

8949

1/31/93

AGREEMENT BETWEEN  
THE  
CITY OF WYANDOTTE  
A MICHIGAN MUNICIPAL CORPORATION  
AND  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS  
(I.A.F.F.) -  
LOCAL #356, WYANDOTTE FIRE FIGHTERS

FEBRUARY 1, 1990  
THRU AND INCLUDING  
JANUARY 31, 1993

*Wyandotte City of*

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## COLLECTIVE BARGAINING AGREEMENT

This agreement is effective as of the First (1st) of February, 1990 and continues to January 31, 1993 between the City of Wyandotte, a Michigan Municipal Corporation, hereinafter called the "City", and Local No. 356 of the International Association of Fire Fighters, AFL-CIO, also known as Wyandotte Fire Fighters Association, hereinafter called the "Union".

Witnesseth: That the parties hereto, in consideration of the Mutual Covenants and Agreements contained, do hereby agree as follows:

### ARTICLE I - PURPOSE AND DEFINITIONS

#### SECTION 1: PURPOSE.

The parties hereto have entered into this Agreement pursuant to the authority of Public Employment Relations Act, Act 379 of the Michigan Public Acts of 1965, as amended, to incorporate understandings previously reached and other matters into a formal contract to promote harmonious relations between the City and the Union, in the best interests of the community; and to provide an orderly and equitable means of resolving differences which may arise between the parties.

#### SECTION 2: DEFINITION.

"City" shall mean the City of Wyandotte, a Michigan Municipal Corporation. "Union" shall mean the members and representative of Local No. 356 of the International Association of Fire Fighters, AFL-CIO, also known as Wyandotte Fire Fighters Union. Whenever the singular is used, it shall also include the plural.

### ARTICLE II - COVERAGE

This Agreement shall be applicable as to all uniformed employees of the Fire Department of the City, including the Chief.

### ARTICLE III - RECOGNITION

The City recognizes the Union as the sole and exclusive bargaining representative of the uniformed employees of the Fire Department.



## ARTICLE IV - UNION ACTIVITIES

### SECTION 1: GENERAL.

Employees and their union representatives shall have the right to join the union, to engage in lawful concerted activities for the purposes of collective negotiation or bargaining or other mutual aid and protection, to express or communicate any view, grievance, complaint or opinion related to the conditions or compensation of public employment or their betterment, all free from any and all restraint, interference, coercion, discrimination or reprisal.

### SECTION 2: RELEASED TIME.

Officers and other representatives of the union shall be afforded reasonable time during regular working hours, without loss of pay, to fulfill their union responsibilities, processing of grievances, administer and enforce this agreement. For contract negotiating purposes, no more than four (4) persons at a time shall be excused from duty without loss of pay.

### SECTION 3: BULLETIN BOARDS.

The union shall be provided suitable bulletin boards, including at least one at each fire station or ladder house, for the posting of union notices of other materials. Such boards shall be identified with the name of the union and the union may designate persons responsible therefore.

### SECTION 4: MEETINGS.

- A. The union may schedule meetings on Fire Department property, insofar as such meetings are not disruptive of the duties of the employees or the efficient operation of the Department.
- B. The president only (or his designee) may be allowed, with approval of the Chief, four (4) duty days over a two year period, if necessary, to attend IAFF conventions or seminars without loss of pay.
- C. The Union President may take two additional twenty-four days per year to attend educational programs or Union functions, provided that such days do not result in any additional costs to the City.
- D. The City will allow one day per year for the Fire Department Retirement System Trustee to attend related educational seminars, if selected by the Retirement Commission to attend. Overtime payments will NOT be made for any time spent at such seminars.

## ARTICLE V - OTHER AGREEMENTS AND ORGANIZATIONS

### SECTION 1: OTHER AGREEMENTS.

The City shall not enter into any agreements with its employees individually or collectively or with any other organization which in any way voids or nullifies provisions hereof.

### SECTION 2: OTHER ORGANIZATIONS.

Employees may belong to other organizations, but not as a condition of employment with the City, nor may such other organization represent any employee with respect to wages, hours or conditions of employment or in derogation of the exclusive bargaining rights of this union.

## ARTICLE VI - WAGES

### SECTION 1: GENERAL.

The salary schedule attached hereto as Exhibit "7" shall be in effect for the term of this Agreement.

The base wage of the Fire Chief will be the same rate schedule of the Police Chief.

In the event that the total percentage as applied to the existing wage schedule for employees with their E.M.T. License (as described in this section) is exceeded in negotiations between the City and F.O.P. #111, Patrol Unit, then this wage package only will be adjusted accordingly.

