grievance Procedure, which compensation, if any, shall be at the employee's regular rate of pay at the time of such discharge, reduction in rank or the start of such discipline or suspension.



Section 4.3: Counseling memos and verbal warnings shall not be grounds for filing a grievance. Employees receiving a counseling memo or verbal warning may dispute the action as provided under P.A. 397 of 1978.

## ARTICLE 5 - SENIORITY

Section 5.1: Bargaining unit seniority shall commence upon an employee's date of permanent entry into the bargaining unit described in Section 1.1 of this Agreement.

- A. Leaves of absence without pay of over thirty (30) calendar days, and absences following layoffs, shall be deducted from an employee's seniority.

Section 5.2: Probationary Employees. All new unit employees shall be probationary employees until they have completed one (1) year of service in the unit. The purpose of the probationary period is to provide an opportunity for the Employer to determine whether the employee has the ability and other attributes which qualify him for regular employee status. An employee may be removed any time during the one (1) year probationary period that he demonstrates that he does not have the ability, skills or other attributes to satisfactorily perform in this position. In addition, during this one (1) year period, an employee may decline the promotion for any reason. In the event the new employee is removed or declines the promotion during his probationary period, he shall be returned to the classification held prior to the time of the promotion. Employees removed by the Employer as described in this Section shall be notified of the reasons for removal in writing by the Employer at the time of removal. Said employee may appeal the decision to the Chief. The Chief's decision shall be final and binding.

Section 5.3: An employee's seniority and employment shall terminate:

- A. If he quits, retires or is justifiably discharged.
- B. If, following a layoff, he fails or refuses to notify the Employer of his intention to return to work within seven (7) calendar days after a written notice sent by certified mail of such recall is sent to his last address on record with the Employer or having notified the Employer of his intent to return, fails to do so within fourteen (14) calendar days after such notice is sent.
- C. If he is absent for 24 consecutive regularly scheduled working hours without notifying the Chief within such period of a justifiable reason for such absence. However, exceptions may be made at the discretion of the Employer, if extenuating circumstances or emergencies made said notification impossible.
- D. When he has been laid off for a period of time equal to his seniority, provided he has maintained his eligibility for recall pursuant to Section 5.5 of this Article.

Section 5.4: When, in the judgment of the Employer, it is necessary to eliminate a job classification or to reduce the number of employees in a job classification, the affected employee(s) shall be reduced by inverse classification seniority. Employees removed from the job classification may exercise their bargaining unit seniority, as defined in Section 5.1 of this Article, by bumping into any lower paying bargaining unit classification which they had previously permanently occupied during their employment with the police department. Employees that are displaced from their job

classification may exercise the same bumping rights. The layoff provision shall not apply where the application thereof would result in the department being required to layoff an employee who possesses a special skill essential to perform the work available at the time of layoff, not possessed by employees having greater seniority. Employees bumping into a lower rate classification shall be paid at the rate of the lower paying classification.

Employees bumped from a position in the bargaining unit may exercise their bumping rights into the non-supervisor bargaining unit, if permitted, pursuant to the terms and provisions contained in the non-supervisors contract.

Section 5.5: When recalling employees to work following a layoff, employees shall be recalled in inverse order of layoff, provided they have maintained their certification and are capable of performing their job.

- A. When filling vacancies in a given classification, employees laid off from said classification shall first be recalled in inverse order of layoff before the promotional process is activated to fill said vacancies.

Section 5.6: In any case when an employee is qualified for and is temporarily required, in writing by the Chief, to regularly serve in and accept responsibility for work in a higher class or position, such employee shall receive the salary rate of that class as though permanently promoted while so assigned. An employee, who is required to work in a higher class or position continuously for a period of more than five (5) days, shall be deemed "temporarily required to regularly serve and accept responsibility for work in a higher class or position" and shall be paid retroactive to the first day assigned as above, unless the employee is so assigned for training purposes or as a vacation fill-in, including compensatory time used to extend vacation time, provided said assignment for training or vacation fill-in shall not exceed four (4) calendar months within a twelve (12) month period.

Effective January 3, 2000, for patrol sergeant vacancies of two (2) days or less which must be filled, the opportunity to work shall be offered in seniority order to other patrol sergeants not scheduled to work that day, then to non-patrol sergeants, and then to other eligible non-unit patrol staff. If no unit member volunteers to work, the Chief/designee may order the least senior, unscheduled patrol sergeant to work the uncovered shift(s).

In any case where an employee is assigned temporarily to fill a position of a higher paying classification, the temporary filling shall not exceed twelve (12) consecutive months, unless extended by agreement with the union.

Section 5.7: When the Employer determines it is necessary to fill a new, permanent job classification or a permanent vacancy in rank of lieutenant or captain, such permanent opening or vacancy shall be posted on the Department bulletin board for a period of fourteen (14) calendar days, during which period employees may apply for such opening or vacancy by completing an appropriate application form in the Department of Personnel and Labor Relations. In order to be eligible for promotion under this procedure, an applicant must participate and progress through each scheduled step of the promotional process.

- A. Those employees who possess the necessary prerequisites for a given job opening and who apply therefor in accordance with Section 5.7 A. (1) below, shall be given an examination administered by the Department of Personnel and Labor Relations. The Employer reserves the right to use the assessment center approach for this portion of the promotion process. If the assessment center approach is used, Subsections B. through

D. shall not apply. If there are five (5) or fewer applicants for any vacant position, the Chief of Police may, at his/her sole discretion, waive the requirement for promotional testing and/or an assessment center. In such cases, an external oral board will be convened to review and rank the applicants and provide that evaluative information to the Chief, who shall then select an applicant for promotion from the list of applicants. The external oral board will be comprised of at least three (3) individuals, of whom no fewer than two (2) board members shall be law enforcement professionals of the rank to be filled or higher, and at least one (1) board member shall be a member of the community representing a community and/or business interest.

1. The prerequisites for Police Lieutenant shall be five (5) years of service in the Jackson Police Department and holding the rank of Police Sergeant and having satisfactorily served at least one (1) year as Sergeant.
  2. The prerequisites for Captain shall be either; holding the rank of lieutenant, or having held the rank of sergeant for five (5) years in the Jackson Police Department.
  3. It is understood that the Deputy Chief posting will be open to outside applicants, however, unit members with minimum qualifications for the vacancy will be given fair consideration for the promotional opportunity. No term or condition of this agreement limits the right of the Chief of Police in the selection of a Deputy Chief.
- B. Upon conclusion of the examination, the test scores will be arranged in descending order starting with the applicant or applicants who received the highest test score downward to the applicant who received the lowest passing score. Passing score shall be 70% or more.
- C. The applicants who receive a passing score shall be given an External Oral Board examination. Upon completion of the Oral Board examination, the oral board scores for each applicant, who took the oral board examination, shall be combined with the written examination score with each holding 50% weight.
- D. The Chief of Police shall, from the applicants who receive the five (5) highest weighted scores, select the applicant who shall be awarded the job, giving consideration to both weighted scores and past performance.
- E. If the assessment center approach is used, upon completion of the assessment center testing, an eligibility list shall be established using only assessment center scores. The eligibility list shall be certified to the Chief containing the names of those qualified applicants who rank the highest on the list, up to a maximum of the five highest ranking scores. If more than one vacancy is present in the classification and is to be filled concurrently, the name of the qualified applicant holding the next highest score will be certified for each additional vacancy in addition to the names of those applicants receiving up to the five highest landings. The Chief shall select from those applicants certified to him in accordance with this subsection.
- F. When an employee receives a promotion to a higher rank under this Section, he shall be on probation in that new rank and may be removed therefrom at any time he demonstrates that he is or will be unable to satisfactorily perform the requirements of the new rank during the first one (1) year of work in his new rank. If so removed, the employee shall be

returned to the last previous rank classification he had permanently occupied prior to bidding for such rank.

- G. Once a vacancy has occurred and, through the above process, a promotional list has been established for that rank classification said promotional list shall remain in effect for a maximum of twelve (12) months or unless exhausted. Promotions during the effective period of the list shall be made from said list.
- H. When an employee receives a promotion to a higher rank under provisions of this section and was so assigned temporarily on a continuing basis before being promoted, he or she shall receive seniority credit for that time towards his/her classification seniority when promoted on a permanent basis, provided the promoted employee successfully completes his probationary period as provided in Subparagraph F.

Section 5.8: Sergeants assigned to patrol shifts shall select shifts by seniority for fifty percent (50%) of the available patrol positions, as defined by the Chief of Police, rounded down to the next full position. For an example, with eight sergeants on patrol, four shift assignments shall be made available for selection by seniority as follows:

For eight hour shifts:

First shift - 1; second shift - 1; third shift - 1; either second or third shift - 1 (employee choice).

For twelve hour shifts:

1a - 1 of 2 positions  
1b - 1 of 2 positions  
2a - 1 of 2 positions  
2b - 1 of 2 positions

## ARTICLE 6 - LEAVES OF ABSENCE

Section 6.1: Special Leaves of Absence. The Employer may grant special leaves of absence with or without pay to an employee who has completed his probationary period, as follows:

- A. A department head may authorize an employee to be absent without pay for personal reasons for a period or periods not to exceed ten (10) working days in any calendar year.
- B. The City Manager may authorize special leaves of absence, with or without pay, for any period or periods not to exceed three (3) calendar months in any one (1) calendar year for the following purposes: attendance at college, university, business or trade school, for the purpose of training in subjects related to the work of the employee and which will benefit the employee and the City service; urgent personal business requiring employee's attention for an extended period such as settling estates, liquidating a business, serving on a jury, and attending Court as a witness; for purposes other than the above that are deemed beneficial to the City service.
- C. The City Council, upon the recommendation of the City Manager, may grant leaves of absence, with or without pay, in excess of the limitations above for the purpose of

attending extended courses of training at a recognized university or college and for other purposes that are deemed beneficial to the City service.

