

6/30/95

AGREEMENT
BETWEEN
VILLAGE OF CAPAC, MICHIGAN
AND
MICHIGAN ASSOCIATION OF
POLICE/ MAP

Capac, Village of

July 1, 1991 - June 30, 1995



ARTICLE I
AGREEMENT

1.1 This Agreement is made and entered into between the Village of Capac, Michigan, hereinafter referred to as the "Employer" or the "Village", and the Michigan Association of Police (MAP), hereinafter referred to as the "Union" or the "Association".

1.2 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 interests of the Employer, the employees, and the Union.

1.3 The parties recognize that the interests of the community and the job security of the employees depend upon the Employer's success in providing proper services to the community. To these ends, the Employer and the Union encourage, to the fullest degree, friendly and cooperative relations between their respective representatives and among all employees.

ARTICLE II
RECOGNITION

2.1 In accordance with the provisions of the Public Employment Relations Act, Act 336 of the Public Acts of 1947 as amended, the Village hereby recognizes the Union as the exclusive representative, for the purposes of collective bargaining, with respect to wages, hours, and other terms and conditions of employment, of all employees of the Village of Capac Police Department in the bargaining unit described as follows:

All full time and regular part time police officers; but excluding executives, supervisors and all other employees.

2.2 While the Union represents probationary employees, the parties mutually agree that any probationary employee may be discharged or disciplined without recourse to the grievance procedure.

2.3 New officers shall be considered probationary until they have worked at least one (1) year as full-time officers or one (1) year as part-time officers. Part-time officers who complete their

probationary periods shall not be considered probationary if they are hired as full-time officers. All current incumbents employed by the Village of Capac as of May 1, 1988 shall not be considered probationary.

ARTICLE III UNION RIGHTS AND RESPONSIBILITIES

3.1 The members of the bargaining unit shall be represented by a steward or stewards whose names shall be forwarded in writing to the Village by the Union who shall also notify the Village in writing of any change of steward.

3.2 The steward shall be permitted to confer with the Employer for the purposes of collective bargaining negotiations and the presentation of grievances in accordance with the grievance procedure contained in this Agreement during scheduled working hours without loss of time or pay.

3.3 Authorized representatives of the Union shall be permitted to visit the premises of the Employer and confer with members of the bargaining unit during working hours concerning matters covered by this Agreement, providing such discussion does not interfere with the proper performance of the members' duties or with the operation of the police department.

3.4 Special conferences on important matters will be arranged between the Union and the Village President or their designated representatives, upon the written request of either party. Arrangements for such special conference shall be made in advance and an agenda of the matters to be discussed at the conference shall be presented at the time the conference is requested.

3.5 The Union and each member of the bargaining unit, agree that there shall be no strikes, work stoppages, slowdowns, or other interference with the operations of the Employer. In the event of such interruption or curtailment, after written notice from the Village, the Union shall immediately instruct the involved employees that their conduct is in violation of this Agreement and that they may be disciplined up to and including discharge for dereliction of duty and the Union shall instruct all persons to immediately cease such conduct.

3.6 The Employer agrees that there will be no lockout of employees at any time.

ARTICLE IV
MANAGEMENT RIGHTS AND RESPONSIBILITIES

4.1 The Union recognizes the prerogatives of the Village to operate and manage its affairs in all respects in accordance with its responsibilities and powers consistent with its Charter.

4.2 The Village has the right to determine hours of work, work schedules, and overtime work in a manner most advantageous to the Village. The Village has the right to determine the methods and processes by which such work is performed, and to solely determine if such work is to be performed. The Village has the right to layoff personnel and to contract or subcontract all or part of the work in order to reduce operating costs or due to a lack of work or funds.

4.3 The Village has the right to promulgate reasonable rules and regulations affecting the employees covered by this Agreement.

4.4 The Village shall retain as management rights any and all powers regarding wages, hours, and other terms and conditions of employment not restricted by the express terms of this Agreement.

4.5 The Village has the right to hire, select, and direct the work force and to assign, promote, and transfer employees. The Village has the right to determine the duties and work assignments of employees and to discipline and discharge for just cause employees covered by this Agreement.

4.6 The Village has the right to use police reserves to assist certified police officers for crime prevention and other law enforcement activities.

ARTICLE V
UNION SECURITY

5.1 Employees who are members of the recognized bargaining unit who are not members of the Union may join the Union by initiating their Union application form and dues deduction authorization form.