This percentage applies to the total for the three (3) years of the agreement.

The application of this wage adjustment will apply only if agreement is reached through mutual negotiations and NOT as a result of an Act 312 Arbitration Settlement or Award.

### SECTION 2: LONGEVITY PAY.

In addition to the salary set forth in the salary schedule attached hereto as Exhibit "7", employees shall receive longevity pay as follows:

Six (6) years of continuous service \$120.00. An additional \$20.00 for each additional year of service to a maximum of \$500.00, up through 25 years of service.



The maximum of \$500.00 will continue to be paid for each subsequent year of service after the 25th year.

Longevity pay shall be payable not more than one month after the anniversary date of employment (provided that, to be first eligible for longevity pay, an employee shall have in fact served at least six (6) years of continuous service).

#### SECTION 3: OVERTIME PAY.

Overtime pay shall be paid for employees of the Fire Fighting Division for all work, in excess of their regularly scheduled work day (24 consecutive hours). Such overtime shall be paid at 1 1/2 times the employee's prevailing hourly rate, which for purposes of this agreement, shall be deemed to be the annual salary for such employee as set forth in Exhibit "7" attached hereto, divided by 2,620.8 hours.

#### SECTION 4: FOOD ALLOWANCE.

An annual prepaid food allowance of \$650.00 shall be paid to all employees, except the Chief, the first pay period of October. All payments will be prorated upon induction into the service, as well as separation from the service.

#### SECTION 5: HOLIDAY PAY.

Holiday pay shall be equivalent to 6.42% of the annual base compensation and will be paid during the first pay period of November for each year covered by this contract. Effective November, 1988, the Chief will receive holiday pay

All payments will be prorated upon induction into the service, as well as separation from the service. All payments are for the fiscal year beginning the first Monday following the first Sunday of October of each year.

#### SECTION 6: CALL-IN PAY.

A minimum of four (4) hours at 1 1/2 times the employee's prevailing hourly rate shall be paid to employees who are called in to work and the time worked is not connected to (either prior to or immediately following) a scheduled tour of duty. This provision shall include the Fire Inspector Rank.

#### SECTION 7: STATE CERTIFICATION E.M.T.

Employees who have obtained and maintain their State Certified Emergency Medical Technician License will be entitled to the pay rate shown in Exhibit "7" marked (EMT) for their respective rank. This provision excludes the Fire Chief.

## ARTICLE VII - HOURS OF EMPLOYMENT

### SECTION 1: WORK SCHEDULE.

The work schedule of employees shall be, for the Fire Fighting Division, as prescribed by Act 125, as amended by Act 115, Michigan Public Acts of 1965, as amended.

No more than fifty-two (52) hours per week will be worked in a six (6) calendar week cycle resulting in 50.4 hours per week average on an annual basis when whole Kelly and/or Super Kelly days are applied.

For the Fire Prevention Division, eight (8) hours per day, and five (5) days per week. Hours of the Fire Prevention Division shall be 8:00 a.m. to 5:00 p.m. with an unpaid lunch period of one (1) hour, Monday through Friday. Hours worked in excess of forty (40) hours per week will be paid at time and one-half.

The Fire Chief shall work the same work schedule as the Police Chief. Hours worked in excess of forty (40) hours per week will NOT be compensated, but will be inherent to the Fire Chief's job responsibilities.

### SECTION 2: TRADING OF DAYS.

Subject to Department manpower requirements, employees shall be permitted to voluntarily trade a work day or Kelly day or vacation day for a work day and to make "buddy system" arrangements subject to the following:

1. Officers may exchange such days only with other officers, provided that after such exchange there is a least one Lieutenant (or rank above) scheduled to be on duty or employee of higher rank within the Fire Fighting Division.
2. Fire Fighter Drivers may exchange such days only with other Fire Fighter Drivers and Fire Fighters who are in fill-in driver positions 1 through and including 6.
3. Fire Fighters may exchange such days only with other Fire Fighters.

Such trades must be duly and accurately recorded in the particular day's "daily report on the Fire Department" form.



ARTICLE VIII - VACATIONS

SECTION 1: ELIGIBILITY AND AMOUNT.

Employees shall be eligible for annual vacations with pay on the following basis:

A. Fire Fighting Division:

All Fire Fighting Division personnel, including probationary men, shall be granted vacation leave as follows:

1. 1 day/month (up to 10 years of service) 12 days/year;  
11 to 15 years, add 1 day (13 days per year);  
16 to 20 years, add 2 days (14 days per year);  
21 and over, add 3 days (15 days per year).
2. Vacation shall accumulate from the date of employment and may be allowed by the appointing authority after the completion of six (6) months of satisfactory service.
3. Fire Fighting Division personnel shall receive one (1) bonus vacation day if they have taken three (3) or fewer sick leave days during the calendar year.
4. Any permanent full time employee may accumulate, at the discretion of the appointing authority, the vacation leave earned during a two (2) year period.