Section 6.2: Sick Leave. Effective with the initial date of employment, every seniority employee shall be granted eight (8) hours sick leave allowance for each completed calendar month of service from which shall be subtracted any particular sick leave actually used since that date. Such sick leave allowance may only be used by an employee when incapacitated to perform his duties due to sickness, injury, when quarantined. If the injury is of a nature, as determined by a doctor, that the employee can perform available work and if the Chief determines that work is available which the employee can perform, as determined by a doctor, then the employee will report for said available work. Employees, with prior approval, may use earned sick leave off in case of serious illness of an employee's immediate family. In the event of sick leave for such purpose, the Chief may require a certificate from a medical doctor or other competent professional individual giving information as to the circumstances involved. In the event of death in an employee's immediate family, sick leave may be used, upon approval of the Chief, in addition to bereavement leave. The immediate family for this purpose shall be defined as in Section 6.5. All foreseeable leaves for such purposes shall require specific prior approval of the Department Head. It is understood and agreed that sick leave will not be abused. A medical certificate will not be required to substantiate a request for approval of sick leave for three (3) consecutive days or less, unless the employee has been notified in writing about excess use or abuse of sick leave within the previous twelve (12) month period. An employee will not receive a written notice unless he has first been verbally cautioned by his supervisor on at least one occasion during the previous twelve (12) month period. The continued excessive use or abuse of sick leave may be grounds for disciplinary action. Sick leave usage shall be deducted from earned sick leave accrual to the nearest 1/10 of an hour as shown on the employee time record.

- A. An employee shall notify the Employer at the Employer's office prior to the start of the shift, or as soon thereafter as the employee's circumstances will permit, if he is going to be absent.
- B. In order to accumulate sick leave for any given month, the employee must actually work or be on authorized paid leave, (excluding sick leave), vacation, Worker's Compensation, or holiday for one hundred twenty (120) or more hours in said month.
- C. An employee who makes a false claim for paid sick leave shall be subject to disciplinary action or dismissal depending on the circumstances involved.
- D. If an employee retires, and is eligible for immediate pension benefits pursuant to the Employer's Retirement Program, the employee shall be entitled to be paid fifty (50%) percent of his accumulated unused sick leave credits, up to a maximum of fourteen hundred forty (1440) hours accumulation. If an employee is discharged, is laid off, or quits, he shall not be entitled to payment of any portion of his accumulated unused sick leave.

Section 6.3: Upon the request of the employee, the Employer will grant a leave of absence to employees who become pregnant. The commencement of the leave and the date for return from such leave will depend upon medical evidence and the type of work being performed by the employee. The Employer may require any such employee to submit a medical certificate from a qualified physician certifying that she is physically able to continue working before delivery or to return to work following delivery. Failure to produce such satisfactory medical evidence will permit the Employer to require such employee to take a leave of absence until a medical certificate is furnished showing physical ability to perform the necessary work.

Section 6.4: Military leave shall be granted employees as follows:

Any employee who presents official orders requiring their attendance for a period of training or other active duty as a member of the United States Armed Forces, including the Michigan National Guard, shall be entitled to military leave for a period or periods not exceeding a total of fifteen (15) calendar days in any one year. During such leave the Employer shall pay the difference, if any, between regular City pay and military pay. This computation will not include military weekend pay. Such leave of fifteen (15) calendar days shall also be granted to employees who are called to or volunteer for extended active service with the United States Armed Forces. Military leave shall be in addition to and may not be concurrent with authorized vacation leave.

Section 6.5: Employees shall receive the amount of pay they should have received on a regular eight (8) hour straight time basis for time necessarily lost during their normal scheduled work week not to exceed three (3) days to make arrangements for and attend the funeral of a member of their immediate family. For the purposes of this Section, immediate family shall be defined as an employee's current spouse, children, current step-children, parents, brother, sister, current parents-in-law, grandparents, and grandchildren. The leave days above referred to shall end not later than the calendar day following the day of the funeral and to be eligible for such pay the employee must notify the Employer as soon as possible of the necessity for such absence, must attend the funeral and, if requested by the Employer, must present reasonable proof of death, relationship and attendance.

Section 6.6: The Employer shall allow up to sixty (60) hours of total paid release time each year of this Agreement to unit members to attend to Command Officers Association of Michigan business. Request for use of such leave shall be granted so long as it does not conflict with the operational needs of the department as determined by the Chief.

Section 6.7: An employee, who is summoned and reports for jury duty as prescribed by applicable law, for each day on which he reports for or performs jury duty and on which he otherwise would have been scheduled to work for the Employer, shall be paid the difference between what he receives from the court as daily jury duty fees and what he would have earned from the Employer on that day on the basis of eight (8) hours of work at his regular hourly rate of pay, provided that if such employee is excused from jury duty during regular working hours, he promptly returns to work. The Employer's obligation to pay an employee for jury duty as above provided is limited to a maximum of ninety (90) days in any calendar year. If an employee, who is summoned for jury duty, is working the second or third shift, the Employer shall attempt to transfer the employee to the day shift for the days said employee is on jury duty.

- A. In order to receive the payment referred to, an employee must give the Employer prior notice that he has been summoned for jury duty and must furnish satisfactory evidence that he reported for or performed jury duty on the days and to the extent for which he claims such payment, and produce satisfactory evidence as to the amount he was paid by the Court for such jury duty. The provisions of this Section are not applicable to an employee who, without being summoned, volunteers for jury duty.

Section 6.8: An employee who, because of illness to himself, pregnancy or accident, other than illness or accident compensable under Michigan Workers Compensation Laws, is physically unable to report for work may be given a leave of absence, upon the employee's request, of not to exceed one (1) year, provided he promptly notifies the Employer of the necessity therefor and provided further that he supplies the Employer with a certification from a qualified physician of the necessity

for such absence. The Employer may request additional medical certification at any time during said one (1) year period to substantiate the necessity for continued leave; the costs will be paid for by the Employer. At no time shall said leave exceed one (1) year unless an extension is approved by the Employer. If the employee does not return to work or is not able to return to work after the one (1) year leave, or extension thereof, or does not retire, his employment and seniority shall terminate. The Employer shall not be responsible for payment of any fringe benefits during the term of the leave.

Section 6.9: Family and Medical Leave. Full time employees are eligible to take leaves of absence pursuant to the Family and Medical Leave Act of 1993 (FMLA) and the applicable City Personnel Policy. The FMLA and the City Personnel Policy allow eligible employees to take unpaid leaves for certain health and family related reasons for up to twelve work weeks without loss of employer-paid health benefits. Upon return from the FMLA leave, the employee will be restored to a comparable position, in accordance with the act.

- A. To be eligible, employees must have worked for the City for at least twelve months, including at least 1250 hours during the twelve months immediately preceding the commencement of the leave.
- B. Eligible employees may use FMLA leaves for the birth of the employee's child, to care for a newly adopted child (during first 12 months of adoption placement) or an infant not yet 12 months old, to care for the employee's spouse, child, or biological parent with a serious health condition, or while the employee is unable to work due to a serious health condition.
- C. In some circumstances involving serious health conditions, the FMLA leave may be used intermittently.
- D. Employees will be required to use all available leave time during a FMLA leave. Use of such paid leave time shall be concurrent with the twelve week FMLA benefit period.
- E. Applications for leave must be submitted in writing 30 days in advance of the commencement of the leave, or as soon as possible when 30 day notice is not possible. Appropriate documentation to confirm the appropriateness of the leave will be required. Family leave application forms are available in the personnel department.

Additional information regarding FMLA leaves is available from the personnel department.

## ARTICLE 7 - HOURS

### Section 7.1:

- A. The normal work day shall consist of eight (8) hours per day. The normal work week shall consist of forty (40) hours per week. However, it is understood and agreed that due to shift changes in a given work week or work day an employee may work more than forty (40) hours per week or eight (8) hours per day.

The normal work day and normal work week may be redefined for all or part of the unit by mutual, written agreement at any time during the term of the master agreement.

Sergeants working eight (8) hour shifts will generally be allowed a paid 30- minute lunch period and two (2) paid fifteen (15) minute breaks per shift. Sergeants working twelve (12) hour shifts will generally be allowed a paid 45-minute lunch period and two (2) paid fifteen (15) minute breaks per shift. However, the Chief/designee may determine that one (1) hour unpaid lunch periods shall apply to sergeants working a Monday through Friday, eight (8) hour day shift, if appropriate for the assignment and consistent with past practice.

- B. For exempt classifications the normal work day shall consist of an eight (8) hour work day not including, but separated by, a one-hour unpaid lunch at the approximate mid-point of the work day. The normal work week shall consist of forty (40) hours per week, not including the unpaid lunch breaks.

Section 7.2:

- A. For the classification of Sergeant, time and one-half (1 ½ ) the employee's regular rate of pay shall be paid for all hours worked in excess of eight (8) hours in any one (1) day unless said work in excess of eight (8) hours is due to shift changes or unless the Chief, the Union and Special Unit Employees have agreed to work hours in excess of eight (8) per day. The employee, at his/her option, may elect to take his/her overtime as compensatory time provided that he/she has not accumulated one hundred twenty (120) hours of compensatory time for overtime worked. However, members of the bargaining unit may accumulate above the one hundred twenty (120) hour compensatory time limit if the accumulations are the result of holiday compensatory time accrual.

The City shall payoff all accumulated compensatory hours in excess of the one hundred twenty (120) hour limit as of June 30 each year. Such payoff shall normally occur during July of each year.

- B. When the work to be performed on an overtime basis is a continuation of a specific job that was being performed on a straight time basis immediately prior to the overtime period, it shall be considered as unscheduled overtime and may, at the discretion of the Chief, be performed by the employee or employees who were performing the specific job immediately prior to the occurrence of the overtime period.

Section 7.3: When an employee is called in to perform work at a time other than for which he had previously been scheduled, he shall receive not less than four (4) hours of pay at time and one-half (1 ½ ) his regular straight-time hourly rate, or shall be paid for actual time worked at time and one-half (1 ½ ) his regular straight-time hourly rate, whichever is greater. This provision shall not apply to employees who are called prior to their normal starting time and continue to work their regular shift thereafter, or to call-ins for court or administrative hearings, obtaining warrants, or call-in for discipline. Call-in pay shall not be paid more than once in any twelve (12) hour period. Employees called in to work for training purposes at a time other than for which they had previously been scheduled shall receive not less than two (2) hours of pay at time and one-half (1 ½ ) their regular straight-time hourly rate.

Section 7.4: It is understood and agreed that the nature of the work performed and the responsibility to the people of the community requires that under certain circumstances it will be necessary to require employees to work overtime. Employees, who are required to work overtime and who refuse, shall be subject to disciplinary action, unless they offer an excuse acceptable to the employer.



