

601

AGREEMENT  
BETWEEN  
LABOR COUNCIL  
MICHIGAN  
FRATERNAL ORDER OF POLICE  
"NON-SUPERVISORY"  
AND THE  
CITY OF OWOSSO

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## AGREEMENT

This Agreement is entered into on this 1st day of July, 1990, between the City of Owosso, hereinafter referred to as the "Employer" and the Labor Council Michigan Fraternal Order of Police, Owosso Division, non-supervisory, hereinafter referred to as the "Union".

### PURPOSE AND INTENT

The general purpose of this Agreement is to set forth terms and conditions of employment, and 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 the community and the job security of the employees depends upon the Employer's success in establishing a proper service to the community.

To these ends, 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.

### NO DISCRIMINATION

There shall be no discrimination against any employee or employees by either the Employer or the Union in regard to hiring, tenure of employment, promotions, transfer, or other conditions of employment because of race, color, creed, national origin, sex, religious affiliation, or age.

### ARTICLE I. Union Responsibility.

The Union agrees that its members will perform efficient service, and use its best efforts to protect property and interest of the Employer, and will cooperate with the Employer in performance of their duties.

It is also agreed that it will abide by the Employer's reasonable rules and regulations that do not conflict with this Agreement. Such rules shall be reasonable and shall relate to the proper performance of a police officer's duties and shall not be applied in a discriminatory manner.

## ARTICLE II. Recognition

Section 1. Recognition: Pursuant to and in accordance with all applicable provisions of Act No. 379 of the Public Acts of the State of Michigan of 1965, as amended, the Employer hereby grants sole and exclusive bargaining rights to the Labor Council Michigan Fraternal Order of Police for all employees covered by the Bargaining Unit.

Section 2. Definition of the Bargaining Unit: The Bargaining Unit shall consist of all regular, full-time employees of the Police Department of the City of Owosso whose positions are classified as Probationary Patrolman, Patrolman I, II, and III.

But excluding: Sergeants, Lieutenants, Captains, clerical personnel, Chief of the Department, and all other employees employed by the City of Owosso.

## ARTICLE III. Union Security - Agency Shop

(a) Employees covered by this Agreement at the time it becomes effective and who are members of the Union at that time shall be required, as a condition of continued employment, to continue membership in the Union or pay a service fee to the Union equal to dues and initiation fees uniformly charged for membership for the duration of this Agreement.

(b) Employees covered by this Agreement who are not members of the Union at the time it becomes effective shall be required as a condition of continued



employment to become members of the Union or pay a service fee equal to dues required for membership commencing thirty (30) days after the effective date of this Agreement, and such condition shall be required for the duration of this Agreement.

(c) Employees hired, rehired, reinstated, or transferred into the Bargaining Unit after the effective date of this Agreement and covered by this Agreement shall be required as a condition of continued employment to become members of the Union or pay a service fee to the Union equal to the dues required for membership for the duration of this Agreement, commencing the thirtieth (30th) day following the beginning of their employment in the unit.

#### ARTICLE IV. Save Harmless

In the event the Employer acting on the request of the Union, discharges or attempts to discharge an employee for failure to comply with the provisions of Article III, the Union shall indemnify the Employer against any and all claims, demands, suits, expenses, or other forms of liabilities of whatsoever kind and nature that shall arise out of action taken by the Employer for the purpose of complying with the provision of this Agreement.

#### ARTICLE V. Check-Off

Section 1. The City will not discriminate against any employee because of membership in the Union.

Section 2. The City agrees to deduct from salary of each individual employee in the Bargaining Unit who voluntarily becomes a member, the Union's dues, subject to all of the following subsections:

(a) The Union shall obtain from each of its members a completed Check-Off Authorization Form which shall conform to the respective state and federal law(s) concerning that subject, or any interpretation(s) made thereof.

(b) All Check-Off Authorization Forms shall be filed with the City who may return any incomplete, or incorrectly completed form to the Union's treasurer, and no check-off shall be made until such deficiency is corrected.

(c) The City shall check-off only obligations which come due at the time of check-off, and will make check-off deductions only if the employee has enough pay due to cover such obligation, and will not be responsible for refund to the employee if he has duplicated a check-off deduction by direct payment to the Union.

(d) The City's remittance will be deemed correct if the Union does not give written notice to the City within two (2) calendar weeks after a remittance is sent, of its belief, with reason(s) stated therefore, that the remittance is incorrect.

(e) Any employee covered by the terms of this Agreement may join or terminate membership in the Union by written notice to the City and the amount owing the Union shall reflect accordingly with the next payment from the employee due the Union.

(f) The Union shall provide at least thirty (30) days written notice to the City of the amount of Union dues and/or representation fee to be deducted from the wages of the Bargaining Unit employees as in accordance with this Article. Any change in the amounts determined will also be provided to the City at least thirty (30) days prior to its implementation.

(g) The Union agrees to indemnify and save the City harmless against any and all claims, suits or other forms of liability arising out of its deduction from an employee's pay of Union dues or in reliance on any list, notice certification, or authorization furnished under this Article. The Union assumes full responsibility for the disposition of the deductions so made, once they have been sent to the Union.

(h) The Union shall exclusively use the following Check-Off

Authorization Form as herein provided for:

LABOR COUNCIL  
MICHIGAN FRATERNAL ORDER OF POLICE  
DUES CHECKOFF CARD  
6735 Telegraph Road, Suite 275  
Birmingham, MI 48010

I hereby request and authorize to be deducted from my wages hereinafter earned while in your employ, a labor representation fee of \$     per month. If any additional deductions are to be made, it must be authorized by the President/Treasurer or duly elected representative of the bargaining unit.

The amount deducted for the labor fee shall be paid by the 10th of each month to the LABOR COUNCIL MICHIGAN FRATERNAL ORDER OF POLICE, 6735 Telegraph Road, Suite 275, Birmingham, MI 48010.

PRINT: Rank	Last Name	First Name	Middle Initial	
Address		City	State	Zip
Social Security Number		Signature		Date

ARTICLE VI. Special Meetings

(a) The Employer and the Union agree to meet and confer on matters of clarification of the terms of this Agreement upon the written request of either party. The written request shall be made in advance and shall include an agenda stating the nature of matters to be discussed and the reasons for requesting the meeting. Discussion shall be limited to matters set forth in the agenda, but it is understood that these meetings shall not be for the purpose of conducting continuing collective bargaining negotiations, nor to in any way, modify, add to, or detract from the provisions of this Agreement. Each party shall be represented by not more than four (4) persons at special meetings, at least three (3) of which shall be full-time employees of the City of Owosso.