5.2 The Village agrees to deduct from the wages of an employee, who is a member of the Union, all Union membership dues uniformly required, as provided in a written authorization in accordance with the standard form used by the Village provided that the said form shall be executed by the employee. The written authorization for Union dues deduction shall remain in full force and effect during the period of this Agreement.

5.3 Any employee of the Village covered by this Agreement, who is not a member of the Union and who does not make application for membership within thirty (30) days from the effective date of this Agreement or from the date he or she first becomes a member of the bargaining unit, whichever is later, shall as a condition of employment, pay to the Union a service fee as a contribution towards the administration of this Agreement, in an amount equal to the regular membership dues of the Union. Employees who fail to comply with this requirement shall be discharged within thirty (30) days after receipt of written notice to the Village from the Union unless otherwise notified by the Union in writing within said thirty (30) days and provided that the Union shall release the Village from fulfilling the obligation to discharge if during such 30-day period the employee pays the membership dues or service fee in accordance with this Agreement.

5.4 The Village agrees to deduct from the wages of an employee covered by this Agreement, who is not a member of the Union, all Union service fees uniformly required as provided in a written authorization in accordance with the standard form used by the Village, provided that said form shall be executed by the employee. The written authorization for Union service fee deduction shall remain in full force during the period of this Agreement.

5.5 All Union membership dues and service fees will be authorized, levied and certified in accordance with the by-laws of the Union. Each employee and the Union hereby authorize the Village to

rely upon and to honor certification by the Michigan Association of Police or its agent regarding the specific dollar amounts to be deducted and the legality of the adopting action specifying such amounts of union dues and service fees, which dues and service fees shall be sent to the Michigan Association of Police, 24359 Northwestern Highway, Suite 250, Southfield, MI 48075. The amounts of dues and service fees deducted shall be expressed in terms of specific dollars and cents to be deducted from the first pay of each month provided the employee receives pay on a given pay date. The amounts to be deducted shall not be changed by the Union more often than once per year.

5.6 The Union agrees to save and hold harmless the Village from damages or other financial loss which the Village may be required to pay or suffer as a consequence of enforcing the above provision.

ARTICLE VI GRIEVANCE PROCEDURE

6.1 A grievance is an alleged violation of a specific provision of this Agreement.

6.2 All grievances shall be processed strictly in accordance with the following steps:

- A. Step 1 - Oral. An employee who believes that he or she is aggrieved shall discuss the matter with the employee's immediate supervisor, with or without the presence of a steward. The parties shall discuss the matter and shall make every effort to reach a mutually satisfactory settlement.
- B. Step 2 - Written. If the matter is not satisfactorily settled by oral discussion at Step 1, the aggrieved employee(s) shall refer the matter to the steward who may submit a written grievance to the Village President. Such written grievance must:
 - 1. be signed by the employee(s) involved and by the steward;

2. be dated and submitted within ten (10) working days of the incident or occurrence giving rise to the grievance, or ten (10) working days from the time the employee could have become aware of the incident;
3. contain a complete statement of the facts giving rise to the grievance;
4. identify the specific provisions of this Agreement that are alleged to have been violated; and
5. specify the remedy desired by the Union.

Upon receipt of the written grievance, the Village President, or his or her designee, shall sign and date the grievance indicating he or she has received it, and may meet with the steward and the aggrieved employee within five (5) working days to discuss the grievance. Within ten (10) working days of receipt of the grievance, the Village President, or his or her designee, shall submit his or her written response to the grievance to the steward.

- C Step 3 - Arbitration. If the grievance is not satisfactorily resolved at Step 2, the Michigan Association of Police (MAP), or its designee, may submit it to arbitration by giving written notice of intent to arbitrate to the Village President within twenty (20) working days of the date of the written response to the grievance by the Village President at Step 2.

The Union or its designee, and the Village President, or the Village's designee, shall meet to discuss the grievance and the facts relative to the grievance. Each party shall fully disclose at this meeting all facts and evidence it intends to present to the arbitrator. Facts and evidence not so disclosed shall not be admissible in the arbitration hearing. If the matter remains unresolved after such full disclosure, the parties shall also attempt to mutually select an arbitrator. If they are unable to agree upon an impartial arbitrator within seven (7) working days of completion of this meeting, the Union may submit the

grievance to the Federal Mediation and Conciliation Service which shall select an arbitrator in accordance with its rules. The arbitrator selected shall conduct a hearing and render a decision in accordance with the rules of the Federal Mediation and Conciliation Service and subject to the restrictions and provisions of this Agreement. The arbitrator shall limit his or her decision to the strict interpretation, application or enforcement of the specific provisions of this Agreement and shall be without power or authority to make any decision:

1. contrary to, or inconsistent with, or modifying or varying in any way, the terms of this Agreement;
2. limiting or interfering with, in any way, the powers and duties of the Village of Capac under its Charter or applicable law;
3. changing, altering, or modifying any practice, policy, or rule presently or in the future established by the Village so long as such practice, policy or rule does not conflict with the express terms of this Agreement;
4. establishing or changing wage scales or rates or economic benefits; or
5. granting any right or relief for any period of time whatsoever prior to the effective date of this Agreement or subsequent to its date of termination.

The Village in no event shall be required to pay back wages for more than ten (10) working days prior to the date a written grievance is filed. In the case of a pay shortage of which the employee could not have been aware before receiving his or her pay, an adjustment may be retroactive to the beginning of the pay period covered by such pay, if the employee files his or her grievance within ten (10) working days after receipt of such pay. All claims for back wages shall be limited to the amount of straight time wages that the employee otherwise would have earned less any compensation he

or she may have earned from personal services from any source during the period in question or from unemployment compensation benefits. The decision of the arbitrator in any case shall not require a retroactive wage adjustment in any other case.

In the event a case is appealed to the arbitrator and he or she finds that he or she has no power to rule on such case, the matter shall be referred back to the parties without decision or recommendations on the merits of the case.

The expenses of the arbitrator shall be shared equally by the parties. Each party shall make arrangements for, and pay any expenses of, witnesses who are called by them. Pay for lost time for any employees in the bargaining unit shall not apply to their participation in arbitration cases, provided that the Village shall release employees from work, without pay, to participate in arbitration cases provided that at least forty-eight (48) hours notice is given and provided such release does not adversely affect the operations of the Village.

The decision of the arbitrator shall be final and binding on the Union, on all bargaining unit employees, and on the Village and there shall be no appeal from the decision of the arbitrator if made in accordance with the jurisdiction and authority under this Agreement.

6.3 The parties may, by written mutual agreement, waive time limits or grievance steps in any instance. Grievances not appealed in writing to the next step within the prescribed time limits shall be considered settled on the basis of the Employer's last decision.

6.4 Grievances not answered at any step by the Employer within the prescribed time limits may be advanced to the next step of the grievance procedure.

ARTICLE VII
EXTENT OF AGREEMENT

7.1 The parties agree that this Agreement constitutes the entire agreement between them relative to wages, hours and other terms and conditions of employment. The Union and the Village for the life of this Agreement, unqualifiedly waive the right to further collective bargaining with respect to any subject or matter referred to or covered in this Agreement, even though such subject matter may not have been within the knowledge or contemplation of either or both parties at the time that they negotiated or signed this Agreement.

7.2 The parties may, by written mutual agreement, amend, modify, or add to this Agreement.

ARTICLE VIII
SEPARABILITY AND SAVINGS CLAUSE

8.1 If any article or section of this contract, or any riders thereto, should be held invalid by operation of law, or by a tribunal of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this contract and of any rider thereto, or the application of such article or section to persons or circumstances other than those to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

8.2 In the event that any article or section is held invalid or enforcement of or compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations upon the request of the Union or the Employer for the purpose of arriving at a mutually satisfactory replacement for such article or section during the period of invalidity or restraint.

ARTICLE IX
CLOTHING ALLOWANCE

9.1 All full time employees will receive a clothing allowance of Five Hundred (\$500.00) Dollars per year, payable quarterly. These payments shall be made no later than January 1st, April 1st, July 1st and October 1st of each year.

9.2 Part time employees shall receive a clothing allowance of Two Hundred Fifty (\$250.00) Dollars per year, one hundred (\$100.00) dollars of such allowance during September when the full time employees receive their first quarterly payment and shall be paid the remaining one hundred fifty (\$150.00) of such allowance at such time as they may complete working four hundred (400) hours during the fiscal year.

ARTICLE X
PENSIONS

10.1 Effective July 1, 1988, the benefit program of the Municipal Employees' Retirement System (MERS) provided by the Village to full-time employees shall be upgraded from the C-1 (new) plan to the B-2 plan which provides a pension calculation formula of 2% of the member's final average compensation multiplied by years and months of credited service.

10.2 Effective upon signing of this Bargaining Agreement, the Employer agrees to purchase the optional waiver F-50 , 25 from the Municipal Employee's Retirement System (MERS) at no cost to the Employees.