B. Fire Prevention Division (Chief, Asst. Chief, Inspector):

1. 1 1/3 day/month to 2 years, Maximum accumulation 36 days.  
1 2/3 day/month 3 to 9 years, Maximum accumulation 40 days.  
2 days/month 10 to 14 years, Maximum accumulation 40 days.  
2 1/6 day/month 15 to 19 years, Maximum accumulation 40 days.  
2 1/3 day/month 20 years and over, Maximum accumulation 40 days.
2. Vacation shall accumulate from the date of employment and may be allowed by the appointing authority after the completion of six (6) months of satisfactory service.
3. Fire Prevention Division personnel shall receive bonus vacation days as follows:

If off 0 sick days the previous calendar year, add 6 days;  
If off 1 sick day the previous calendar year, add 5 days;  
If off 2 sick days the previous calendar year, add 4 days;  
If off 3 sick days the previous calendar year, add 3 days;  
If off 4 sick days the previous calendar year, add 2 days;  
If off 5 sick days the previous calendar year, add 1 day;  
If off 6 sick days the previous calendar year, add 0 days.

Notwithstanding the foregoing the Chief and the Asst. Chief of the Fire Department, during the term of this agreement, shall receive the same vacation leave benefits as received by the Chief and the Deputy Chief of the Police Department.

4. Any permanent full time employee may accumulate, at the discretion of the appointing authority, the vacation leave stated in paragraph B(1) of this article.

#### SECTION 2: TIME OF VACATION.

Vacations shall be taken June 15 through Labor Day (summer vacation). April 30 through June 14, and September through October 15 (other vacations).

#### SECTION 3: DESIGNATION OF VACATION PERIOD.

Employees shall be afforded a reasonable time to designate other vacation periods, such selection to be made prior to the commencement of the summer vacation period above set forth. Each division shall select independently of the other. All vacation changes and designations shall be made by April 15. Two men shall be permitted vacation leave at the same time.

#### SECTION 4: CHRISTMAS VACATION.

Each year two men shall be entitled to a Christmas vacation, chargeable against their respective accumulated vacation days, provided that:

1. Preference shall be given to the senior applying men who have not previously had such a vacation (or have not had such in equal number to others).
2. Application, therefore, must be made by March 15th.

#### SECTION 5: SINGLE VACATION DAYS.

Employees shall be entitled to individual vacation days, or application, on a first-come, first-serve basis.

#### SECTION 6: TERMINATION OF EMPLOYMENT.

In the event employment is terminated, an employee shall be entitled to payment forthwith for the number of accumulated, unused vacation days at his prevailing rate of pay.



## ARTICLE IX - SENIORITY

### SECTION 1: APPLICATION.

Seniority and its application shall be governed by the provisions of Act 78, Michigan Public Acts of 1935, as amended.

### SECTION 2: ASSIGNMENTS.

As to platoons, units and stations, it would seem that seniority should be recognized so long as departmental functions remain unimpaired. Final right of assignment should remain with the Chief, provided, of course, that his ruling is not capricious, arbitrary or discriminatory. Seniority within each classification shall be recognized as to transfers between units and stations in case of permanent vacancies created by death, retirement, termination or promotion.

Seniority shall also be recognized as to the performance of emergency vehicle attendant services in the following manner:

- A. If there is on duty only two (2) EMT license fire personnel per each emergency service vehicle being operated by the City, those personnel shall perform emergency service work.
- B. So long as there are on duty more than two (2) EMT license fire personnel per each emergency service vehicle being operated by the City, those EMT licensed personnel having greater seniority may elect to perform the emergency service work.

## ARTICLE X - SICK LEAVE, FUNERAL LEAVE & PERSONAL LEAVE

### SECTION 1: FIRE FIGHTING DIVISION.

#### A. Accumulation of Sick Leave Credits:

1. For purpose of this section "sick leave day" shall mean a twenty-four (24) hour duty day.
2. Each employee shall acquire one (1) day of sick leave credit for each month of service rendered.
3. Sick leave credits may accumulate without a maximum.

B. Charges Against Credits:

1. Sick leave: An employee shall be entitled to charge two accumulated sick leave days annually for family illness. The employee shall inform his department head of such family illness. ("Family" defined under this Article, Section 1 (c).