(b) The Union representatives may meet at a place designated by the Employer on the Employer's property, for a period not to exceed one-half (1/2) hour immediately preceding a meeting for which a written request has been made.

(c) Employee representatives of the Union at special meetings will be paid by the Employer for time spent in special meetings, but only for the straight time hours they would otherwise have worked on their regular work schedule.

#### ARTICLE VII. Management Rights

Section 1. Rights: (a) Except as in this Agreement otherwise specifically and expressly provided, the Employer retains the sole and exclusive right to manage and operate the City in all of its operations and activities. Among the rights of management, included only by way of illustration and not by way of limitation, is the right to determine all matters pertaining to the services to be furnished and the methods, procedures, means, equipment, and machines required to provide such services; to establish classifications of work and the number of personnel required; to determine the nature and number of facilities and departments to be operated and their location; to direct and control operations as in the past, to study and use improved methods and equipment, and in all respect to carry out the ordinary and customary functions of management, provided, however, that these rights shall not be exercised in violation of any specific provision of this Agreement.

(b) Except as in this Agreement otherwise specifically and expressly provided, the Employer shall also have the right to hire, promote, assign, transfer, suspend, discipline, discharge for just cause, layoff and recall

personnel; to establish reasonable work rules and to fix and determine reasonable penalties for violations of such rules; to make judgements as to ability and skill; to determine work loads, to establish and change work schedules, to provide and assign relief personnel, provided, however, that these rights shall not be exercised in violation of any specific provision of this Agreement.

(c) The Union hereby agrees that the Employer retains the sole and exclusive right to establish and administer without limitation, implied or otherwise, all matters not specifically and expressly limited by this Agreement.

#### ARTICLE VIII. Aid to Other Labor Groups

The Employer will not aid, promote or finance any labor group who would engage in collective bargaining or make any agreement with any labor group for the purpose of undermining the Labor Council Michigan Fraternal Order of Police.

#### ARTICLE IX. Grievance Procedure

Section 1. For the purpose of this Agreement, "Grievance" means any dispute regarding meaning, interpretation or alleged violations of the terms and provisions of this Agreement.

Section 2. An employee having a grievance in connection with the terms of this Agreement shall present it to the Employer as follows:

Step 1. If an employee has a grievance and wishes to enter it into the Grievance Procedure, the grievant or the Steward must submit the grievance verbally to his or her immediate supervisor within five (5) calendar days of the meeting date.

The Supervisor shall give his verbal answer within five (5) calendar days of the meeting date.

If the matter is not resolved and the employee wishes to carry the matter further, the grievance may be appealed to Step 2 of this Grievance Procedure.

Step 2. In the event the grievance is not resolved at Step 1 of this procedure, the grievance shall be submitted in writing to the Chief of Police or his designee within five (5) calendar days of the verbal answer at Step 1.

The grievance shall be submitted on forms provided by the Union, dated and signed by the aggrieved employee(s) and shall set forth the facts, dates, and provisions of the Agreement that are alleged to have been violated and the remedy desired. At the time the grievance is received, the Chief of Police or his designee shall sign and date two copies of the grievance and return the same to the grievant and/or Steward of the Union. A meeting shall be held if requested by either party.

The Chief of Police and/or his designee shall provide a written answer to the grievant, and/or Steward within five (5) calendar days.

In the event the written answer of the Chief of Police or his designee is not acceptable to the grievant, the grievance may be appealed in writing to the next higher step of this Grievance Procedure within five (5) calendar days of the receipt of the answer of the Chief of Police or his designee.

Step 3. If the grievance is not resolved at Step 2, the grievant and/or Steward may appeal in writing to the Director of Labor Relations. Within ten (10) calendar days of receipt of the appealed grievance, the Labor Relations Director shall hold a meeting with the grievant and the Union in attempt to resolve the grievance. Only persons directly related to the disposition of the grievance shall be present at the meeting. The grievant may be represented by either a Steward of the Union and/or a Labor Council Representative. Representation of the Union shall not exceed three

(3), not including the grievant. If the grievance affects more than one (1) employee, the Union shall designate one employee as a representative of the group.

Step 4. (a) In the event the grievance is not resolved at Step 3, the Union or Employer may, within ten (10) calendar days following Step 3 answer, submit the grievance to arbitration. Written notice to the Employer or the Union shall constitute a request for arbitration.

The Employer and the Union shall meet within seven (7) calendar days after notice of the arbitration has been given for the purpose of selecting an arbitrator. If the parties fail to select an arbitrator, the Federal Mediation and Conciliation Services shall be requested by either party or both parties to provide a panel of arbitrators pursuant to its rules then in effect. Parties shall attempt to select an arbitrator from this panel within ten (10) calendar days. The Union and the Employer shall make alternate strikes from the panel list. If there is no selection from the list, the Federal Mediation and Conciliation Services shall appoint the arbitrator.

The rules of the Federal Mediation Conciliation Services apply to all arbitration hearings. The arbitrator shall be requested to issue his/her decision within thirty (30) days after the conclusion of testimony argument, and submission of briefs. The decision of the arbitrator shall be final and binding on all parties.

Fees and authorized expenses for the arbitrator shall be shared equally by the Employer and the Union.

The arbitrator shall have no authority to add to or to subtract from, alter, change or modify any of the provisions of this Agreement.

The arbitrator may make no award which provides the Employee compensation greater than would have resulted if there had been no violation.

(b) Failure of the grievant or Union to appeal any decision within the specified time limits, or any extension thereof as may be mutually agreed to in writing, shall be deemed a withdrawal of the grievance and shall bar further action or appeal. Any grievance upon which a disposition is not made by the Employer within the time limits prescribed, except as otherwise provided, or except within any extension of time which may be mutually agreed to in writing, may be referred to the next step in the Grievance Procedure. The time limit will run from the date when time for disposition expired.

Steps of the Grievance Procedure may be waived upon consent of the parties. The grievant may withdraw a grievance at any step of the procedure. The grievance(s) so withdrawn shall not be reinstated. Time limits herein provided for may be extended upon written consent of the parties.

Saturday, Sunday and Holidays shall be excluded from the Grievance Procedure time limits.