For purposes of this section "scheduled overtime" is that overtime that is scheduled and made known to the employee with at least forty-eight (48) hours of advance notice for which the employee will receive a minimum of two hours of overtime compensation unless immediately preceding or following a regularly scheduled shift.

"Unscheduled overtime" is that overtime that is scheduled or unscheduled for which less than 48 hours notice is given to the employee. The employee will receive not less than four (4) hours of compensation at the overtime rate or the actual time worked, whichever is greater. This provision will not apply to overtime work immediately preceding or following a regularly scheduled shift.

Section 7.5: Effective January 1, 1996, it is agreed that lieutenants are and will be treated as exempt employees under the Fair Labor Standards Act. As such they are expected to work in excess of the normal work schedule when required, without further compensation except as listed below:

1. Whenever overtime is offered to unit members which is paid by a third party such as at the racetrack or at football games.
2. Whenever a lieutenant is assigned outside of the classification to fill in for another bargaining unit member.

Section 7.6: Eight hours of "personal time" shall be awarded on a monthly basis for employees in exempt classifications. Personal time will accrue at the specified rate for each month of the calendar year not to exceed a maximum of twelve eight-hour days per year. Personal time may be used by employees in the Lieutenant's classification for time off of work subject to prior approval by the Chief of Police. Under no circumstances will employees be paid for accrued personal time. Under no circumstances will employees be permitted to carry unused personal time from one calendar year to the next. Accounting of personal time will be done by the police department and will not be considered a component of the City payroll records. Lieutenants may be entitled to time off with pay as may be arranged with the Chief.

## ARTICLE 8 - WAGES

Section 8.1: The job classifications, rate ranges, and incremental steps applicable thereto are set forth in Appendix A attached hereto and by this reference made a part hereof.

Section 8.2: When, as a result of performing his duties as a bargaining unit member, an employee is subpoenaed to make a court appearance or appearance before an administrative agency during off-duty hours, the employee shall be paid for a minimum of two (2) hours at time and one-half (1 ½) his regular hourly rate of pay or for the actual time necessarily spent at the court or before the administrative agency at time and one-half (1 ½) his regular hourly rate of pay, whichever is greater. The two (2) hours guaranteed minimum provision shall not apply if the court appearance or appearance before an administrative agency occurs as a continuation of the employees regular work shift. The payment for time necessarily spent shall not include any lunch recess taken by the court or administrative agency. As a condition of receiving such payment, the employee shall assign his court or administrative agency appearance fee to the Employer.

Section 8.3: Special Unit employees and other plainclothes employees as determined by the Chief shall be supplied plain clothes consisting of two blazer-type or sportcoat-type jackets, two pair of slacks, two shirts and two ties. In addition, said plainclothes employees may use the existing shoe replacement policy to obtain approved dress shoes to be worn with the plain clothes. However, said

plainclothes officers must maintain a serviceable pair of uniform shoes. In addition hereto, the Employer hereby agrees to supply all required uniforms to the uniformed personnel covered by this Agreement. The Employer will repair or replace items of personal clothing of plainclothes employees covered by this Agreement which may be damaged in the course of their duties with the Jackson Police Department, not to exceed one hundred fifty dollars (\$150.00) per incident.

## ARTICLE 9 - HOLIDAYS

Section 9.1: The following days shall be recognized as holidays: New Year's Day, Martin Luther King Day, President's Day (federally celebrated), Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day (November 11), Thanksgiving Day, day after Thanksgiving, Christmas Eve Day, and Christmas Day.

Section 9.2: To qualify for holiday pay under this Article, an employee must be a regular full-time employee and must have worked all of the scheduled hours he was scheduled to work the last day he was scheduled to work before the holiday and the next day he was scheduled to work following such holiday, except in cases where the employee's absence on such day or days is due to the fact that such day or days occur during his regularly scheduled vacation, or unless he presents an excuse acceptable to the Employer.

Section 9.3: Effective on January 3, 2000, when an eligible employee works on any day celebrated as one of the above specified holidays, he shall be credited with eight (8) hours compensatory time off. When an employee is not scheduled to work and does not work, he shall be credited with eight (8) hours compensatory time off. An employee, who is scheduled to work but is given the day off, shall receive no compensatory time off. Effective upon ratification of the 1999 agreement, when an eligible employee works on any day celebrated as one of the above specified holidays, he/she shall be paid one and one-half (1 ½) times his/her regular straight time hourly rate for all hours worked on the holiday and in addition he/she shall be credited with holiday comp accrual equal to his/her regular shift, i.e., employees scheduled to work eight (8) hour shifts shall be credited with eight (8) hours of holiday comp accrual and those employees normally scheduled to work twelve (12) hour shifts shall be credited with twelve (12) hours of holiday comp accrual.

## ARTICLE 10 - VACATIONS

Section 10.1: Employees, who have completed one (1) or more years of continuous service for the Employer since their last hiring date, shall be eligible for vacation with pay in accordance with the following schedule:

- A. An employee who, as of the anniversary date of his employment, has completed one (1) but less than five (5) years of continuous service with the Employer, since his last hiring date, shall receive eighty (80) hours of vacation with pay.
- B. An employee who, during the calendar year, will have completed five (5) but less than seven (7) years of continuous service with the Employer, since his last hiring date, shall receive ninety six (96) hours of vacation with pay.
- C. An employee who, during the calendar year, will have completed seven (7) but less than fifteen (15) years of continuous service with the Employer, since his last hiring date, shall receive one hundred twenty (120) hours of vacation with pay.

- D. An employee who, during the calendar year, will have completed fifteen (15) years but less than twenty (20) years of continuous service with the Employer, since his last hiring date, shall receive one hundred sixty (160) hours of vacation with pay.
- E. An employee who, during the calendar year, will have completed twenty (20) or more years of continuous service with the Employer, since his last hiring date, shall receive two hundred (200) hours of vacation with pay.

Section 10.2: Vacation credit shall accrue at the rate of one-half (1/2) of the employee's current annual vacation leave for each six (6) months of continuous service, provided an employee shall be entitled to accumulate not more than forty (40) hours in addition to his current annual vacation allowance, except that an employee with seven (7) or more years of service shall be entitled to accumulate not more than eighty (80) hours in addition to his current annual vacation allowance. Such leave may normally be granted in periods of not less than forty (40) hours and not more than the maximum accumulation allowed. Vacation leave will not be granted in excess of vacation credit earned by service prior to the starting date of leave. Any legal or declared holiday falling within a vacation period shall not be counted as a day of vacation leave. In order for any vacation leave to accrue in a calendar year as stated above, the employee must also be physically present and work a minimum of one (1) regularly scheduled duty day during that calendar year.

Section 10.3: A day of vacation pay as provided for in Section 10.1 above shall equal eight (8) hours of pay at the employee's straight time rate of pay at the time the employee takes his vacation.

Section 10.4: The department head shall determine the number of employees who can be assigned for vacation purposes at any one time, agreeing that an effort shall be made to schedule vacation leave in accordance with manpower and work load requirements as determined by the department head. Vacation leave shall be granted giving preference to the classification within a given assigned unit. In the event two (2) or more employees in the same classification in the same assigned unit desire the same vacation date, and it is determined by the department head that one or both employees cannot be assigned for vacation purposes, the employee having the least amount of classification seniority within the assigned unit shall selected alternative dates for his vacation.

Section 10.5: If an employee with less than five (5) years service, who is otherwise eligible for vacation with pay quits, or is discharged and is not reinstated on or after the anniversary date upon which he qualified for such vacation with pay without having received the same, such employee will receive, along with his final paycheck, the vacation pay for which he qualified as of such anniversary date. If an employee quits or is discharged prior to the anniversary date upon which he would have qualified for a vacation with pay, he will not be entitled to any portion of the vacation pay for which he would have qualified on such anniversary date.

Section 10.6: In order for a separating employee, with five (5) or more years of service to receive a vacation or a lump sum payoff for vacation in his/her final year of employment, said employee must actually be physically present and work at least five hundred (500) hours during said year. If said employees take their vacation during the year and leaves employment of the City without working the required five hundred (500) hours, they shall have any vacation paid them deducted from their final wages or other payoffs.

Effective for retirements on or after January 1, 2000, the employee will receive vacation or a lump sum payoff for vacation accrued in his/her final year of employment if the employee was physically present and worked at least the number of hours for which accrued vacation will be used or earned.

Employees retiring prior to working the full number of hours in their vacation bank during their last year shall be eligible for vacation or vacation lump sum payoff on a prorated basis (one hour of accrued vacation used or paid for each hour present and worked).

Examples: 1) an employee accruing 200 hours of vacation on January 1 must work at least 200 hours to use that vacation or receive the lump sum pay-out; 2) an employee who works 80 hours after January 1 and retires will only be allowed 80 hours of the newly accrued vacation to use or as a lump sum pay-out.

The minimum work hour restriction shall not apply to use of or pay-out for vacation carried over from the previous year.

## ARTICLE 11 - INSURANCE

Section 11.1: Current Employees. The Employer shall provide and pay the cost of a medical, surgical and hospitalization plan, being Blue Cross Blue Shield Comprehensive Semi-private MVF-I with Option V Master Medical, PRE/100, MSO, ML, FAE-RC and \$3.00 co-pay prescription drug riders, or comparable policy, for all regular full-time employees, including spouses and dependent children under twenty-five (25) years of age in all cases where full family coverage is not provided and paid for by the spouse's employer; provided, however, that in the event of non-duty disability of an employee with resulting incapacity to work, the Employer will continue to pay the premiums of said insurance and on the insurance provided for in Section 11.4 hereof only for the period of time equal to such employee's accrued sick leave or for a period of six (6) months during disability whichever period is greater.

The employer may offer one or more additional health insurance options as it deems appropriate. If additional health insurance options are made available, unit employees will be allowed to elect to participate in any available option in lieu of the primary insurance plan described above. The employer may limit its contribution toward the cost of such optional insurance plan(s) to the same amount it pays for the premium of the primary plan. If the premium for the optional plan(s) exceeds the employer's contribution for the primary plan, the employee will pay the difference through payroll deduction.