2. Replenishment of credits: At the end of a calendar year, accumulated unused credit shall be carried forward.

3. Illness during vacation: In the event a member suffers a physician certified illness immediately prior to a vacation period and such illness extends into said vacation period, as so certified, then such day(s) shall not be charged against said employees allotted vacation time, but shall be charged against his/her sick leave accumulation.

C. Funeral Leave:

Independent of sick leave or vacation credits, an employee shall be entitled up to two (2) scheduled work days per funeral to make preparation for and attend the funeral and burial of an immediate family member. The immediate family includes the Fire Fighters spouse and any of the following relatives of either the Fire Fighter or Spouse: Child, Stepchild, Mother, Father, Stepmother, Stepfather, Sister, Brother, Grandparent or Grandchild. Any other persons who are established members of the employee's household.

Added days may be requested and granted by the approval of the Chief of the Department. If more than two (2) scheduled days are needed, those days will be deducted from sick leave.

A death in the employee's immediate family, as defined in Section 1, which occurs during the employee's scheduled vacation period shall not be charged against vacation time, but shall be charged as funeral leave.

D. Personal Leave:

Two (2) twenty-four (24) hour days for Fire Fighting Division and three (3) eight (8) hour days for Fire Prevention Division can be taken as personal leave days in four (4) hour increments, one (1) day of which will NOT be charged against accumulated sick leave, other personal leave will be charged against accumulated sick leave. Said personal leave may be taken provided additional costs to the City will not occur. The charges against accumulated sick leave for personal leave days taken, will not affect the vacation bonus. For purposes of this section the first day taken will not be charged. Schedule of personal leave will be on a calendar year beginning January 1 of each year.



## SECTION 2: FIRE PREVENTION DIVISION.

The provisions of Section 1 above, shall insofar as applicable, apply to the Fire Prevention Division. Specifically, Section 1 (A), 2 & 3. Section 1-(B)1 family sick days. An employee may be entitled to charge up to five (5) accumulated sick leave days annually.

Funeral Leave: The number of days allowed for funeral leave shall be up to three (3) days.

Notwithstanding the foregoing, the Chief and Assistant Chief of the Fire Department during the term of the Agreement, shall receive the same sick leave benefit as received by the Chief and Deputy Chief of the Police Department.

## SECTION 3: RELATIONS BETWEEN DIVISION.

In the event an employee changes from the Fire Fighting Division to the Fire Prevention Division, or vice versa, his vacation and sick leave credits shall be prorated and adjusted in accordance with the letter of understanding executed April 26, 1990 and attached hereto.

## SECTION 4: DEATH OR RETIREMENT.

In the event an employee dies or retires, he shall receive compensation in a sum equivalent to one-half of his accumulated sick leave credits. The maximum accumulated sick leave credits for this purpose in the Fire Fighting Division is 75 days or a paid maximum of 37 1/2 days. The maximum accumulated sick leave credits for this purpose in the Fire Prevention Division is 178 days or a paid maximum of 89 days. Payments to be calculated at the hourly rate in effect at time of death or retirement.

## SECTION 5: SICK LEAVE IN LINE OF DUTY.

In all cases where an employee has been totally incapacitated as a result of an accidental injury or an acquired occupational disease arising out of and in the course of his employment, and if it is determined that such injury or disease is not the result of such employee's culpable misconduct, then such employee shall be paid for the time lost during such disability for a period of ninety (90) calendar days, and for such additional days said employee may have to his credit as accumulated overtime, sick leave, or vacation leave in this order, such sum or sums of money which when added to his workman's compensation benefits, shall be equal to his full wage or salary at the time of his injury. When all such time shall be exhausted the City shall carry the employee at his full salary or wage and the City Council shall, at this time in conjunction with the City physician and the Department head, review such disability case. Disability cases considered as likely to be permanent may be referred to the Retirement Commission for consideration and appropriate action.

ARTICLE XI - INSURANCE

SECTION 1: LIFE INSURANCE.

Active Employees - \$30,000.00 with AD&D.  
Retired Employees - \$ 5,000.00.

All effective upon ratification of both parties, including employees who retired after February 1, 1990.

SECTION 2: MEDICAL, HOSPITAL AND SURGICAL.

The City will provide the following group health insurance for each employee and will pay one hundred (100%) percent of the premiums for such insurance during the term of this agreement:

Hospitalization - Blue Cross/Blue Shield MVF-1, Semi-Private Family Coverage with a Coordination of Benefit provision and First Aid Emergency (FAE) rider.

Master Medical - Blue Cross/Blue Shield Master Medical Option 4.