(c) The Union representatives of the Bargaining Unit may meet at a place designated by the Employer on the Employer's property for at least one-half (1/2) hour immediately preceding a meeting with the representatives of the Employer for which a written request has been made.

The Union representative of the the Bargaining Unit shall be allowed time off his job without loss of pay to investigate a grievance he is to discuss or has discussed with the Employer, upon having received permission from his Supervisor to do so. The Supervisor will normally grant permission and provide sufficient time to the Union representative of the Bargaining Unit to leave his work for these purposes subject to necessary emergency exceptions. The privilege of the Union representative of the Bargaining Unit leaving his work during working hours without loss of time or pay is subject to the understanding that the time will be devoted to the proper handling of



grievances and will not be abused; and the Union representative of the Bargaining Unit will perform his regularly assigned work at all times, except when necessary to leave his work to handle grievances as provided herein. Any alleged abuse by either party will be a proper subject for special meeting.

ARTICLE X. Discharges or Disciplinary Suspension

(a) All discharges or disciplinary suspensions will be made by the Chief of Police or his designated representative.

(b) Any employee who is discharged shall process his grievance, if any, at the third (3rd) step of the Grievance Procedure within two (2) days of the suspension or discharge. The time limits to file a grievance may be extended by mutual consent, however, the time limit is not to exceed five (5) days.

(c) An employee who is discharged or given disciplinary time off from work shall be allowed to counsel with his representative before he is required to leave the Employer's premises. When an employee is suspended pending investigation or an alleged offense, the employee shall continue to receive his regular pay for the hours that he is otherwise scheduled unless such suspension becomes disciplinary time off. Any employee who is given a discharge or disciplinary time off shall receive return notice thereof which states the nature of the offense and the disciplinary action taken.

(d) Imposing any discipline on current charge the Employer will not take into account any prior infractions which occurred more than one (1) year previously.

ARTICLE XI. Seniority

For the purpose of determining pensions, longevity, and sick leave, seniority shall be compiled from last date of hire with the Employer. For all other purposes, seniority shall be the continuous length of service in the

department. Persons hired on the same date shall be placed on the seniority list by the first letter of last name, if first letters are the same, second letter shall be also used.

Seniority shall not be lost or accumulated by loss of time due to sick leave or vacations, or up to ten (10) days disciplinary time off.

Preference shall be given to senior employees who wish to transfer to another shift.

#### ARTICLE XII. Seniority Lists

The Employer shall maintain a seniority list of all employees in the Bargaining Unit according to the seniority date showing names, positions, classifications, and seniority date and shall furnish a copy to the Union as soon as possible after the effective date of this Agreement, and will be kept up to date.

#### ARTICLE XIII. Loss of Seniority

An employee shall lose his status as an employee and his seniority if:

1. He resigns or quits;
2. He is discharged or terminated;
3. He retires;
4. He is convicted of a felony;
5. He is absent for three (3) consecutive working days without notifying the Employer;
6. If he does not return to work when recalled from layoff as set forth in the recall procedure unless other arrangements are agreed upon in writing.
7. If he fails to return from sick leave and/or any leave of absence on the specific date for his return unless other arrangements are agreed upon in writing;
8. If he has been on layoff for a period of time equal to his seniority at the time of his layoff or two (2) years, whichever is less.

#### ARTICLE XIV. Layoff

(a) The word "layoff" means a reduction in the work force due to a decrease of work or lack of funds or to abolish positions because of changes in the organization.

(b) When it becomes necessary to reduce the size of the work force probationary employees shall be laid off first providing there are employees with seniority who are available and can satisfactorily perform the work. Thereafter, the employees with the least seniority shall be the ones laid off providing senior employees are available and can satisfactorily perform the work. Employees to be laid off for an indefinite period shall be given at least seven (7) calendar days prior notice.

#### ARTICLE XV. Recall

When the work force is increased from a layoff, employees will be called back to duties according to seniority with the employee having the most seniority being called back first providing they have the ability to satisfactorily perform the work available.

Notices of recall shall be sent to the employee's last known address by registered or certified mail. If an employee fails to report for work within five (5) days within the date of mailing of notice of recall, he shall be considered a quit.

#### ARTICLE XVI. Veterans

(a) Any employee who is called into active service in the Armed Forces of the United States shall, upon the termination of such service, be offered re-employment in his previous position or position of like seniority, status and pay, unless the circumstances have so changed as to make it impossible or totally unreasonable to do so, in which event he will be offered such employ-

ment in line with his seniority as may be available which he is capable of doing, at the current rate of pay for such work, provided he reports for work within ninety (90) days of the date of such discharge, or one hundred and twenty (120) days after hospitalization continuing after discharge.

(b) Except as herein before provided, the re-employment rights of the employees and probationary employees will be limited by applicable laws and regulations.

(c) Employees who are reinstated in accordance with the Uniform Military Training Act, as amended, and other applicable laws and regulations, will be granted leaves of absence for time not to exceed a period equal to their seniority to attend school full time under applicable Federal Laws in effect on the date of this Agreement.

(d) Employees who are in some branch of the Armed Forces Reserves or the National Guard will be paid the difference between their reserve pay and their regular pay with the City for a maximum period of ninety (90) calendar days when they are on full-time active duty in the Reserves or National Guard. A maximum of fifteen (15) calendar days per year is the normal limit except in a case of emergency order by the Governor of the State of Michigan. The employee's pay check shall be issued to the Employee after he or she submits pay voucher and pay from Reserve or Guard time to the City. If the employee's Armed Forces Reserve or National Guard pay voucher exceeds any money due by the City and/or the employee elects not to submit for pay, he or she shall notify the city within ten (10) working days after his or her return from such duty he or she are electing to not submit as no city pay then is due.

(e) 1. A member of the National Guard or Reserve may be granted time off to attend week-end assembly providing that he or she files the proper Departmental Request within the time limits established by the Department Head.

2. A member of the National Guard or Reserve shall make up requested time off duty at the convenience of the Department.

3. A member of the National Guard or Reserve shall make up requested time off duty on the same type of day or days the request is for (i.e.) if a Friday and Saturday is requested off, than a Friday and Saturday shall be the make-up day.

ARTICLE XVII. Leave for Union Conferences and Conventions

At the discretion of the Chief of Police, leaves with pay will be granted to Union Members of the Bargaining Unit of the Union for the following reasons:

- (a) One man for three days to attend any combination of FOP State of Michigan or Labor Council meetings each calendar year.
- (b) One man for five days every other calendar year to attend the FOP National meetings.