Section 11.2: Duty-Disability Retirees. The Employer shall provide and pay the cost of a medical, surgical and hospitalization plan for all employees covered by this Agreement who retire on a duty-disability pension on or after July 1, 1974, and are totally physically disabled to work, or who subsequently become totally physically disabled to work as a result of an illness or injury sustained in the course of their duties while employed by the Jackson Police Department. Such insurance shall also cover the spouse and dependent children under nineteen (19) years of age and shall be comparable to that being carried for other retirees of the City Service. When such a retired employee reaches an age or otherwise becomes eligible for Medicare coverage, he/she shall apply for said coverage and the Employer shall pay the premium for Medicare supplemental insurance. The above specified insurance coverage and the Employer's liability for the premium thereon shall cease if the retired employee accepts employment with another employer who provides health insurance coverage reasonably comparable to that specified above or if the retired employee's spouse is employed and that employer provides health insurance coverage reasonably comparable to that specified above. An employee who retires on a duty-disability pension on or after July 1, 1989, and subsequently ceases to be covered by the Employer's insurance because of his/her employment or his/her spouse's employment and resulting insurance may upon termination of such coverage elsewhere, re-enter the insurance coverage as specified in this section. Insurance

coverage for all employees who retire on a duty-disability pension on or after July 1, 1986, shall include a \$3.00 co-pay prescription drug rider for the retiree, his/her spouse and dependent children. If a retiree, whose insurance premium is being paid for by the Employer, should subsequently expire, the insurance coverage as provided for his/her spouse and dependent children may be continued on a payroll deduction basis, if the spouse and/or dependent children are eligible to continue receiving pension benefits.

Section 11.3: Non-Duty Disability and Service Retirees. The Employer shall provide and pay the cost of a medical, hospital and surgical hospitalization plan, designated Blue Cross Blue Shield MVF-I or a comparable coverage with another carrier, for all employees covered by this Agreement who retire after July 1, 1979 on a non-duty disability or regular service (not deferred) retirement. Such policy shall also include the retiree's spouse and dependent children under nineteen (19) years of age and be comparable to that being carried for other retirees of the City Service. When a retired employee or spouse reaches an age where he/she is eligible for Medicare coverage, he/she shall apply for said coverage and the Employer shall pay the premium for Medicare supplemental insurance. The above specified insurance coverage and the Employer's liability for the premium thereon shall cease if the retired employee accepts employment with another employer who provides reasonably comparable health insurance coverage or if the retired employee's spouse is employed and that employer provides health insurance coverage reasonably comparable to that specified above. A retired employee, who ceases to be covered by the Employer's insurance because of his/her employment or his/her spouse's employment and resulting insurance coverage may, upon termination of coverage elsewhere, re-enter the insurance coverage specified in this section. Insurance coverage for all employees who retire after July 1, 1986, on a non-duty disability or service retirement, shall include a \$3.00 co-pay prescription drug rider for the retiree, his/her spouse and dependent children. If a retiree who retires after the execution of this Agreement and whose insurance premium is being paid for by the Employer, should subsequently expire, the insurance coverage as provided for his/her spouse and dependent children may be continued on a payroll deduction basis, if the spouse and/or dependent children are eligible to continue receiving pension benefits.

Section 11.4: Life Insurance. The Employer will provide a thirty thousand dollar (\$30,000.00) life insurance policy with double indemnity provisions for regular full-time employees at no cost to the employee. If the employee's base annual earnings are more than \$30,000, the insurance policy coverage will match the employee's base annual earnings. The Employer will likewise provide for payment of five thousand dollar (\$5,000.00) accidental death benefit for any employee killed in the course of the performance of his or her duties with the City of Jackson.

Section 11.5: Dental/Optical Reimbursement. Effective upon the execution of this Agreement, the Employer will reimburse employees for proven dental and/or optical expenses, not to exceed five hundred fifty (\$550.00) combined in any given contract year, for the employee, his/her spouse and dependent children. There shall be no carry over of unused benefits from any contract year to another. If the dental and/or optical expenses are eligible for payment from another source, i.e., spouse's dental and/or optical plan, insurance due to vehicle accident or similar type of coverage, that source shall be primary with the payment by the Employer reimbursing only that portion not eligible for payment from the primary source. Reimbursement Request Forms for dental and/or optical expenses shall require the employee's certification that the coverage is not available from any other source.

Section 11.6: Cafeteria Plan. Employees are eligible to participate in any cafeteria benefit plans offered by the employer. Such plans are subject to change or cancellation at the employer's discretion and/or when changes are precipitated by changes in law or benefit availability.

Section 11.7: Retiree Benefit in Lieu of Health Insurance. Any employee that retired (duty disability, non-duty disability or service other than deferred) on or after April 16, 1993 who was currently covered by City-paid health insurance and who chooses to be covered by the health insurance plan available through the employer of his/her spouse and/or another employer of the retiree shall be paid one-half of the actual monthly cost of the retiree's coverage through the City each month providing:

- A. The retiree submits, upon request of the employer, proof of coverage by the employer of the retiree's spouse or through another employer of the retiree, and
- B. The alternative coverage is deemed by the employer to be reasonably comparable to its plan.

The parties further agree that, in the event the retiree can document the loss of insurance coverage through the alternative plan, the retiree shall have the right to re-enter the employer's health care plan, at the same benefit level which was in effect at the time of the employee's retirement.

## ARTICLE 12 - PENSION IMPROVEMENTS

Section 12.1: Effective January 1, 1987, an employee covered by the Agreement who is eligible for a duty-disability pension as otherwise provided by Act 345 shall receive a pension to age fifty-five (55) calculated as sixty-six and two-thirds (66-2/3%) percent of average final compensation. Except as altered by this collective bargaining Agreement and other agreements between the parties, the retirement benefits received in accordance with Public Act 345 (Policemen and Firemen Retirement Act) shall be as provided in Public Act 345.

Section 12.2: Effective January 1, 1987, an employee covered by the Agreement who is eligible for a non-duty disability pension as otherwise provided by Act 345 shall receive a pension to age fifty-five (55) calculated at two and one-half percent (2 ½ %) of average final compensation multiplied by years of service. Except as altered by this collective bargaining Agreement and other agreements between the parties, the retirement benefits received in accordance with Public Act 345 (Policemen and Firemen Retirement Act) shall be as provided in Public Act 345.

Section 12.3: For members of the unit the Employer will add an annuity withdrawal option to its Act 345 Pension System. If the employee elects to exercise such annuity withdrawal option at the time of retirement, he or she will withdraw their employee contributions and interest thereon, and the employee's annual or monthly pension benefit shall be reduced by the actuarial equivalent of the amount withdrawn as calculated by the Employer's actuary, using the rate of assumed investment return for immediate annuities as determined and published by the Pension Benefit Guarantee Corporation (PBGC) in effect on the date of retirement. The election of the annuity withdrawal option may not be rescinded once the pension becomes effective. This option will become effective for employees who retire under the Act 345 Pension System on or after November 20, 1987.

Section 12.4: Members of the unit who retire under provisions of Act 345 Retirement System on or after July 1, 1989, shall have their retirement benefit calculated on an average final compensation based on the average of the highest annual compensation received by the member during a period of three (3) consecutive years of service contained within his/her ten (10) years of service immediately preceding his/her retirement or leaving service. If he/she has less than three (3) years of service, then the average final compensation shall be calculated on the annual average compensation received during his/her total years of service.

Section 12.5: All members of this bargaining unit are members of the Act 345 Retirement System.

Section 12.6: Effective after July 1, 1992, upon the death of an Act 345 disability retiree prior to the age of 55, a pension benefit shall be paid to his or her surviving spouse equal to 50 percent of what would have been the deceased employee's normal regular pension had the deceased employee taken a normal retirement. Except as altered by this Collective Bargaining Agreement and other agreements between the parties, the retirement benefits received in accordance with Act 345 of 1937 as last amended shall be provided in said Act.

Section 12.7: Military Buyback. For any member who enters the bargaining unit after July 1, 1996 wishing to retire as a service retiree with military buyback must pay to the City the actual cost as determined by the City's actuary of such military buyback. If the employee upon retirement elects the Employee Contribution Withdrawal Option, the employee contribution withdrawal shall be reduced by the amount paid by the employee for the military buyback option excluding any interest earned. The amounts used for this computation will be calculated by the Employer's actuary using the rate of assumed investment return for immediate annuities as determined and published by the Pension Benefit Guarantee Corporation (PBGC) in effect on the date of retirement.

### ARTICLE 13 - GENERAL

Section 13.1: The parties recognize the right of the Employer to promulgate reasonable work rules/regulations and orders; however, none of the above shall be inconsistent with the terms and conditions of this Labor Agreement.

Section 13.2: The Union shall be provided suitable bulletin board space at Police Headquarters for the posting of Union notices of the following type:

- A. Notices of recreational and social events of the Union;
- B. Notices of Union elections;
- C. Notices of results of Union elections;
- D. Notices of meetings of the Union; and
- E. Such other notices as receive the prior approval of the Police Chief.

Section 13.3: It is hereby agreed between the parties that in the event any person may make a complaint against any member of this unit with the Department, which requires investigation, the Employer will give notice of such complaint to the officer involved within fifteen (15) days after completion of the investigation.

Section 13.4: In the event the Chief of Police has reason to believe an employee, as a result of physical or mental illness or disease, is unable to perform his duties, a physical or mental examination can be ordered. If the employee disagrees with the Employer's doctor's findings, the employee may obtain, at his own expense, a physical or mental examination by a doctor of his own choice. Should there be a conflict in the findings of the two doctors, then a third doctor, mutually satisfactory to the Employer and the Union, shall give the employee a physical or mental examination. The fee charged by the third doctor shall be paid by the Employer and his findings shall be binding on the employee, Employer and the Union. If an employee is found to be medically able to perform his job, any sick leave credits used as a result of this Section shall be reinstated. An employee determined to be physically or mentally disabled as provided herein shall be placed on medical layoff and said employee shall be entitled to make use of other leaves of absence

provisions, including long-term disability provisions by charter, and shall not suffer loss of seniority if unable to work under these conditions. It is further understood that findings as provided by the medical panel do not limit employee's rights under the Worker's Compensation Act.

Section 13.5: If, during the life of this Agreement, any of the provisions contained herein are held to be invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any provisions should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement shall not be affected thereby. In the event any provision herein contained is so rendered invalid, upon written request by either party hereto, the Employer and the Union shall enter into collective bargaining for the purpose of negotiating a mutually satisfactory replacement for such provisions.