Dental - Effective October 5, 1981, and the beginning of each fiscal year during the term of this contract, the City will credit each employee with \$200.00. This amount can be used by the employee, while employed by the City, for reimbursement for dental expenses (exclusive of dental expenses covered by another dental plan or health insurance plan) which are incurred by the employee and his dependents, as defined for the health insurance coverage which is fully paid for by the City. If the amount accrued for an employee is not exhausted during the fiscal year, it shall be carried forward to the next fiscal year provided that the maximum accumulation is \$750.00 per employee; new employees shall be credited with a pro-rata amount.

The parties agree that the former medical coverage provisions are eliminated, except for five employees (see Exhibit One) not now covered with optional current benefits. Remaining employees and new hires will only be allowed current coverage of medical, dental and vision benefits known as "Optional Coverage".

Optional Coverage: At the option of the five (5) employees described above, the following coverage is also available, in lieu of the above coverage: All other employees are entitled to the following coverage:

1. The City will provide the following group health insurance for each employee and will pay one hundred percent (100%) of the premiums for such insurance during the term of this Agreement provided that:

A. An employee shall not have coverage under both City insurance and coverage under his/her spouse's insurance; double coverage will not be allowed.



- B. An employee will be required to sign a "Statement of Non-Double Coverage" to become eligible for any insurance coverage provided by the City; if an employee is covered by his/her spouse's health insurance coverage, the employee may receive dental and vision coverage as provided in 2B and 2C; the insurance provided in Section 3 shall be available for any person who retires from the City.
- C. If an employee is covered by his/her spouse's health insurance and not covered under the City's insurance contract, then the employee shall receive a post paid allowance in the amount of \$100.00 for each month that said employee is not covered under the City's health insurance contract. Payment of this allowance shall be made quarterly in April, July, October and January of each year.

Should the employee's coverage under his/her spouse be terminated the employee, upon notification to the City, will be immediately placed upon the City's Health Care Coverage and the \$100.00 paid allowance will be discontinued.

2. The basic insurance plan provided for employees selecting this coverage is as follows:

A. Hospitalization. Blue Cross/Blue Shield MVF-1, Semi-Private Family Coverage with a Coordination of Benefits provision, First Aid Emergency (FAE) Rider, \$5.00 Co-Pay Drug Rider, and Blue Cross/Blue Shield Master Medical Option 6; OR Blue Care Network.

B. Dental Care. Group dental care benefit certificate customers series K1000 4968 CDC-FC 4692 freestanding. (Class I 80%, Class II 80%, Class III 50%).

C. Vision Care. Vision care group benefit certificate series A-80 4770 rider FLVS 4764 Freestanding.

The insurance coverage provided in this section shall be effective for an employee commencing with his/her first date of actual work for the City.

### SECTION 3: RETIREE HOSPITALIZATION COVERAGE.

At the employee's option, the employee may select one of the following coverages when applying for retirement benefits:

#### OPTION I

1. The City will provide the following group health insurance for each retired employee and will pay one hundred percent (100%) of the premiums for such insurance provided that:

A. An employee shall not have coverage under both City insurance and coverage under his/her spouse's insurance; double coverage will not be allowed.

- B. An employee will be required to sign a "Statement of Non-Double Coverage" to become eligible for the insurance coverage provided by the City.
- C. If an employee is covered by his/her spouse's health insurance and not covered under the City's insurance contract, then the employee shall receive a post paid allowance in the amount of \$100.00 for each month that said employee is not covered under the City's health insurance contract. Payment of this allowance shall be made quarterly in April, July, October and January of each year.

Should the employee's coverage under his/her spouse be terminated the employee, upon notification to the City, will be immediately placed upon the City's Health Care Coverage and the \$100.00 paid allowance will be discontinued.

2. Said coverage will be Blue Cross/Blue Shield MVF-1, Semi-Private Coverage, with a Coordination of Benefits provision, First Aid Emergency Rider (FAE) and Master Medical Option 1. This coverage will include the retiree, spouse and any dependent children under the age of nineteen (19) and will continue as long as retirement benefit payments are being made to the retiree or spouse. This coverage will also be continued as Blue Cross/Blue Shield Medicare Complementary coverage when the retiree or spouse become eligible for Medicare, as long as retirement benefit payments are being made. The provisions of Section 1(C) above will not apply when the employee becomes eligible for medicare.

#### OPTION II

1. The City will provide the following group health insurance for each retired employee and will pay one hundred percent (100%) of the premiums for such insurance provided that:

A. An employee shall not have coverage under both City insurance and coverage under his/her spouse's insurance; double coverage will not be allowed.

B. An employee will be required to sign a "Statement of Non-Double Coverage" to become eligible for the insurance coverage provided by the City.