To obtain the above-mentioned leave days, request for leave must be in writing thirty (30) days in advance showing location and dates of conventions and conferences.

Once a month, at the discretion of the Employer, the representative representing the Owosso City Police Bargaining Unit and/or his designated representative may be excused for up to two (2) hours without loss of pay for the local division's meeting or the Lodge meetings if he is scheduled to work providing there is adequate security of the City during said meeting.

ARTICLE XVIII. Leave of Absence

(a) Leave of absence without pay will be granted without loss of seniority for :

- 1. Illness leave, physical or mental.

2. Prolonged illness of the immediate family limited to father, mother, wife, child or step-child.
3. Standard education courses and training programs that would be work-related or a benefit to the Employer.
  - (b) No leave of absence will be for less than thirty (30) or more than ninety (90) calendar days.
  - (c) Vacation and sick leave shall not accrue during leave of absence.
  - (d) Approved leaves of absence may be extended for a reasonable period at the discretion of the Employer.

#### ARTICLE XIX. Probationary Period

Section 1. When a new employee is hired in the Unit, he shall be considered as a probationary employee for a period of one (1) year from his date of hire. The Union may represent him only for rates of pay, wages, number of hours of employment and working conditions.

Section 2. Any adverse evaluation of the probationary officer shall be forwarded to the Chief of Police and the probationary officer at the end of his first six (6) months. Failure to do this presumes the officer begins his second six (6) months probation in good standing. An officer may not be dismissed in the second six (6) months period based solely on an incident in the first six (6) months period. However, the Chief of Police may dismiss the officer for general police incompetence.

Section 3. Evaluations by the supervisor may be requested by the Chief of Police at any time during the term of his probation.

Section 4. Probationary employees serving with the Employer may be terminated at any time by the Employer in its sole discretion and neither the employee so terminated nor the labor organization shall have recourse to the Grievance Procedure of such termination.

ARTICLE XX. Change in Personal Status

Employees shall notify the Personnel Department of any change of name, address, telephone number, marital status, or number of dependents promptly within ten (10) days after such change has been made. The Employer shall be entitled to rely upon the employee's last name, address, telephone number, marital status and number of dependents shown on its records for all purposes involving his employment and this Agreement.

ARTICLE XXI. Sick Leave

(a) All members covered by this Agreement shall accumulate one (1) sick leave day per month not to exceed twelve (12) days per year, with a maximum accumulation of one hundred twenty (120) days. An employee, while on sick leave will be deemed to be on continued employment for the purpose of computing all benefits referred to in this Agreement.

(b) Employees absent from work due to claimed illness and to qualify for a paid sick day shall inform the Employer of such absence by telephone prior to the starting time of their scheduled shift.

(c) If the Employer feels an employee is abusing his sick leave privileges, the Employer may request and receive a Doctor's statement showing proof of illness before returning to work.

(d) On retirement, accumulated sick leave shall be computed into days worked at the rate of one-half (1/2) day per accumulated sick leave day and cash payment by Employer to employee shall be made at the employee's current pay scale, with a maximum payment for sixty (60) days service.

The maximum payment for the above will be sixty (60) days service. In the event of death before retirement, the above referenced payment shall be made to the employee's estate.

(e) After an employee has accumulated one hundred twenty (120) sick days, the Employer will pay the employee, in cash, 50% of all unused sick leave over one hundred twenty (120) days for the preceding twelve (12) months. It is understood by the Union that after payment of the 50% of sick leave days for the preceding year, the maximum accumulation for cash-out will revert back to one hundred twenty (120) days.

(f) Sick leave days shall be used for legitimate illness or disability only.

#### ARTICLE XXII. Bereavement Leave

(a) An employee shall be allowed five (5) working days as bereavement leave not to be deducted from sick leave for death in the immediate family. However, if, during the five (5) allowed bereavement days, the employee's scheduled off day falls within the five (5) bereavement days, he will not be paid for the scheduled off days. The immediate family shall include: spouse, son, daughter, mother, father, and step-children.

(b) An employee shall be allowed three (3) working days as bereavement leave not to be deducted from sick leave for a death in the family. However, if, during the three (3) allowed bereavement days, the employee's scheduled day off falls within the three (3) bereavement days, he will not be paid for the scheduled off days. The family shall include: grandparents, grandchildren, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister and brother.

(c) An employee may also be allowed a reasonable time not to exceed one (1) working day to attend other funerals when authorized by the Chief of Police. Additional time off without pay may be granted by the Chief.



ARTICLE XXIII. Holidays

(a) An employee whose regular work schedule includes any or all of the following days shall receive a holiday with regular pay for such days, except Christmas Eve. However, if the approved holidays falls on the employee's scheduled day off, the employer will do everything possible to give the employee his holiday off the day before or the day after his scheduled day off.

Holiday Schedule

July 4	New Year's Day
Labor Day	Washington's Birthday, February 22
Columbus Day, October 12	Easter
Thanksgiving Day	Memorial Day, May 30
Christmas Day	Good Friday
Christmas Eve Day	

(b) Christmas Eve. If an employee is scheduled to work Christmas Eve and the employee physically works Christmas Eve, the employee shall receive the sum of One Hundred Fifteen Dollars (\$115.00) for that day. This sum is to be added with the employee's regular pay, however, it is understood by the Employee and the Union that the addition of Christmas Eve to the holiday schedule will not result in any additional days off being granted by the Employer.

(c) To qualify for holiday pay, the employee must be a permanent full-time employee and must have worked all of his scheduled hours on his last scheduled work day before and the next scheduled work day after such holiday unless otherwise excused by the Employer.

(d) An employee shall be granted ten (10) holidays in lieu of the regular holidays listed, except Christmas Eve, whether the day is worked or not. If an employee is scheduled to work a holiday and the employee physically works the scheduled holiday, in addition to the day off, the employee shall receive the sum of One Hundred Fifteen Dollars (\$115.00) for

that day. This sum is to be added with the employee's regular pay.

(e) When a holiday is observed within the employee's scheduled vacation, the holiday will not be considered as a vacation day and the vacation will be extended one (1) day continuing with the vacation.

(f) In addition to the listed holidays, employees shall receive three (3) personal days for the purpose of handling personal business. All requests for personal days shall be in writing and must be submitted to the Chief of Police or his designated representative at least twenty-four (24) hours in advance, except in case of emergencies. However, in emergency situations, approval of the time off shall be at the discretion of the shift supervisor. This time shall be non-accumulative and may be taken in either four (4) or eight (8) hour blocks. The day will be considered a work day and the employee shall receive his regular pay for the day.