Section 13.6: The Employer will provide for each employee such protective devices and equipment as the Employer deems necessary for the safe performance of work.

Section 13.7: Physical Agility Testing.

- A. Effective January 1, 1990, all employees covered by this Agreement may take a physical agility test on an annual basis. Such test will be offered twice during a calendar year. Test dates will be scheduled at a minimum of six (6) months apart.
- B. Before an employee can take the physical agility test, the employee must successfully complete a medical examination and obtain a medical release to take the physical agility test. This annual examination will be at the Employer's expense. An effort will be made by the Employer to schedule the medical examination on duty, however, if it is not possible to schedule the exam on duty the employee will not be compensated for the time involved in completing the examination. Any employee who fails the first medical examination will be allowed, at their own time and expense to obtain a release from a medical physician of their own choosing. The medical release must state that the employee is physically able to take the physical agility test. The Employer may pay for a second medical examination at the discretion of the Chief of Police.
- C. Employees covered by this Agreement who are unable to take the physical agility test for whatever reason will not be compensated.
- D. Employees sustaining an injury while taking the physical agility test will be classified as injured on duty.
- E. An appropriate facility will provide the physical agility test to employees covered by this Agreement. The parameters of the test must be agreed to by both the Union and the Employer before the test is to be given. In the event no reasonable test is given, all employees covered by this Agreement will receive a minimum award of \$365.00.
- F. The remuneration for the employees passing the physical agility test will be as follows:

Fair rating	\$365.00
Good rating	\$487.00
Excellent rating	\$608.00
Superior rating	\$730.00

- 1. If an employee receives a minimum of a "fair" rating during the first testing in any calendar year and wishes to improve his/her rating during the second testing period



in the same calendar year, the employee will reimburse the Employer for the cost associated with administering the second test. Both tests must be administered during the same calendar year. Employees who fail to meet a minimum of a "fair" rating during the first testing period in the calendar year will not be required to reimburse the Employer for the costs of taking the second test that year.

2. The employee will have the option of selecting the highest rating received and will be reimbursed at that rate. Payment will be made as soon as possible after the employee makes the determination of which rating he/she wishes to use and so advises the Employer.
- G. The Employer will furnish all employees covered by this Agreement at the Employer's expense access to facilities to aid the employee in preparation for the physical agility test. Employees will be provided a basic membership at the Y Center or other approved facility. The employee must choose only one training facility not to exceed the cost of the basic membership at the Y Center.
- H. No disciplinary action shall result against any employee covered by this Agreement who fails the physical agility test.

Section 13.8: The Employer agrees to furnish all employees covered by this Agreement, when such costs are not covered by other programs, the full cost of tuition, books required and fees. This applies to either (1) approved undergraduate programs of study and/or approved courses within an undergraduate degree or (2) approved graduate programs and/or approved courses within the graduate degree.

An employee covered by this Agreement is entitled to receive reimbursement for either (1) or (2) above, but not both. The employee is further restricted from reimbursement if the employer has previously reimbursed the employee for any other degree while covered by this or any other labor agreement and/or if the employee is requesting reimbursement associated with a second similar degree (i.e., second bachelor's degree or second master's degree). Any such programs or courses must have written approval of the Police Chief prior to taking such courses to be eligible for reimbursement. The maximum dollar reimbursement for tuition shall be the per credit rate charged at Michigan State University or the applicable conversion rate table; and in order to be eligible for reimbursement of tuition, books and fees, the employee must successfully complete each undergraduate class with a grade of "C" or better or its numerical equivalent. In a graduate program, the employee must successfully complete each class with a grade of "C" or better or its numerical equivalent and remain in "good academic standing" in the graduate program.

It is the parties' general expectation that employees will continue to work for the employer for two (2) years following reimbursement for any degree-related work. The employee that voluntarily leaves his/her employment with the City shall be responsible to refund any reimbursements received for tuition, books or fees received within the two (2) years immediately preceding voluntary termination. The employer may waive such reimbursement.

Section 13.9: All sworn Jackson Police Department personnel are obligated to report to work to their assigned duty station at properly assigned times or receive an excuse for the absenteeism from their immediate, available superior. In cases of natural disaster or extreme weather conditions, the Department will make every reasonable effort within their resources to assist employees in meeting their work obligations. However, an employee, who does not report for work at his assigned duty station shall not be paid.

Section 13.10: 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 Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

Section 13.11: No agreement or understanding contrary to this collective bargaining Agreement, nor any alteration, variation, waiver or modification of any of the terms or conditions contained herein shall be binding upon the parties hereto, unless such agreement, understanding, alteration, variation, waiver or modification is executed in writing between the parties. It is further understood and agreed that this Agreement constitutes the sole, only and entire agreement between the parties hereto and cancels and supersedes any other agreements, understandings, practices and arrangements heretofore existing, including civil services rules and regulations and personnel policy and procedures which are inconsistent with any term of this agreement.

Section 13.12: Residency. The parties mutually support the previously established requirement that all members of this unit are to have become residents of the County of Jackson within 12 months of employment with the City and are to remain county residents throughout the term of their employment. For purposes of this section, the term residency shall mean to establish and occupy a dwelling within the County limits and to maintain such dwelling as the employee's primary residence at which the employee eats meals, receives mail, sleeps, maintains voter registration, uses for his/her driver's license and tax address and at which he/she in all manners maintains a normal residence.

ARTICLE 14 - DURATION OF AGREEMENT

THIS AGREEMENT shall become effective as of the date of its execution, and shall be retroactive to include all unit members who were on the active payroll as of July 1, 1999. This Agreement shall remain in full force and effect until 12:01 a.m. on the first day of July 2003, and from year to year thereafter unless either party hereto serves upon the other a written notice of desire to amend or terminate this Agreement at least sixty (60) calendar days prior to the expiration date or sixty (60) calendar days prior to the expiration of any subsequent automatic renewal period.

Executed this 16<sup>th</sup> day of September 1999, in Jackson, Michigan.

COMMAND OFFICERS ASSOCIATION  
OF MICHIGAN, JACKSON DIVISION

Scott Rogers

Karl R. Anderson

William King

Robert Wines

Business Agent,  
Command Officers Association of Michigan

CITY OF JACKSON

Martin J. Gelf  
Mayor

Supra L. Hill  
City Clerk

C. M. Buechelbauer  
Director of Personnel and Labor Relations

APPENDIX A

COAM SALARY SCHEDULE  
SCHEDULE VII

**Effective July 1, 1999 - 3.5%**

Class Grade	Pay Basis	BASE RATES						LONGEVITY	
		(Step 1) Minimum 1st Year	(Step 2) Next Year	(Step 3) Next Year	(Step 4) Next Year	(Step 5) Next Year	(Step 6) Maximum After 5 Years	(1L) 12 Years Service*	(2L) 18 Years Service*
85	Annual	39,790	41,674	43,361	45,154	47,055	49,065	50,683	51,949
	Bi-weekly	1,530.37	1,602.86	1,667.75	1,736.68	1,809.82	1,887.12	1,949.33	1,998.04
	Hourly	19.13	20.04	20.85	21.71	22.62	23.59	24.37	24.98
86	Annual	41,674	43,361	45,154	47,055	49,065	51,175	53,217	54,550
	Bi-weekly	1,602.86	1,667.75	1,736.68	1,809.82	1,887.12	1,968.27	2,046.80	2,098.08
	Hourly	20.04	20.85	21.71	22.62	23.59	24.60	25.59	26.23
87	Annual	43,756	45,532	47,412	49,411	51,518	53,734	55,875	57,272
	Bi-Weekly	1,682.93	1,751.22	1,823.52	1,900.42	1,981.47	2,066.68	2,149.02	2,202.78
	Hourly	21.04	21.89	22.79	23.76	24.77	25.83	26.86	27.53
88	Annual	45,943	47,808	49,783	51,882	54,094	56,422	58,669	60,138
	Bi-weekly	1,767.05	1,838.75	1,914.71	1,995.47	2,080.53	2,170.09	2,256.48	2,313.01
	Hourly	22.09	22.98	23.93	24.94	26.01	27.13	28.21	28.91

85 = Sergeant  
87 = Lieutenant

\*Including one year at preceding rate.

**Adopted: August 17, 1999**

APPENDIX A

COAM SALARY SCHEDULE  
SCHEDULE VII

**Effective July 1, 2000 - 3.0%**

Class Grade	Pay Basis	BASE RATES						LONGEVITY	
		(Step 1) Minimum 1st Year	(Step 2) Next Year	(Step 3) Next Year	(Step 4) Next Year	(Step 5) Next Year	(Step 6) Maximum After 5 Years	(1L) 12 Years Service*	(2L) 18 Years Service*
85	Annual	40,983	42,925	44,662	46,508	48,467	50,537	52,203	53,508
	Bi-weekly	1,576.28	1,650.95	1,717.78	1,788.78	1,864.12	1,943.73	2,007.81	2,057.98
	Hourly	19.70	20.64	21.47	22.36	23.30	24.30	25.10	25.72
86	Annual	42,925	44,662	46,508	48,467	50,537	52,710	54,813	56,187
	Bi-weekly	1,650.95	1,717.78	1,788.78	1,864.12	1,943.73	2,027.32	2,108.21	2,161.03
	Hourly	20.64	21.47	22.36	23.30	24.30	25.34	26.35	27.01
87	Annual	45,069	46,898	48,834	50,893	53,064	55,346	57,551	58,990
	Bi-Weekly	1,733.42	1,803.76	1,878.23	1,957.43	2,040.92	2,128.68	2,213.49	2,268.86
	Hourly	21.67	22.55	23.48	24.47	25.51	26.61	27.67	28.36
88	Annual	47,322	49,242	51,276	53,439	55,717	58,115	60,429	61,942
	Bi-weekly	1,820.06	1,893.92	1,972.15	2,055.33	2,142.94	2,235.19	2,324.18	2,382.40
	Hourly	22.75	23.67	24.65	25.69	26.79	27.94	29.05	29.78

85 = Sergeant

87 = Lieutenant

\*Including one year at preceding rate.