C. If an employee is covered by his/her spouse's health insurance and not covered under the City's insurance contract, then the employee shall receive a post paid allowance in the amount of \$100.00 for each month that said employee is not covered under the City's health insurance contract. Payment of this allowance shall be made quarterly in April, July, October and January of each year.

Should the employee's coverage under his/her spouse be terminated the employee, upon notification to the City, will be immediately placed upon the City's Health Care Coverage and the \$100.00 paid allowance will be discontinued.



2. Said coverage will be Blue Cross/Blue Shield MVF-1, Semi-Private Coverage, with a Coordination of Benefits provision, First Aid Emergency Rider (FAE), Master Medical Option 5, and a \$5.00 Co-Pay Drug Rider. This coverage will include the retiree, spouse and any dependent children under the age of nineteen (19) and will continue as long as retirement benefit payments are being made to the retiree or spouse. This coverage will also be continued as Blue Cross/Blue Shield Medicare Complementary coverage when the retiree or spouse become eligible for Medicare, as long as retirement benefit payments are being made. The provisions of Section 1(C) above will not apply when the employee becomes eligible for medicare.

The above retirement insurance options are applicable to employees retiring after February 1, 1990.

#### SECTION 4: ADDITIONAL CONDITIONS OF HOSPITALIZATION COVERAGE.

1. The City retains the right on all health insurance to provide equal coverage either through self-insurance or a carrier different than Blue Cross/Blue Shield.

2. In the event of a voluntary or involuntary termination, or in the event of a layoff or a personal leave of absence, the City's obligation to pay premiums for the insurance specified in this article shall terminate as of the date sufficient to provide such insurance coverage through the last day of the billing month in which such termination, layoff or personal leave of absence occurs.

3. In the event of a sickness or disability leave of absence, the City shall continue to pay the premium for insurance specified in this article for any month for which an employee receives actual compensation from the City.

4. The employee is responsible for notifying, in writing, the personnel office within thirty (30) days of any change in the number of his/her dependents. Costs incurred by the City for failure to notify shall be reimbursed by the employee.

#### ARTICLE XII - UNIFORM ALLOWANCE

##### SECTION 1: TURN OUT GEAR.

The City shall furnish all Turn Out Gear for employees. All new Turn Out Gear shall meet or exceed current NFPA and OSHA standards at time of issue.

New Employees shall be issued new boots and gloves. Turn Out Coats, Bunker Pants and Helmets, if reissued, same shall be cleaned, sanitized and meet current NFPA and OSHA standards.

SECTION 2: UNIFORM ALLOWANCE.

The City, in addition to furnishing Turn Out Gear under Section 1, shall pay each employee of the Fire Fighting Division, as prepaid uniform allowance, as follows:

Captains and ranks lower than Captains:	\$525.00
Assistant Chief/Fire Inspector:	\$575.00
Fire Chief:	\$750.00

One-half of such allowance shall be paid in the first pay period in October and the other half in the first pay period in April. All payments will be prorated upon induction into the service as well as separation from the service.

ARTICLE XIII - MAINTENANCE OF CONDITIONS

SECTION 1: MAINTENANCE OF CONDITIONS.

Wages, hours, and conditions of employment in effect at the execution of this Agreement shall, except as changed herein, be maintained during the term of this Agreement. No employee shall suffer a reduction in benefits as a consequence of the execution of this Agreement.

SECTION 2: MANAGEMENT RIGHTS.

The Management of the Fire Department and the direction of the working forces and the right to hire, promote, assign, suspend, discipline, transfer, discharge for proper cause, reinstate, the right to relieve employees from duty because of work of other proper reasons, the right to schedule hours or require overtime work, and the right to establish rules pertaining to operations of the Department, are vested exclusively in the Police and Fire Commission, Civil Service Commission, and the Mayor and City Council of the City of Wyandotte, in accordance with provisions of the laws of the State of Michigan, the City Charter, Ordinances and Resolutions presently in effect.

SECTION 3: RELATION TO REGULATIONS, ETC.

It is expressly agreed by the parties hereto that existing work rules, and regulations governing employment with the City of Wyandotte 1967-68, schedules and regulations governing wage and salary policies of the City of Wyandotte 1967-68, rules and regulations for the government and discipline of the Fire Department of the City of Wyandotte, City Charter, ordinances and resolutions, as revised, shall remain in force and effect during the life of this Agreement providing that they are not inconsistent herewith.



SECTION 4: UNION SECURITY AND DUES.