#### ARTICLE XXIV. Vacations

(a) Employees will receive vacation credits as follows:

- 1 year - 5 work days vacation
- 2 years - 10 work days vacation
- 5 years - 10 work days vacation plus an additional day for each year over five (5) years, not to exceed a total of twenty (20) work days.

(b) In case of death, retirement, resignation, or dismissal from the Department for reasons other than breach of public trust, the employee or his estate shall be paid for accrued unused vacation time.

#### ARTICLE XXV. Vacation Periods

(a) Vacation schedules shall be prepared in advance under the rules of the Department with due regard for the functions and efficiency of the Department and consideration for the wishes of the employees.

(b) Vacations shall be taken in consecutive days. Vacations may be split into one or more weeks, providing such scheduling does not interfere with the efficient operation of the Department, in proper cases exceptions may be made. If an employee submits for split vacations, the first vacation pick shall be for no less than one (1) work week. The remainder of the employee's vacation may be taken on individual basis excepting during the months of June, July and August.

(c) For scheduling purposes, vacations may be granted up to ninety (90) days prior to July 1st of each year, with preference given to seniority.

(d) If an employee becomes ill and is under the care of a licensed physician during the period of his scheduled vacation, that portion which would otherwise be considered sick leave may be rescheduled as vacation and sick leave charged for the period of illness providing the employee shows a doctor's statement showing the nature of the illness.

(e) Should an emergency arise within the Department or in the City that would make a vacation impossible during the current year, the vacation may be rescheduled in the following year or the employee may be compensated for vacation in cash at his regular rate, considering both the needs of the Department and the desire of the employee.

(f) The Chief of Police and the Employer reserve the right to terminate a vacation at any time because of serious emergency conditions in the City, but any vacation time lost by the employee shall be rescheduled as soon as possible to the wishes of the employee.

(g) Vacation shall be accumulated from anniversary date of hire to anniversary date, however, under no circumstances shall back to back vacations be permitted in order to double the vacation time.

ARTICLE XXVI. Retirement

(a) The Employer has, by City Charter, adopted the City of Owosso Employee's Retirement System, Chapter 16, City of Owosso Charter effective July 1, 1945, as amended.

(b) Vacation, sick leave, life insurance, hospitalization insurance and all other benefits will terminate at date of employee's normal retirement as defined by Employee's Retirement Ordinance of the City of Owosso.

(c) Effective July 1, 1985, Bargaining Unit members shall have the option of retiring after twenty-five (25) years of continuous service regardless of age. Benefit formula shall be final average compensation times the sum of 2.25% for the first twenty five years of service plus 1.0% for years of service in excess of twenty-five years of service.

(d) If an employee retires at the age of sixty (60) and has accumulated ninety (90) unused sick days, the Employer will pay the full premium for Blue Cross-Blue Shield for the employee and his spouse until the employee reaches the age of sixty-five (65).

If an employee chooses to retire at age fifty-five (55) and has accumulated ninety (90) unused sick days, the Employer will pay the full premium for the Blue Cross-Blue Shield for the employee only until age sixty-five (65).

If the employee chooses the Blue Cross-Blue Shield plan upon retirement, he will forfeit the sixty (60) sick leave days cash-out.

ARTICLE XXVII. Overtime Rates and Restrictions

Section 1. Employees covered hereby are required to be on duty a minimum of eight (8) hours during each scheduled duty day, excepting as excused by the Employer. A work week shall consist of five (5) consecutive work days as

defined above, however, this is not to be construed as a guaranteed work week, but merely a definition of a work week.

Section 2. (a) All hours worked over an eight (8) hour shift will be paid at the rate of time and one-half (1 1/2).

(b) All hours worked over forty (40) hours per week shall be paid at the rate of time and one-half (1 1/2).

(c) All hours taken off during the regular work schedule without pay will be made up before the time and one-half (1 1/2) starts.

(d) Employees who are required to obtain complaints and warrants or who must validate complaints while off shall be compensated for a minimum of one (1) hour at the time and one-half (1 1/2) rate.

(e) Officers assigned or directed into court, including Probate Court and official hearings while on duty shall receive straight time. While off duty, the officer shall receive time and one-half (1 1/2). Those officers working the third shift and who appear in Court for a full day shall not be required to work their next regularly scheduled shift in the same twenty-four (24) hour period without ten (10) hours of sleep time. Those officers that work the third shift and who appear in court the day following the shift worked and who have the shift changed to the second shift following said court appearances shall not be required to pull that tour of duty immediately following the court appearance.

(f) All hours worked due to call back and directed into court shall receive one (1) hour minimum at the rate of one and one-half (1 1/2).

(g) All hours worked during emergency situations over and above his regularly scheduled shift.

(h) Witness fees paid to the officer shall be turned in through channels to the City Treasurer.

Section 3. The supervisor who is on duty during the period when overtime is actually worked shall have the responsibility of authorizing the overtime and communicating said overtime to payroll, subject to the approval of the Chief.

Section 4. Equalization of Overtime Hours. Overtime hours shall be divided as equally as possible among qualified employees in their Department. An up-to-date list showing overtime hours will be posted in a prominent place in each Department. When overtime is required, the person with the least number of overtime hours in that classification will be called first, and so on down the list in an attempt to equalize the overtime hours. If enough Officers do not respond to the required overtime request, then the Employer may call Officers of another classification to work the required overtime hours. For the purpose of this Section, time not worked because the employee did not choose to work will be charged the average number of hours the employees working during that call-out period (one hour minimum). Should the above method prove to be unsatisfactory, the parties agree to meet and work out a solution.

Section 5. Pyramiding Overtime. Overtime or other premium rates shall not be pyramided or compounded or paid twice for the same hours worked.

ARTICLE XXVIII. Hospitalization, Medical and Dental Coverage

Section 1. The Employer agrees to pay the monthly premium for Blue Cross -Blue Shield MVF-1 Hospitalization benefit coverage for the employee and his family, semi-private rate, with a \$2.00 co-pay prescription drug rider or equivalent coverage with employee approval.

Section 2. Dental Coverage. The Employer agrees to provide the following Delta Dental insurance plan:

50/50 Delta Dental Class I and Class II Plan; maximum coverage of eight hundred (800) dollars per person, per year.