**Adopted: August 17, 1999**

APPENDIX A

COAM SALARY SCHEDULE  
SCHEDULE VII

Effective July 1, 2001 - 3.0%

Class Grade	Pay Basis	BASE RATES						LONGEVITY	
		(Step 1) Minimum 1st Year	(Step 2) Next Year	(Step 3) Next Year	(Step 4) Next Year	(Step 5) Next Year	(Step 6) Maximum After 5 Years	(1L) 12 Years Service*	(2L) 18 Years Service*
85	Annual	42,213	44,212	46,002	47,904	49,921	52,053	53,769	55,113
	Bi-weekly	1,623.56	1,700.48	1,769.31	1,842.45	1,920.04	2,002.04	2,068.04	2,119.72
	Hourly	20.29	21.26	22.12	23.03	24.00	25.03	25.85	26.50
86	Annual	44,212	46,002	47,904	49,921	52,053	54,292	56,458	57,872
	Bi-weekly	1,700.48	1,769.31	1,842.45	1,920.04	2,002.04	2,088.14	2,171.45	2,225.86
	Hourly	21.26	22.12	23.03	24.00	25.03	26.10	27.14	27.82
87	Annual	46,421	48,305	50,299	52,420	54,656	57,006	59,277	60,760
	Bi-Weekly	1,785.42	1,857.87	1,934.57	2,016.16	2,102.15	2,192.54	2,279.90	2,336.92
	Hourly	22.32	23.22	24.18	25.20	26.28	27.41	28.50	29.21
88	Annual	48,741	50,719	52,814	55,042	57,388	59,858	62,241	63,801
	Bi-weekly	1,874.66	1,950.73	2,031.32	2,116.99	2,207.23	2,302.25	2,393.90	2,453.87
	Hourly	23.43	24.38	25.39	26.46	27.59	28.78	29.92	30.67

85 = Sergeant  
87 = Lieutenant

\*Including one year at preceding rate.

Adopted: August 17, 1999

**APPENDIX A**

**COAM SALARY SCHEDULE**  
**SCHEDULE VII**

<sup>(1)</sup>Effective July 1, 2002 - 2.75%

Class Grade	Pay Basis	BASE RATES						LONGEVITY	
		(Step 1) Minimum 1st Year	(Step 2) Next Year	(Step 3) Next Year	(Step 4) Next Year	(Step 5) Next Year	(Step 6) Maximum After 5 Years	(1L) 12 Years Service*	(2L) 18 Years Service*
85	Annual	43,374	45,428	47,267	49,221	51,294	53,485	55,248	56,628
	Bi-weekly	1,668.21	1,747.24	1,817.97	1,893.11	1,972.84	2,057.10	2,124.91	2,178.01
	Hourly	20.85	21.84	22.72	23.66	24.66	25.71	26.56	27.23
86	Annual	45,428	47,267	49,221	51,294	53,485	55,785	58,010	59,464
	Bi-weekly	1,747.24	1,817.97	1,893.11	1,972.84	2,057.10	2,145.56	2,231.17	2,287.07
	Hourly	21.84	22.72	23.66	24.66	25.71	26.82	27.89	28.59
87	Annual	47,697	49,633	51,682	53,862	56,159	58,574	60,907	62,431
	Bi-Weekly	1,834.52	1,908.96	1,987.78	2,071.60	2,159.95	2,252.84	2,342.59	2,401.19
	Hourly	22.93	23.86	24.85	25.90	27.00	28.16	29.28	30.01
88	Annual	50,082	52,114	54,267	56,555	58,966	61,504	63,953	65,555
	Bi-weekly	1,926.21	2,004.38	2,087.18	2,175.21	2,267.93	2,365.56	2,459.73	2,521.35
	Hourly	24.08	25.05	26.09	27.19	28.35	29.57	30.75	31.52

85 = Sergeant

87 = Lieutenant

\*Including one year at preceding rate.

<sup>(1)</sup> Or such higher amount, for the year 2002 only, which any other City bargaining unit negotiates or is awarded through an Act 312 arbitration.

**Adopted: August 17, 1999**

## APPENDIX B

### LETTER OF AGREEMENT

#### Regarding 12 Hour Patrol Shift Schedule

This agreement, made effective September 1, 1998, and amended August 17, 1999, by and between the City of Jackson, a Michigan municipal corporation, hereinafter referred to as the Employer, and the Command Officers Association of Michigan, hereinafter referred to as the Bargaining Unit, amends in part certain provisions of the parties' master collective bargaining agreement.

#### 12 Hour Patrol Shift Trial Period

The Employer and Bargaining Unit agree to implement 12 hour patrol shift schedules from approximately September 1, 1998 until June 30, 2001. It is further understood the Employer retains the absolute right to terminate this agreement and return to 8 hour patrol shift scheduling at any time during this agreement, at which time an automatic reversion to the master collective bargaining agreement language will occur.

#### Article 6 - Leaves of Absence

##### Section 6.5

Add: Bargaining Unit members assigned to 12 hour shift schedules shall receive the amount of pay they should have received on regular 12 hour straight time basis for time necessarily lost during their normal scheduled work week not to exceed three (3) days to make arrangements for and attend the funeral of a member of their immediate family.

##### Section 6.7

Add: B. A Bargaining Unit member assigned to 12 hour shift schedule ... shall be paid the difference between what he receives from the court as daily jury duty fees and what he would have earned from the Employer on that day on the basis of 12 hours of work at his regular hourly rate of pay ....

#### Article 7 - Hours

##### Section 7.1

Add: For those Bargaining Unit members assigned to 12 hour shift schedules determined by the Chief of Police, the normal work period shall consist of 12 hours per shift and 84 hours per two (2) week pay period.



## Section 7.2

Add: Time and one-half (1 ½) the employee's regular rate of pay shall be paid for all hours worked in excess of 12 hours in any one day or 84 hours in any two (2) week pay period for those Bargaining Unit members assigned the 12 hour shift schedule.

## Article 9 – Holidays

### Section 9.3

Add: When a Bargaining Unit member assigned to a 12 hour shift schedule works on any day celebrated as one of the specified holidays, he shall be credited with 12 hours compensatory time off. When a Bargaining Unit member assigned to a 12 hour shift is not scheduled to work and does not work, he shall be credited with 12 hours compensatory time off. A Bargaining Unit member who is scheduled to work but is given the day off shall receive no compensatory time off will be paid holiday pay. For purposes of this section, the holiday period shall begin commensurate with the beginning of the AM shift and continue for a 24 hour period.

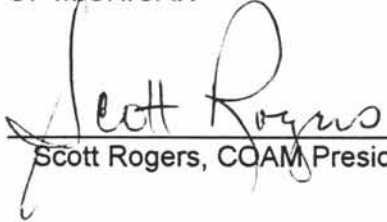
## Training

The Employer and the Bargaining Unit agree that employee training and development is mutually beneficial. It is agreed that occasional flexibility in shift schedules and regular leave days is necessary in order to attend off-site training. The Employer agrees to compensate Bargaining Unit members assigned to 12 hour shifts attending training in the following manner:

- Bargaining Unit members will be compensated for 12 hours at straight time for any training day that involves travel time of one or more total hours. Time worked beyond 12 hours will be compensated at the overtime rate.
- Bargaining Unit members assigned to 12 hour shifts will be compensated hour for hour for any training day that does not involve travel time (e.g., held locally), with a minimum of eight (8) hours of straight time.
- Bargaining Unit members assigned to 12 hour shifts may elect to use compensatory or vacation time to offset hours of work opportunities lost due to training, to ensure payment for the regularly scheduled 12 hour shift(s).
- Bargaining Unit members assigned to 12 hour shifts, who participate in training for less than the full 12 hour schedule, may be permitted to work the remainder of that day's 12 hour schedule under the following conditions:
  - (1) A work plan and schedule is submitted and approved in advance;
  - (2) The work is performed on the same day as the scheduled training; and
  - (3) The work is performed immediately following the scheduled training.

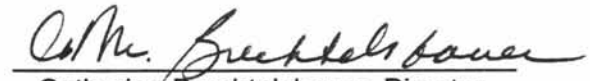
Additionally, the parties agreed that Bargaining Unit members who are not assigned to the 12 hour patrol shift schedule, and who participate in scheduled training for less than the full eight (8) hour schedule, will be permitted to work the remainder of the shift unless the Employer at its discretion excuses the member from the remainder of the shift without loss of compensation for the remainder of the eight (8) hour day.

COMMAND OFFICERS ASSOCIATION  
OF MICHIGAN

  
\_\_\_\_\_  
Scott Rogers, COAM President

CITY OF JACKSON

  
\_\_\_\_\_  
Warren Renando, City Manager

  
\_\_\_\_\_  
Catherine Brechtelsbauer, Director  
Personnel and Labor Relations

APPENDIX C

MEMORANDUM OF UNDERSTANDING

The Command Officer Association of Michigan and the City of Jackson hereby enter into this memorandum of understanding to change certain testing standards for physical agility.

The following table for men's and women's body fat shall replace those previously used:

Men's Percent Body Fat  
Adjusted Point Value

VERY LOW	29% and Above	(55.00pts)
LOW	26-28	(65.00pts)
FAIR	24-25	(75.00pts)
GOOD	22-23	(85.00pts)
EXCELLENT	17-21	(95.00pts)
SUPERIOR	16% and Below	(100.00pts)

Women's Percent Body Fat  
Adjusted Point Value

VERY LOW	38% and Above	(55.00pts)
LOW	35-37	(65.00pts)
FAIR	28-34	(75.00pts)
GOOD	24-27	(85.00pts)
EXCELLENT	20-23	(95.00pts)
SUPERIOR	19% and Below	(100.00pts)

/s/ David Bachman  
David Bachman, COAM President

08/28/96  
Date

/s/ Kent Maurer  
Acting Police Chief Kent L. Maurer

08/28/96  
Date

/s/ Roger Wilson  
Roger D. Wilson, Director  
Personnel and Labor Relations

09/03/96  
Date

## APPENDIX D

### COMMAND OFFICERS ASSOCIATION OF MICHIGAN

#### DRUG TESTING POLICY

##### I. PURPOSE

- A. The Police Department has a responsibility and an obligation to provide a safe work environment by ensuring that employees are drug free.
- B. The department and the employee may be liable for failing to address and ensure employees can perform their duties without endangering themselves or the public.
- C. There is sufficient evidence to conclude that use of illegal drugs, drug dependence, and drug abuse seriously impairs an employee's performance and general physical and mental health. The department has adopted this written policy to ensure an employee's fitness for duty as a condition of employment; to ensure drug tests are ordered based on a reasonable objective basis; and to inform the employee that testing is a condition of employment.