A. It shall be a continuing condition of employment that all employees who are presently members of the union shall maintain such membership and pay the union's periodic dues and initiation fees. It shall be a continuing condition of employment that all employees who are not members of the union and who do not become and remain members of the union and pay its periodic dues and initiation fees, shall alternatively pay a bargaining service fee, (hereinafter referred to as Agency Shop Service Fee) in the amount equivalent to such periodic dues and initiation fees. Employees who fail to comply with this requirement within thirty (30) days shall be discharged by the employer.

B. Each employee in the bargaining unit shall execute an authorization for the deduction of union dues, fees and assessments or equivalent agency shop service fees.

C. The City shall deduct from the pay of each employee from whom it receives an authorization to do so, the required amount for the payment of union dues, fees and assessments or agency shop service fees. Such sums, accompanied by a list of employees from whose pay they have been deducted and the amount deducted from each and by a list of employees who had authorized such deductions and from whom no deductions were made and the reasons therefore shall be forwarded to the union office within 30 days after such collections have been made.

D. The City shall not be liable to the union by reason of the requirements of this Agreement for the remittance of any sum other than that constituting actual deductions made from wages earned by employees. The union will protect and save harmless the City from any all claims, demands, suits and other forms of liability by reason of action taken or not taken by the City for the purpose of complying with this section of the Agreement.

E. The City shall not layoff any Fire Fighting or Fire Prevention employees who were employed as of March 1, 1985, for purposes of this section, "layoff" shall mean an involuntary cessation of active employment, and shall not include a leave of absence without pay, quit, termination, suspension or retirement.

SECTION 5: EMERGENCY SERVICE.

All new hires in the Fire Department shall have EMT certifications, and shall retain such certification as a condition of continued employment, so long as the City elects to continue EMT services. This requirement effective 06-06-85.

SECTION 6: FIRE INSPECTOR.

If the City elects to maintain a fire inspector position, that position shall be filled in accordance with Act 78, and out of the rank of lieutenant. The person must attain a state certified inspector's license. The salary of the position of fire inspector shall be the wage of a full paid captain. The fire inspector shall receive the same benefits as the assistant chief. The fire inspector shall be eligible to test for promotion to captain in the Fire Fighting Division. Captains in the Fire Suppression Division shall be able to test for and be promoted to the position of inspector. The fire inspector's regular workweek shall be the same as the fire chief and assistant fire chief which is 40 hours per week, and generally scheduled Monday through Friday, 8:00 a.m. to 5:00 p.m.. Overtime after 40 hours per week and call-in pay shall be applicable. (See Letter of Understanding, Exhibit #6).

SECTION 7: MAINTENANCE OF WORK.

Maintenance work which requires special skills, including by way of illustration and limitation, carpentry work, plumbing, electrical work, washing and painting ceilings and walls, shall not be required to be performed by Fire Fighters.

SECTION 8: DEPARTMENT MANUAL.

The City proposes that the Department manual be amended, Section 132, to require that all orders issued will be posted for at least seven (7) days. Further, a copy of each order will be given to the Union President and the Administrative Services Office at City Hall. In addition, a permanent log of all department orders will be kept at the Central Fire Station.

SECTION 9: SCHOOLING.

The City shall pay up to \$300.00 annually for tuition and all required books for Fire Fighters taking Fire Fighting curriculum pertaining to courses offered in local schools and colleges. Reimbursement for tuition and required books shall be made to anyone where a passing grade is attained, provided approval to attend has been received from the Police and Fire Commission and so budgeted.

ARTICLE XIV - STRIKE PROHIBITION

SECTION 1:

No lockouts of employees shall be instituted by the employer during the term of this Agreement.



SECTION 2:

The union will not engage in, or sanction, strike action, during the life of this Agreement in accordance with Act 379 of the Michigan Public Acts of 1965 as amended.

ARTICLE XV - DISCIPLINE

No employee shall be removed, discharged, reduced in rank or pay, suspended or otherwise punished, except for cause, and in no event until he shall have been furnished with a written statement of the charges and the reasons for such action, and all charges shall be void unless filed within 90 days of the occurrence of the alleged violation. In the event a grievance thereon is filed by the employee, as elsewhere provided in this Agreement, the burden of the proof of the charges shall be upon the City. In any trial board proceeding the employee shall have reasonable time to prepare for the defense against charges preferred, and shall have the right to counsel; and shall be afforded due process.

ARTICLE XVI - GRIEVANCE AND ARBITRATION

SECTION 1: GRIEVANCE PROCEDURE.

Should any differences, disputes or complaints arise as to the meaning of application of the provisions of this Agreement, such differences shall be resolved in the following manner:

Step 1: By grievance in writing submitted by the union to the chief of the department, within fourteen (14) calendar days of the occurrence, who shall reply in writing within seven (7) calendar days from the date he receives the written grievance.