Effective upon the signing of this Agreement, the Employer will pay a maximum of thirty dollars and sixty-nine cents (\$30.69) per month, to Delta Dental toward the premium costs of such insurance.

Employees will be responsible for any premium cost above the maximum paid by the Employer.

Section 3. Hospitalization Opt-Out. An eligible employee, covered by health insurance from another source, may elect to forego the City provided health insurance set forth in Section 1 above and receive, in lieu of such coverage, an annual stipend equal to one-half (1/2) of the single subscriber rate for the coverage set forth in Section 1 for each year the eligible employee has foregone the City provided health insurance. The stipend payment will be paid by separate check on or about June 30 of each year and will be pro-rated on the basis of one-twelfth (1/12) of the stipend payment for each full month the eligible employee has foregone the City provided health insurance. For purposes of this Section, eligible employees are defined as bargaining unit members who submit, on a form provided by the City, evidence, satisfactory to the City, of health coverage from another source. Retirees, non-bargaining unit members and bargaining unit members whose spouse works for the City are not eligible for the program set forth in this Section. In the event an eligible employee elects to forego City provided health insurance coverage, the employee will be allowed to elect, once each year, to be re-covered by the City health insurance, effective during the City's annual open enrollment period.

ARTICLE XXIX. Life Insurance Coverage

The Employer agrees to pay the full premium of a term life insurance plan for each employee while employed to the face value of \$10,000 per individual employee with accidental death benefits of \$20,000.00.

ARTICLE XXX. Worker's Compensation

Each employee will be covered by the applicable Worker's Compensation laws and the Employer further agrees that, an employee being eligible for Worker's Compensation income, the Employer shall pay an amount sufficient to make up the difference between his Worker's Compensation income and his regular weekly income based on forty (40) hours for a period not to exceed twenty-six (26) weeks.

ARTICLE XXXI. Uniform Provisions

(a) The Employer will provide and clean uniforms.

(b) The Employer will provide lightweight rain coats.

(c) The Employer will provide each employee with one (1) five (5) cell flashlight and batteries.

(d) The Employer will provide up to fifty dollars (\$50.00) per year shoe allowance if purchased at a store of Employer's choice with receipt verifying proof of purchase.

(e) The City will provide lightweight body armor and use of such armor shall be in accordance with the Employer's rules and regulations. The Employer shall furnish and pay for new body armor vest covers as needed by the individual employee.

(f) The Employer will provide riot equipment. The use and distribution of such equipment will be in accordance with Departmental rules and regulations.



ARTICLE XXXII. Waiver Clause

It is the intent of the parties hereto that the provisions of this Agreement, which supersedes all prior agreements and understandings, oral or written, expressed or implied, between such parties, shall govern their entire relationship and shall be the sole source of any and all rights or claims which may be asserted in arbitration hereunder, or otherwise.

The provisions of this Agreement can be amended, supplemented, rescinded, or otherwise altered only by mutual agreement in writing hereafter signed by the parties hereto.

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 waive 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 subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

ARTICLE XXXIII. Longevity

Years of Service Completed

0 through 5 years	\$000.00
6 through 10 years	400.00
11 through 15 years	500.00
16 through 20 years	600.00
Over 20 years	700.00

Longevity commences on the completion of the fifth (5th) year. Payment will be made on the Employee's anniversary date of employment. Paychecks will be issued on alternate Fridays.

ARTICLE XXXIV. Union Bargaining Committee

Section 1. The bargaining committee of the Union will include not more than four (4) employee representatives who are members of the Union and who shall be designated Union representatives and who shall be elected in the month of January of any year in which the contract shall expire. The Union will advise the Employer in writing at least two (2) weeks prior to the first bargaining session of the names of the committee. Employees will not lose time or pay for actual time spent at the bargaining table if negotiations are scheduled during their working hours.

Section 2. The local Union shall have the right to outside representation in negotiations and the City shall also retain the same right to outside representation.

ARTICLE XXXV. No Strikes

Section 1. The City will not lock out employees during the term of this Agreement.

Section 2. The parties of this Agreement mutually recognize and agree that the services performed by the employees covered by this Agreement are services essential to the public health, safety and welfare. Under no circumstances will the Union cause or permit its members to cause nor will any member of the Bargaining Unit take part in any strike, sit-down, stay-in or slowdown of work or restriction of production or interference with the operations of the City, or any picketing or patrolling during the term of this

Agreement. In the event of a work stoppage, other curtailments of production, picketing or patrolling, the City shall not be required to negotiate on the merits of the dispute which gave rise to the stoppage or curtailment until same has ceased.

In the event of a work stoppage, picketing, patrolling or any other curtailment, by the Union or the employees covered hereunder during the term of this Agreement, the Union by its officers, agents, and shop stewards shall immediately declare such work stoppage, picketing, patrolling or other curtailment to be illegal and unauthorized in writing to the employees and order said employees in writing to stop the said conduct and resume full production. Copies of such written notices shall be served upon the City. The Union agrees further to cooperate with the City to remedy such situation by immediately giving written notice to the City and the employees involved declaring the said conduct unlawful and directing the employees to return to work. In the event that the Union in any such situation performs the obligations of this paragraph in good faith and has not authorized such conduct, it shall not be liable in any suit in any court for the money damages caused by said violation. The City shall have the right to discipline, up to and including discharge, any employee who instigates, participates in, or gives leadership to any activity herein prohibited.

Any employee that is in violation of this Article will have no recourse through the Grievance Procedure and the Bargaining Unit and the Union agree that they will not represent such members.

The Bargaining Unit and the Union further agree that they shall not use the service of outside persons to perform picket duties against the City of Owosso.

ARTICLE XXXVI. Gender

Reference to the male gender shall apply equally to the female gender and vice versa.

ARTICLE XXXVII. College Incentive Pay

Effective July 1, 1983, any new patrolman must have a B.A. degree in Criminal Justice or Police Administration to be eligible for College Incentive Pay.

Effective July 1, 1983, any existing patrolman must have an Associate's degree in Criminal Justice or Police Administration or a B.A. degree in Criminal Justice or Police Administration to be eligible for College Incentive Pay.

College Incentive Pay shall be as follows:

Associate's Degree	\$250.00
Bachelor's Degree	\$400.00

This pay shall be computed and paid separately from any other checks and paid on the first pay in the month of June each year.