##### II. DEFINITIONS

- A. Employee: All personnel employed by the Jackson Police Department, both sworn and civilian.
- B. Supervisor: Both sworn and civilian employees assigned to a position having day-to-day responsibility for supervising subordinates, or responsible for commanding a work element.
- C. Drug Test: A urinalysis or other test administered under approved conditions and procedures to detect drugs.
- D. Reasonable Objective Basis:
  - 1. An apparent state of facts and/or circumstances found to exist upon inquiry by the supervisor, which would induce a reasonably intelligent and prudent person to believe the employee was under the influence or using drugs/narcotics.
  - 2. A reasonable ground for belief in the existence of facts or circumstances warranting an order to submit to a drug test.

##### III. POLICY

- A. Any statutory defined illegal use of drugs by an employee, whether at or outside police employment is strictly prohibited.
- B. For the well-being and safety of all concerned, the manufacture, consumption, possession, ingestion, or reporting for work under any influence of alcohol, illegal substances or illegal drugs such as, but not limited to, marijuana, narcotics, stimulants, depressants,

hallucinogens, etc, is strictly prohibited; except as required in the lawful performance of their duties as a member of the Jackson Police Department.

1. Such consumption, possession, ingestion or being under the influence shall not occur on the City's time, premises, equipment, or job site in any way or at any other time or place while in the course of employment.
- C. An employee may possess and use a drug or controlled substance, providing such drug or controlled substance is dispensed to said employee pursuant to a current valid medical prescription in the employee's name.
1. Should the employee's prescribing physician indicate that the known side effects of the drug makes it dangerous for the employee to safely work, the employee shall notify the employer or supervisor.

#### IV. GENERAL

##### A. Hearing.

If the department has a reasonable suspicion to believe an employee has violated this policy, the following procedure will apply:

1. Any employee suspected of violating this policy will be given an immediate hearing with the following persons present:
  - a. Employee
  - b. Employee's Union Representative, if applicable
  - c. Employee's Supervisor
  - d. Chief of Police or designee
2. The facts forming the basis for the reasonable suspicion shall be disclosed to the employee at this hearing and the employee shall, at the same time, be given the opportunity to explain his/her behavior or actions.
3. If it is determined by the Chief of Police that the reasonable suspicion is substantiated, the employee will be placed on administrative leave pending the results of an appropriate test.
4. Said employee shall be required to submit to an immediate blood and/or other appropriate test to determine whether or not the employee is under the influence of alcohol, a controlled substance or illegal drugs.
5. Such test shall be given pursuant to the procedure as outlined in Appendix D-1 or prior arrangement at a site determined by the department.
6. The employee shall submit to such test and release of test results to the City; failure to do so shall be presumption that the employee has violated the policy. The employee will then be subject to disciplinary action.

7. After the test has been given and the results known, the employee:
  - a. Will be put back to work with full pay for time lost, should the test results be negative; or
  - b. Shall be subject to discipline, including discharge, should the test results be positive.
- B. All property belonging to the department is subject to inspection at any time without notice, as there is no expectation of privacy.
  1. Property includes, but is not limited to, police owned vehicles, desks, containers, files and storage lockers.
  2. Employees' assigned lockers (that are locked by the employee) are also subject to inspection by the employee's supervisor after reasonable advance notice (unless waived by the Chief of Police) and in the presence of the employee.
- C. Police employees who have reasonable objective basis to believe that another employee is illegally using drugs or narcotics shall report the facts and circumstances immediately to their supervisor.

## V. PROCEDURE

### A. Drug Testing/Urinalysis

#### 1. Applicants

All applicants for employment shall be tested for drug or narcotic usage as a part of their pre-employment medical examination. The testing procedure and safeguards set forth in this order shall be followed by the examining physicians and others involved in the testing procedure.

- a. Refusal to take the test, or test results reporting a presence of illegal drugs or narcotics, or the use of non-prescription drugs, shall be the basis of discontinuing an applicant in the selection process. Any use or possession that constitutes a felony shall preclude any further consideration for employment.
- b. Applicants found to be involved in the illegal sale, manufacture or distribution of any narcotic/drug will be permanently rejected.
- c. Applicants demonstrating addiction to any narcotic/drug will be permanently rejected.
- d. Any improper use of any narcotic/drug by an applicant after application will be grounds for permanent rejection.
- e. After one year from the date of the above drug test, an applicant may reapply for employment if use or possession did not constitute a felony. Applicants who previously refused the test are not eligible for further consideration.

- f. The results of drug tests on applicants shall be confidential and used for official purposes only.
2. Current Employees of the Department
  - a. The Chief of Police may order a drug test when there is a reasonable objective basis to believe that an employee is impaired or incapable of performing their assigned duties. The contents of any documentation shall be made available to the employee.
  - b. Current employees may be ordered by the Chief of Police to take a drug test where:
    - (1) there is reasonable objective basis to support allegations involving the use, possession or sale of drugs or narcotics; or
    - (2) there has been the use of deadly force involving an injury or death; or
    - (3) there has been serious injury to the employee.
  - c. A drug test may be part of any routine physical examination. Such physical examination may be required for promotion or specialized assignment, i.e., drug enforcement unit, evidence management, or an assignment that places the employee in close proximity to drugs that may be abused.
  - d. Test results reporting the presence of illegal drugs or narcotics in excess of those specified in Appendix D-2, or the use of prescription drugs without a prescription or the abuse of any over-the-counter drug will be submitted as a part of a written complaint by the supervisor, consistent with Item c. above, requesting departmental action.
3. Current Sworn Employees Assigned to a Drug Enforcement Unit

Any employee assigned to a unit which has a primary responsibility for drug enforcement shall be required (in addition to Item 2. above) to submit to periodic drug tests at the discretion of the Chief of Police or designee.

  - a. Prior to accepting a drug enforcement assignment, an employee shall execute a written agreement and release stating that he/she fully consents to any medical, physical, psychiatric, psychological or other testing, including urine and/or blood tests for drug or narcotic substances.
  - b. The Chief of Police shall select the date and time when each employee assigned will be tested. The test may be administered randomly without advance notice.
4. The procedure for administering the urinalysis program is outlined in Appendix D-1 of this policy.
5. Should an employee recognize himself to be substance dependent and asks the City of Jackson for a leave of absence before being confronted by management through the above procedure, he/she shall be granted accumulated vacation, sick or compensatory time off while under the care of a City-recognized rehabilitation

program. If such paid time off is not available to the employee, he/she shall be granted a leave of absence without pay for this purpose. He/she will be reinstated after the successful completion of the program, but remain on probation for one (1) year during which time he/she must remain substance-free and the employee will be subject to random unannounced testing. Should he/she not complete the one (1) year rehabilitation, the individual will be terminated on his dismissal or withdrawal from the program or violation of the program.

#### VI. RESPONSIBILITY

Failure to comply with the provisions of this policy may be used as grounds for disciplinary action. Refusal by a police employee to take the required drug test or follow this policy will result in immediate suspension from duty pending final disciplinary action.



## APPENDIX D-1

### BLOOD AND/OR URINALYSIS PROCEDURES

#### A. Obtaining Urine Samples

1. The employee designated to give a sample must be positively identified prior to any sample being obtained.
2. The room where the sample is obtained must be private and secure with documentation maintained that the area has been searched and is free of any foreign substance. An observer of the appropriate sex shall be present for direct observation to ensure the sample is from the employee and was actually passed at the time noted on the record. Specimen collection will occur in a medical setting and the procedures should not demean, embarrass, or cause physical discomfort to the employee.
3. An interview with the employee prior to the test will serve to establish use of drugs currently taken under medical supervision.
4. Specimen samples shall be sealed, labeled and checked against the identity of the employee to ensure the results match the testee. Samples shall be stored in a secured and refrigerated atmosphere until tested or delivered to the testing lab representative.

#### B. Processing Urine Samples

1. The testing or processing phase shall consist of a two-step procedure:
  - a. Initial screening step; and
  - b. Confirmation step.
2. The urine sample is first tested using a screening procedure. A specimen testing positive will undergo an additional confirmatory test. An initial positive report should not be considered positive; rather, it should be classified as confirmation pending.
3. The confirmation procedure should be technologically different than the initial screening test. In those cases where the second test confirms the presence of drugs or drugs in the sample, the sample will be retained for six (6) months to allow further testing in case of dispute.
4. The testing method selected shall be capable of identifying marijuana, cocaine, and every major drug abuse including heroin, amphetamines and barbiturates. Laboratories utilized for testing will be certified as qualified to conduct urinalysis or drug testing.
5. The laboratory selected to conduct the analysis shall be certified by the US Department of Health and Human Services' (DHHS)/Substance Abuse and Mental Health Services Administration (SAMHSA) and any State of Michigan Agency that determines certification for police employment. In addition, the laboratory selected shall use Smith-Kline Laboratories security procedures or equivalent.

6. Any confirmatory test shall be done by chromatograph/mass spectrometer.
7. If the first test is positive, a confirming test shall be run by a second laboratory. Employees who have participated in the drug test program where no drugs were found, shall receive a letter stating that no illegal drugs were found. If the employee requests such, a copy of the letter will be placed in the employee's personnel file.

C. Chain of Evidence/Storage

1. Where a positive report is received, urine specimens shall be maintained under secured storage for a period of not less than 60 days.
2. Each step in the collecting and processing of the urine specimens shall be documented to establish procedural integrity and the chain of evidence.

D. Urinalysis Test Available

The following analytical methods for the detection of drugs in the urine are currently available and may be used:

1. Chromatographic Methods

- a. TLC (Thin Layer Chromatography), recommended for initial step, or HPLC (High Performance Thin Layer Chromatography).
- b. GLC (Gas Liquid Chromatography).
- c. GC/MS (Gas Chromatography/Mass Spectrometry), recommended for confirmation step.
- d. HPLC (High Pressure Liquid Chromatography).

2. Immunological Methods

- a. RIA (Radioimmunoassay).
- b. EMIT (Enzyme Multiplied Immunoassay Technique), recommended for initial screening step.