ARTICLE XI
SICK DAYS

11.1 Paid Sick Days. Annual sick leave for full time employees is twelve (12) days or ninety-six (96) hours, earned at the rate of one (1) day for each month worked. Each officer will be entitled to use up to four (4) of these days per fiscal year for personal business at times mutually agreeable between the Village and the employee.

11.2 Unused sick days may be accumulated to a maximum of seventy (70) days or five hundred sixty (560) hours.

11.3 A doctors note may be required for any illness that is longer than three (3) days in a row. In the event an employee misses more than three (3) days in a row and fails to get a doctors note when required to do so he or she will not be compensated by the Village.

11.4 If any employee is sick and misses a day, that employee must notify the Employer 9:00 a.m. on the day of the illness, unless it is impossible to do so, or this requirement is waived by the Employer.

11.5 When an employee terminates his/her employment with the Village, that employee will be reimbursed \$10.00 per sick day that he/she has accumulated.

11.6 Personal days cannot be accumulated. If the personal days are not used, they will remain as sick days for accumulation.

ARTICLE XII DUTY DISABILITY BENEFITS

12.1 Employees who are disabled due to a duty-caused injury or illness shall be entitled to their Worker's Compensation Benefits prescribed by law plus a supplemental benefit provided by the Village, as follows:

Insurance benefits provided by this Agreement shall remain in effect for six (6) months, (180 days), after the employee's injury or illness.

ARTICLE XIII HOLIDAY PAY

13.1 A full time officer will receive pay on holidays as follows:

- A. Holiday Not Worked. For a holiday not worked, each full time officer will receive one (1) day straight time pay.
- B. Holiday Scheduled and Worked. An officer who is scheduled to work on a holiday and who works on the holiday will receive regular pay plus straight time for all hours worked that day.

- C Holiday Not Scheduled and Worked. An officer not scheduled to work on a holiday who is subsequently offered and accepts the work will receive regular pay plus straight time for all hours worked that day.

ARTICLE XIV HOLIDAYS

14.1 The Village of Capac observes the following paid holidays for employees covered by this bargaining agreement:

New Years Eve	Labor Day
New Years Day	Thanksgiving Day
Good Friday	Friday after Thanksgiving
Easter Sunday	Christmas Eve Day
Memorial Day	Christmas Day
July 4th	

14.2 Holidays will be observed on the day set by the Federal Government.

ARTICLE XV OVERTIME AND CALL IN

15.1 Overtime is defined as time actually worked in excess of forty (40) hours in one (1) week or in excess of eight (8) hours in one (1) day, (ten (10) hours in one day if on 4/10 schedule). Overtime shall be compensated either in pay at the rate of time and one-half the employee's basic, regular hourly rate or in compensatory time at time and one-half the overtime hours worked, at the option of the employee.

15.2 An employee may not accumulate more than forty (40) hours of compensatory time off. Compensatory time off may be used by an employee at times mutually agreed upon between the employee and the Employer.

15.3 An employee who is called into work, including for the purpose of off-duty court appearances, shall be guaranteed a minimum of two (2) hours of work which may be paid at the rate of time and one-half if in accordance with section 15.1 of this Article.

15.4 Unscheduled overtime work opportunities, except overtime that is incidental in connection with a regular shift, shall be offered equally, over the period of each fiscal year, to full time officers, and then to part time officers.

ARTICLE XVI SENIORITY, LAYOFFS, AND RECALL

16.1 Seniority is hereby defined as the length of continuous service as a full time police officer with the Village of Capac.

16.2 Part time officers will have no seniority except in the part time ranks.

16.3 Part time officers hired into full time status shall have seniority based on the date of last hire as a full time officer.

16.4 An employee will lose his or her seniority for the following reasons only:

- A. He or she quits or retires.
- B. He or she is discharged and the discharge is not reversed through the grievance procedure set forth in this Agreement.
- C. He or she is absent for three (3) or more consecutive working days without notifying the Employer. Exceptions may be made at the discretion of the Employer.
- D. He or she does not return from layoff as set forth in the recall procedure, or from leave of absence or other authorized absence within three (3) working days of the date the leave or authorized absence has ended.
- E. He or she is laid off for a period exceeding two (2) years or a period of time equal to the employee's length of service, whichever is less.