ARTICLE XXXVIII. Ratification

The Union Representative agrees to submit this Agreement to the Police Department membership and make recommendation for ratification. City management agrees to submit this Agreement to the City Council and make recommendation for ratification.

ARTICLE XXXIX. Effective Date

This Agreement becomes effective at 12:01 a.m., July 1, 1990.

ARTICLE XL. Termination and Modification

(a) This Agreement shall continue in full force through June 30, 1993.

(b) If either party desires to terminate this Agreement, it shall, sixty (60) days prior to the termination date, give written notice of termination. If neither party gives notice of amendment, as herein provided, or if each party giving a notice of termination withdraws the same prior to termination date, this Agreement shall continue in effect from year to year thereafter subject to notice of termination by either party on sixty (60) days written notice prior to the current year's termination date.

(c) If either party desires to modify or change this Agreement, it shall, sixty (60) days prior to the termination date or any subsequent termination date, given written notice of amendment in which event the notice of amendment shall set forth the nature of the amendment or amendments desired. If notice of amendment of this Agreement has been given in accordance with this paragraph, this Agreement may be terminated by either party on ten (10) days' written notice of termination. Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement.

(d) Notice of termination or modification shall be in writing and shall be sufficient if addressed and sent by certified mail, to the Labor Council Representative, Police Department, City Hall, Owosso, Michigan; or if to the Employer, by certified mail addressed to the City Manager, City Hall, Owosso, Michigan.

APPENDIX A

PROMOTIONAL PROCEDURES

Whenever a vacancy for the position of Sergeant occurs, and the Employer deems it necessary to fill said vacancy, the following procedure shall be instituted.

Notice of examination and position to be filled shall be posted within the Owosso Police Department for a period of fifteen (15) days prior to examination date.

Applicants shall have a minimum of two (2) years experience at Patrolman's top wage to apply.

Subjects to be covered shall be listed and shall relate to police field.

STEP 1. Written Examination	- 70%
STEP 2. Oral Examination	- <u>30%</u>
	100%

Applicants must pass the written examination by 70%.

STEP 3. One (1) point shall be given employee for each two (2) years' of seniority or fraction thereof.

STEP 4. Oral Interview Board shall be made up of three (3) persons of another police agency or related field above the rank for which test is being given. The Board shall be picked from persons outside of Shiawassee County. Oral interview shall be within fifteen (15) days after written results of examinations are returned to the City.

STEP 5. Each employee shall file application with the City Police Department.

STEP 6. Each employee shall have the right to review his examination for a period of three (3) days after written examination has been checked and returned to the City.

STEP 7. Promotional list shall be certified and promotional list shall be valid for a period of two (2) years.

Section 2. Temporary Appointment. When a member of the Bargaining Unit is assigned by the Employer to perform duties of a higher classification they shall be paid one-half (1/2) the difference between his/her hourly rate and the hourly rate of the higher classification.

APPENDIX B

CLASSIFICATIONS AND RATES

Effective July 1, 1990

1 - 6 months of employment	-- Probationary.....	\$21,391
6 - 12 months of employment	-- Probationary.....	21,998
12 - 24 months of employment	-- Patrolman I.....	24,474
24 - 36 months of employment	-- Patrolman II.....	25,843
Over 36 months of employment	-- Patrolman III.....	27,802

Effective July 1, 1991

1 - 6 months of employment	-- Probationary.....	\$22,247
6 - 12 months of employment	-- Probationary.....	22,878
12 - 24 months of employment	-- Patrolman I.....	25,453
24 - 36 months of employment	-- Patrolman II.....	26,877
Over 36 months of employment	-- Patrolman III.....	28,914

Effective July 1, 1992

1 - 6 months of employment	-- Probationary.....	\$23,137
6 - 12 months of employment	-- Probationary.....	23,793
12 - 24 months of employment	-- Patrolman I.....	26,471
24 - 36 months of employment	-- Patrolman II.....	27,952
Over 36 months of employment	-- Patrolman III.....	30,071



APPENDIX C

RESIDENCY

All Police Department Bargaining Unit Employees hired after July 1, 1987 shall be required as a condition of continued employment to reside within Shiawassee County, Michigan. All Bargaining Unit Employees hired before July 1, 1987, if residing outside of Shiawassee County, Michigan may continue to do so. Effective July 1, 1987, no Bargaining Unit Employee residing within Shiawassee County, Michigan shall be allowed to continue employment with the City of Owosso if he takes up residence outside Shiawassee County, Michigan.

APPENDIX D

POLICE RESERVES

The City reserves its right to utilize Police Reserves to augment the regular sworn officers of the Police Department during any function or assignment.

The City shall not replace or displace sworn officers of the Police Department with Police Reserves, Auxiliary, and/or Explorers.

LETTER OF UNDERSTANDING  
between  
LABOR COUNCIL MICHIGAN FRATERNAL ORDER OF POLICE  
OWOSSO NON-SUPERVISORY  
and the  
CITY OF OWOSSO

RE: FALSE ARREST INSURANCE

The City agrees to maintain its present False Arrest Insurance for each employee in the above-mentioned bargaining unit for the life of this Labor Agreement.

LABOR COUNCIL MICHIGAN  
FRATERNAL ORDER OF POLICE  
OWOSSO NON-SUPERVISORY DIVISION:

By: *Donna A. Hsu*

Date: *June 25th, 1990*

CITY OF OWOSSO:

By: *Steve Plink*

LETTER OF UNDERSTANDING  
Between  
LABOR COUNCIL MICHIGAN FRATERNAL ORDER OF POLICE  
OWOSSO NON-SUPERVISORY  
and  
THE CITY OF OWOSSO

1. SHIFT PREFERENCE: Shift preference shall be as follows:

A. Four (4) months, and each four (4) months thereafter

B. Shift picks shall be by seniority

C. When the Department is maintaining twelve (12) functioning patrolmen and the shifts are properly covered, the Employer agrees to rotate regular days off. If the above procedure proves to be unworkable, the Employer and the Union agree to meet and negotiate a change to a workable situation.

D. The above twelve (12) functioning patrolmen shall not include the classification of parking meter.

E. The normal work shifts are as follows:

7:00 a.m. - 3:00 p.m.

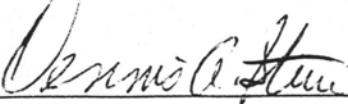
3:00 p.m. - 11:00 p.m.