## APPENDIX D-2

<u>Drug/Metabolite</u>	<u>Decision Level</u>	<u>CG/MS Confirmation</u>
Amphetamines	1000 ng/ml	500 ng/ml
Barbiturates	300 ng/ml	200 ng/ml
Cocaine Metabolites	300 ng/ml	150 ng/ml
Marijuana metabolites	100 ng/ml	15 ng/ml
Opiates - Codeine	300 ng/ml	300 ng/ml
Opiates - Morphine	300 ng/ml	300 ng/ml
Phencyclidine (PCP)	25 ng/ml	25 ng/ml
Benzodiazepines	300 ng/ml	200 ng/ml
Methaqualone	300 ng/ml	200 ng/ml
Methadone	300 ng/ml	200 ng/ml
Propoxyphene	300 ng/ml	200 ng/ml
Alcohol	.02 BAC	.02 BAC

## APPENDIX E

### REGARDING CADET BUYBACK FOR PENSION PURPOSES

Any member who entered the bargaining unit on or before July 1, 1996 who has previously served in the capacity of Police Cadet in the Jackson Police Department and who has been promoted into the unit shall be permitted to purchase such cadet prior service for pension purposes only under Act 345 under the following conditions:

1. Such employees must advise the Personnel office of their intent to purchase cadet time no later than December 1, 1999, and must pay an amount to the City of Jackson Act 345 Pension System equal to 7.5% of their current wages as determined over the previous twelve (12) months multiplied by the period of time they wish to purchase, up to the maximum credited service they have available to them. Payment shall be made in a lump sum payable to the appropriate retirement system's bank and paid to the City Finance Department no later than June 30, 2000.
2. Employee contributions for the purchase of this prior service shall be for pension purposes only under Act 345 and shall have no effect on departmental seniority, vacation accrual or selection, shift selection, longevity step increases or other similar matters except reaching eligibility requirements for service retirement under Act 345.
3. Employee contributions used to purchase cadet service time shall not be subject to Employee Contribution Withdrawal Option.
4. The total buyback for cadet time shall not exceed three (3) years and when combined with military buyback cannot exceed a total of five (5) years.

APPENDIX F

LETTER OF UNDERSTANDING

REGARDING CADET BUY-BACK

The following members of the Command Officers Association of Michigan, Jackson Division are exempted from Appendix E, Section 1 of the Contract, the cadet buy-back language for pension purposes:

Howard Noppe, Mary Jo Kennedy and William Kennedy will be allowed to purchase their cadet time for pension purposes on or before their retirement date. Those retirement dates for the purpose of this agreement are:

Howard Noppe - 11/25/2001

Mary Jo Kennedy - 05/16/2002

William Kennedy - 11/25/2002

The members listed above are to provide the City of Jackson a minimum of six months notice prior to their retirement date regarding their intent to purchase their cadet time unless the cadet time is purchased prior to that six month time frame.

The buy-back provision will be in effect until the retirement dates for each of the above-mentioned members. If the cadet time is not purchased on or before the date, the buy-back provision expires.

## INDEX

<u>ARTICLE/ SECTION</u>	<u>DESCRIPTION</u>	<u>PAGE</u>
Section 10.5	Accrued Vacation at Termination.....	15
Section 12.5	Act 345 Retirement System, Membership .....	19
Section 1.5	Agency Shop .....	1
Section 12.3	Annuity Withdrawal Option.....	18
Section 5.7	Assessment Center Procedure .....	6
Section 12.4	Average Final Compensation Calculation.....	18
APPENDIX D-1	Blood and/or Urinalysis Procedures .....	37
APPENDIX E	Cadet Buyback for Pension Purposes.....	40
APPENDIX F	Cadet Buyback (Exempt Employees).....	41
Section 11.6	Cafeteria Plan .....	17
Section 7.3	Call-In Pay.....	12
Section 9.3	Compensatory Time for Holidays .....	14
Section 13.3	Complaints Against Police Officers .....	19
Section 4.3	Counseling Memos/Verbal Warnings .....	5
Section 8.2	Court Appearance Off Duty.....	13
Section 11.5	Dental/Optical Reimbursement .....	17
ARTICLE 4	DISCHARGE AND SUSPENSION CASES.....	4
Section 3.2	Discipline for Strikes .....	4
Section 4.1	Discipline, Suspension, Reduction in Rank, Discharge.....	4
APPENDIX D-2	Drug Levels .....	39
APPENDIX D	DRUG TESTING POLICY.....	32
Section 1.6	Dues Deduction.....	2
ARTICLE 14	DURATION OF AGREEMENT .....	23
Section 12.1	Duty Disability Pension Calculation .....	18
Section 7.1	Exempt Classifications Hours .....	11
Section 7.5	Exempt Employees.....	13
Section 7.6	Exempt - Personal Time .....	13
Section 5.7	External Oral Board and Weighting of Scores.....	6
Section 6.9	Family and Medical Leave .....	11
Section 6.9	Family and Medical Leave, Eligibility.....	11

<u>ARTICLE/ SECTION</u>	<u>DESCRIPTION</u>	<u>PAGE</u>
Section 6.9	Family and Medical Leave, Reason for Leave .....	11
Section 6.9	Family and Medical Leave, Intermittent Leave.....	11
Section 6.9	Family and Medical Leave, Available Leave Time .....	11
Section 6.9	Family and Medical Leave, Application for Leave Time .....	11
Section 6.5	Funeral Leave .....	10
Section 1.7	Gender Clause .....	2
ARTICLE 13	GENERAL .....	19
Section 2.1	Grievance, Definition of .....	2
Section 2.2	Grievance, Oral Step (Immediate Non-Unit Supervisor) .....	2
Section 2.2	Grievance, First Step (Chief) .....	3
Section 2.2	Grievance, Second Step (Director of Personnel & Labor Relations) .....	3
Section 2.2	Grievance, Third Step (Arbitration).....	3
ARTICLE 2	GRIEVANCE PROCEDURE .....	2
ARTICLE 9	HOLIDAYS .....	14
ARTICLE 7	HOURS .....	11
ARTICLE 11	INSURANCE .....	16
Section 13.5	Invalid Provision of Agreement (Savings Clause).....	20
Section 8.1	Job Classifications, Ranges, Steps.....	13
Section 5.7	Job Probation .....	6
Section 6.7	Jury Duty .....	10
Section 5.4	Layoff and Bumping Procedure.....	5
ARTICLE 6	LEAVES OF ABSENCE .....	8
Section 11.4	Life Insurance.....	17
Section 1.2	Management's Rights .....	1
Section 6.3	Maternity Leave .....	9
Section 6.8	Medical Leave (Long Term) .....	10
Section 11.1	Medical, Surgical, Hospitalization Insurance for Current Employees.....	16
Section 11.3	Medical, Surgical, Hospitalization Insurance for Non-Duty Disability Service Retirees .....	17
Section 11.2	Medical, Surgical, Hospitalization Insurance for Duty Disability Retirees .....	16
Section 12.7	Military Buyback.....	19
Section 6.4	Military Leave .....	10

<u>ARTICLE/ SECTION</u>	<u>DESCRIPTION</u>	<u>PAGE</u>
Section 13.9	Natural Disaster/Extreme Weather Conditions .....	21
Section 3.1	No Strikes or Lockouts.....	4
Section 1.3	Non-Discrimination .....	1
Section 12.2	Non-Duty Disability Pension Calculation.....	18
Section 13.10	Obligation for Further Bargaining .....	22
Section 7.2	Overtime/Compensatory Time .....	12
ARTICLE 12	PENSION IMPROVEMENTS .....	18
APPENDIX C	PERCENT BODY FAT TABLES .....	31
Section 13.7	Physical Agility Testing .....	20
Section 13.4	Physical or Mental Examinations, Right to Require .....	19
Section 5.2	Probationary Employees .....	5
Section 5.7	Promotional Classification Seniority.....	6
Section 5.7	Promotional Eligibility List .....	6
Section 13.6	Protective Devices and Equipment .....	20
Section 9.2	Qualification for Holiday Pay.....	14
Section 4.2	Rate of Pay Upon Reinstatement.....	4
Section 5.5	Recall Procedure .....	6
Section 1.1	RECOGNITION .....	1
Section 9.1	Recognized Holidays .....	14
Section 13.2	Residency .....	22
Section 11.7	Retiree Benefit in Lieu of Health Insurance .....	18
APPENDIX A	SALARY SCHEDULES.....	24
Section 7.4	Scheduled/Unscheduled Overtime .....	12
Section 10.1	Scheduled Vacation Accrual.....	14
Section 5.7	Selection Process.....	6
ARTICLE 5	SENIORITY .....	5
Section 5.3	Seniority, Loss of .....	5
Section 5.8	Sergeant Shift Selection .....	8
Section 6.2	Sick Leave.....	9
Section 6.2	Sick Leave Accrual, Payoff at Retirement .....	9
Section 6.2	Sick Leave, False Claim .....	9



<u>ARTICLE/ SECTION</u>	<u>DESCRIPTION</u>	<u>PAGE</u>
Section 6.2	Sick Leave Notification .....	9
Section 6.2	Sick Leave, Requirements for Accrual .....	9
Section 13.11	Sole Agreement Between Parties (Zipper Clause) .....	22
Section 6.1	Special Leaves of Absence .....	8
ARTICLE 3	STRIKES AND LOCKOUTS.....	4
Section 12.6	Surviving Spouse of Disability Retirees .....	19
Section 5.6	Temporary Assignment (Out-of-Grade Pay).....	6
Section 5.7	Testing and Eligibility for Promotion .....	6
Section 2.3	Time Limits (Grievance Procedure).....	4
Section 13.8	Tuition Reimbursement.....	21
Section 8.3	Uniforms and Plain Clothes .....	13
Section 1.4	Union Activities.....	1
Section 13.2	Union Bulletin Board .....	19
Section 6.6	Union Release Time .....	10
Section 2.4	Union Representation .....	4
Section 5.7	Vacancies, Filling of .....	6
Section 10.6	Vacation Accrual, Work Requirement After Five (5) Years of Service.....	15
Section 10.4	Vacation Leave Scheduling .....	15
Section 10.2	Vacation, Maximum Accumulation .....	15
Section 10.3	Vacation Pay .....	15
ARTICLE 10	VACATIONS.....	14
ARTICLE 8	WAGES.....	13
Section 7.1	Work Day, Work Week .....	11
Section 13.1	Work Rules.....	19
Section 5.7	Written Examination Scores .....	6
Section 13.11	Zipper Clause .....	22