16.5 Layoff means a reduction in the work force. Members of the bargaining unit shall be laid off in inverse order of their seniority. After being laid off, employees' names shall be listed on a recall list in the inverse order of their layoff. Employees shall

remain on the recall list for a period of two (2) years or a period equal to their seniority when laid off, whichever is less. Employees to be laid off shall receive a seven (7) calendar day prior written notice of such layoff.

16.6 When employees are to be recalled from layoff, they shall be recalled in order from the recall list. No new employees may be hired into the bargaining unit while any names remain on the recall list. Notice of recall shall be sent to the employee at his or her last known address by registered or certified mail. If a recalled employee fails to report to work within ten (10) calendar days from the date of mailing of notice of recall, he shall be considered to have resigned. In proper cases, the Employer, at its discretion, may extend this ten (10) day limit.

16.7 The use of police reserves will not cause the layoff of any member of the bargaining unit.

ARTICLE XVII PART TIME OFFICERS

17.1 Part Time Officer's Benefits.

- A. A part time officer who works a holiday shall be paid at the rate of double time his or her straight time rate for all hours worked on the holiday.
- B. The Chief of Police shall have the option of placing full time police officers and part time officers who are regularly scheduled to work an average of thirty two (32) hours or more per week, on a ten (10) hour per day schedule; such employees shall receive overtime credit for hours actually worked in excess of forty (40) hours per week or in excess of ten (10) hours per day. Part time employees shall be paid at the rate of time and one half his/her straight time rate for all hours worked over eight (8) or ten (10) hours in one (1) day.

17.2 Part Time Officers Hiring Preference. In the event the Village determines that it will hire a full time police officer, it shall post the vacancy for a period of at least two (2) weeks to enable the part time officers to apply. Part time officers who apply for the full

time position shall be considered for the position before the Village fills the vacancy.

ARTICLE XVIII FUNERAL LEAVE

18.1 In the event that a death or serious illness should result in his or her immediate family, any full time employee shall be granted a leave of absence of three (3) eight (8) hour days with basic straight time pay for regular workdays. Immediate family is defined as mother, father, sister, brother, husband, wife, son, daughter, grandfather, grandmother, sister-in-law, brother-in-law, father-in-law, mother-in-law, grandchild, or any other family members living in his or her home at the time of death or illness. Step-parents and step-children shall also be included.

18.2 If a more distant relative should die, any full time employee shall be granted a one (1) eight (8) hour funeral leave day at the regular straight time pay. A distant relation shall be defined as an aunt, uncle or cousin.

18.3 In addition, extra time may be granted by the Employer for extenuating circumstances. If the funeral is out of state, the employee may take vacation, personal business days, comp time or unpaid leave with the approval of the Employer.

ARTICLE XIX TRAINING AND SEMINARS

19.1 When an employee attends a meeting or seminar the employee will be compensated eight (8) hours of pay at the regular hourly rate. No overtime will be paid; however, any meals and mileage will be paid by the Village of Capac.

19.2 All training and seminars must be authorized by the Employer. Certificates of completion for seminars, when available, must be presented to the Employer before such payment will be made.

ARTICLE XX
MILEAGE

20.1 In the event an employee must use his or her own personal vehicle for a seminar, meeting or valid Village business, the employee will be compensated at twenty-one (\$.21) cents per mile. All compensation must be validated and approved by the Employer.

ARTICLE XXI
INSURANCE

21.1 Health and Accident Insurance.

- A. Health and Accident Insurance, BC/BS MVF-1 will continue to be provided to all full-time employees, including, but not restricted to, Master Medical, Prescriptions - Two (\$2.00) Dollar charge, and dental coverage. Dependent coverage for all married full time employees is also provided.
- B. Part time employees who have worked for the Village of Capac for more than fifteen (15) years and who are regularly scheduled to work an average of thirty two (32) hours or more per week shall be provided the Health and Accident Insurance benefits otherwise provided to full time employees.
- C. The Employer shall continue to provide Health and Accident Insurance as provided in Section 21.1 (A) above to all full time employees and their spouse upon employees retiring with twenty five (25) years of service and fifty (50) years of age. The employee and spouse shall take advantage of all Governmental sponsored health and accident insurance in conjunction with this benefit.

21.2 Life Insurance.

- A. Life Insurance will continue to be provided for all full time employees in the amount of \$10,000.00 coverage. In addition, the Employer agrees to contribute \$3.00 per month per each employee for MAP-administered life insurance through Security Mutual Life Insurance Company. The insurance provides \$12,500 coverage for each eligible employee; \$1,500 for each such employee's spouse; and \$1,500 for each such eligible employee's dependent child. In no event shall the employer's contribution to such insurance exceed \$3.00 per month per eligible employee during the life of this Agreement.