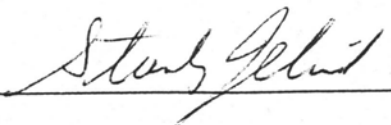
11:00 p.m. - 7:00 a.m.

2. TEMPORARY AND SPECIAL ASSIGNMENTS: Temporary or special assignments shall be by mutual agreement between the Employer and the employee. Seniority and qualifications shall be considered for these assignments. Assignments shall not exceed sixty (60) days in duration.

LABOR COUNCIL MICHIGAN  
FRATERNAL ORDER OF POLICE  
OWOSSO NON-SUPERVISORY DIVISION:

CITY OF OWOSSO:

By: 

By: 

Date: June 25, 1990

LETTER OF UNDERSTANDING  
between  
LABOR COUNCIL MICHIGAN FRATERNAL ORDER OF POLICE  
OWOSSO NON-SUPERVISORY  
and  
THE CITY OF OWOSSO

RE: WORK RULES AND REGULATIONS

The Employer shall meet with the Union and discuss any changes in the Work Rules and Regulations and shall furnish each employee with a complete copy of the Work Rules and Regulations.

LABOR COUNCIL MICHIGAN  
FRATERNAL ORDER OF POLICE  
OWOSSO NON-SUPERVISORY DIVISION:

By: Dennis A. Stue

Date: June 25, 1990

CITY OF OWOSSO:

By: Stanley J. [Signature]

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on the 25th day of June 1990.

LABOR COUNCIL MICHIGAN  
FRATERNAL ORDER OF POLICE  
OWOSSO NON-SUPERVISORY DIVISION:

CITY OF OWOSSO:

By: [Signature]  
Member of Bargaining  
Committee

By: Christine B Mitchell  
Its Mayor

By: [Signature]  
Member of Bargaining  
Committee

By: [Signature]  
Its Clerk

By: [Signature]  
Field Representative

By: Stanley J. [Signature]  
Its Spokesman

Approved as to substance: [Signature] 6/21/90  
City Manager Date

Approved as to form: [Signature] 6-21-90  
City Attorney Date

Approved by City Council: May 7, 1990  
Date

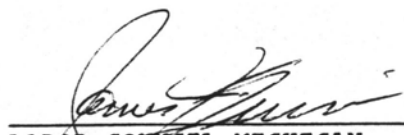
Supplemental Agreement

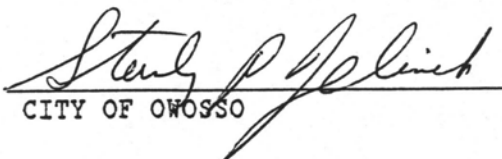
It is hereby agreed by and between the Labor Council Michigan Fraternal Order of Police (hereinafter referred to as the "Union") and the City of Owosso (hereinafter referred to as the "City" that the parties will establish a study committee to review the various cost factors of providing for paid hospitalization at the time of retirement for members of the bargaining unit. The committee will be composed of an appointee from the City, an appointee from the Union and an an appointee from the Pension Board. The committee will provide the cost factors to both parties no later than January 1, 1990. The study committee will commence its review and meet at such times as are mutually agreed by both parties.

It is agreed that the report(s) of the study committee will be submitted for informational purposes to both parties.

It is understood that neither party agrees to any position on the issue, it being understood that, if proposed by one of the parties, the issue will be subject to negotiation by the parties, for the succeeding contract to be in effect on, and after July 1, 1990.

Dated: 2/25/88

  
LABOR COUNCIL MICHIGAN  
FRATERNAL ORDER OF POLICE

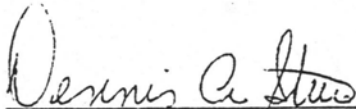
  
CITY OF OWOSSO

LETTER OF AGREEMENT  
BETWEEN  
LABOR COUNCIL, MICHIGAN FRATERNAL ORDER OF POLICE  
NON-SUPERVISORY UNIT  
AND  
THE CITY OF OWOSSO

It is mutually agreed between the parties that the City will waive the Oral Interview Board step under Appendix A Promotional Procedures of the current Labor Agreement to fill the three (3) available Sergeant positions.

It is further agreed and understood that the City's waiver of the above mentioned Oral Interview Board step shall not set precedent for future issues of like kind.

This Letter of Agreement shall be signed by the parties' authorized representative.



\_\_\_\_\_  
Labor Council, Michigan  
Fraternal Order of Police,  
Non-Supervisory Unit

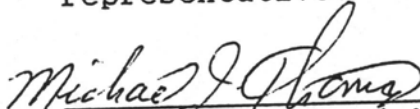
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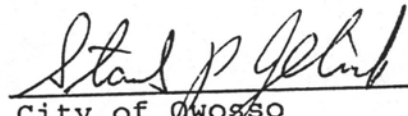
\_\_\_\_\_  
City of Owosso

LETTER OF AGREEMENT  
BETWEEN  
LABOR COUNCIL, MICHIGAN FRATERNAL ORDER OF POLICE  
NON-SUPERVISORY UNIT  
AND  
THE CITY OF OWOSSO

It is hereby agreed by and between the parties that effective the date of the signing of this Letter of Agreement, Article XXV titled Vacation Periods, paragraph (c) in the current Labor Agreement shall be changed to read as follows: For scheduling purposes, vacations may be granted up to ninety (90) days prior to the Employee's anniversary date of each year, with preference given to seniority.

This Letter of Agreement shall be signed by the parties authorized representative.

  
\_\_\_\_\_  
Labor Council, Michigan  
Fraternal Order of Police,  
Non-Supervisory Unit

  
\_\_\_\_\_  
City of Owosso

Date, December 17, 1991



LETTER OF AGREEMENT  
BETWEEN  
LABOR COUNCIL, MICHIGAN FRATERNAL ORDER OF POLICE  
SUPERVISORY UNIT  
AND  
THE CITY OF OWOSSO

It is hereby agreed by and between the parties that effective the date of the signing of this Letter of Agreement, Article 19 titled Vacation Periods, paragraph (c) in the current Labor Agreement shall be changed to read as follows: For scheduling purposes, vacations may be granted up to ninety (90) days prior to the Employee's anniversary date of each year, with preference given to seniority.

This Letter of Agreement shall be signed by the parties authorized representative.

Det. Steven Little  
Labor Council, Michigan  
Fraternal Order of Police,  
Supervisory Unit

Stan P. Gelich  
City of Owosso

12-17-91  
Date