ARTICLE XXII
BULLETIN BOARDS

22.1 It is agreed that the Union may share the use of the police department bulletin board for the posting of official Union notices.

ARTICLE XXIII
MAINTENANCE OF BENEFITS

23.1 Other benefits and personnel provisions shall be in accordance with the Village of Capac Police Department Employee's Handbook adopted by the Village Council which are hereby incorporated into this agreement by reference and made a part hereof.

ARTICLE XXIV
VACATIONS

24.1 Village of Capac full time employees with one (1) or more years of seniority will be entitled to the following paid vacations:

- A. After one (1) year an employee gets one (1) week, forty (40) hours.
- B. After two (2) years an employee gets two (2) weeks, eighty (80) hours.

- C. After five (5) years an employee gets three (3) weeks, one hundred twenty (120) hours.
 - D. After ten (10) years an employee gets four (4) weeks, one hundred sixty (160) hours.
- 24.2 The following rules pertaining to vacation will be adhered to:
- A. Part time employees are not eligible for vacation time.
 - B. Vacation time cannot be accumulated. It must be taken within the twelve (12) month period after it is earned.
 - C. No more than one (1) employee will be allowed to be on vacation at a time, except with permission of the employer.
 - D. No employee may schedule more than a total of two (2) weeks consecutive vacation.
 - E. All vacations must be approved by the employee's immediate supervisor.
 - F. Vacation time must be applied for in advance via the form in the Village Clerk's office or with permission of the Employer.
 - G. Within a department, employee seniority will be the determining factor if there is a conflict in scheduling provided all prior criteria are met.
 - H. Paid holidays falling within a scheduled vacation period will not be charged against earned vacation.
 - I. Any employee who voluntarily resigns will be paid at his/her current straight time rate for all accumulated vacation time provided the employee gives the Employer at least two (2) weeks notice of resignation. Any employee who resigns or is terminated will have earned vacation computed from his or her date of employment to his or her termination date.

- J. An employee must work his or her regularly scheduled work day prior to, and his or her regular work day following, the vacation unless the absence is excused by the employer.
- K. An employee shall receive his/her vacation pay on the payday preceding the employee's vacation provided two weeks written notice is given to the Village requesting such pay.
- L. Unpaid Leaves of Absence. The Employer may, at its discretion, grant unpaid leaves of absence to full time employees for periods of up to one (1) year.

ARTICLE XXV
WAGES

25.1 Capac police officers shall be paid the following hourly rates of pay:

Full Time Police Officers

Effective	Minimum	1 Year	2 Years	3 Years	4 Years Maximum
7-1-91	\$9.10	\$9.45	\$9.80	\$10.20	\$ 10.60
7-1-92	\$9.30	\$9.70	\$10.10	\$10.55	\$ 11.00
7-1-93	\$9.80	\$10.20	\$10.60	\$11.00	\$ 11.50
1-1-94	\$10.20	\$10.60	\$11.05	\$11.50	\$11.95

Certified Part Time Officers

Effective	Start	1 Year	2 Year
7-1-91	\$ 7.50	\$8.00	\$8.50
7-1-92	\$ 7.75	\$8.25	\$8.75
7-1-93	\$ 8.00	\$8.50	\$9.00
7-1-94	\$ 8.25	\$8.75	\$9.25

ARTICLE XXVI
TERMINATION OF AGREEMENT


26.1 This Agreement shall be in full force and effect from July 1, 1991 to and including June 30, 1995 and shall continue in full force and effect until a ten (10) day written notice of desire to cancel or terminate the Agreement is served by either party upon the other.

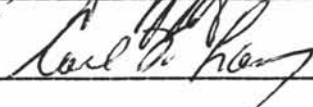
26.2 Either party may serve upon the other a notice, at least sixty (60) days prior to July 1, 1995 advising that such party desires to modify this Agreement.

26.3 Should either party to this Agreement serve such notice upon the other party, a joint conference of the Employer and the Union shall commence not later than forty-five (45) days before the expiration date or amendment date of this Agreement, unless otherwise mutually agreed to by the parties.

IN WITNESS WHEREOF, the parties hereto have affixed their signatures this 11th day of NOV., 1991.

For the Village of Capac





For the Michigan Association
of Police / Capac Police
Officers Association