Step 2: If unsatisfactorily adjusted in step 1, by written appeal from the step 1 reply (or deadline therefor, if no reply is received) within seven (7) calendar days, to the Police and Fire Commission, which shall review the grievance on the date of the next regular meeting of the Police and Fire Commission and shall make a written answer to the grievance on the date of the next regular meeting following the meeting of review.

Step 3: If unsatisfactorily adjusted in step 2, by written appeal from the step 2 reply (or deadline therefor, if no reply is received) within seven (7) calendar days to the Council and Mayor, who shall review the grievance on the date of the next regular Council meeting and make a written answer to the grievance on the date of the next regular Council meeting following the meeting of review.

Step 4: If the grievance is not satisfactorily adjusted in the last preceding step, either party may, within twenty-eight (28) calendar days, in writing, request arbitration, and the other party shall be obliged to proceed with arbitration in the manner hereinafter provided.

The parties shall attempt to agree upon an impartial arbitrator. If they cannot so agree within seven (7) calendar days of the request for arbitration, the party requesting arbitration shall promptly thereafter file a demand for arbitration with the Michigan Employment Relations Committee Commission/American Arbitration Association in accordance with the then applicable rules and regulations of the Association.

The expenses of the arbitrator, excepting the parties' own expenses, shall be borne equally by the union and the city. The arbitrator shall have the authority and jurisdiction to determine the propriety of the interpretation and/or application of the collective bargaining agreement respecting the grievance in question, but he shall not have the power to alter or modify the terms of this Agreement.

With respect to arbitrations involving the discipline or discharge of employees, the arbitrator shall determine if the discharge or discipline was for just cause; and he may review the penalty imposed and if he shall determine it to be inappropriate and/or unduly severe, he may modify it accordingly. He shall have the authority in cases concerning discharge, discipline and/or other matters, if he shall so determine, to order the payment of back wages and compensation for an employee which the employee would otherwise have received (less compensation, if any, earned elsewhere during the period in question, which such compensation is attributable to the discharge, suspension or layoff period in issue, and which would not have been earned otherwise), and/or enter such other and/or further award as he deems appropriate and just. His award shall be final and binding on the parties and affected employees.

#### SECTION 2: OTHER REMEDIES.

The grievance procedures provided in this Agreement shall be supplementary or cumulative to, rather than exclusive of, any procedures or remedies afforded to any employee by law, including, but not limited to, Act 78, Michigan Public Acts of 1935 as amended.



ARTICLE XVII - GENERAL

SECTION 1: SEPARABILITY.

This Agreement is subject to the laws of the State of Michigan with respect to the powers, rights, duties and obligations of the City, the union, and the employees in the bargaining unit, and in the event that any provision of this Agreement shall at any time be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided therefore, such provision shall be void and inoperative; however, all other provisions of this Agreement shall, insofar as possible, continue in full force and effect.

SECTION 2: DISTRIBUTION OF AGREEMENT.

Copy of this Agreement shall be distributed by the City to all employees of the Fire Department.

ARTICLE XVIII - DURATION

SECTION 1: DURATION.

This Agreement shall be effective as of February 1, 1990 and remain in force and effect to January 31, 1993.

SECTION 2: FUTURE NEGOTIATIONS.

The parties agree that either party to this Agreement may initiate, in writing, a request that negotiations be undertaken for a new Agreement for a succeeding period, provided that such negotiations may begin October 1st prior to the expiration of the existing Agreement.

SECTION 3: EXTENSION.

In the event that negotiations extend beyond the said expiration date of their Agreement it shall remain in full force and effect pending Agreement upon a new contract, subject to termination by either party on thirty (30) days written notice.

## ARTICLE XIX - PENSIONS

The City and union agree that the City Code of Ordinances, Chapter 2 (City of Wyandotte Employee's Retirement System) is incorporated into this contract.

1. Requests for disability retirement must meet eligibility requirements of the retirement system ordinance. In cases of dispute between the employees attending physician and the retirement system's medical director, the City and Union will select a third physician for final review and determination.

The City reserves the right to waive, maintain or alter the requirements of Section 2-224, Disability Eligibility Requires; Section 2-225, Disability Retirement Allowance; and Section 2-226, Re-examination of Disability Retirees of the Retirement System Ordinance. In no event will the pension benefits payable be less than the normal calculation of benefits for the applicable service credit.

2. The City reserves the right to offer to employees an early retirement and waive, maintain or alter the provisions of Section 2-206 Definitions; Section 2-209, Credit Service Computations; and Section 2-214, Police and Fire Member Retirement Allowance of the Retirement System Ordinance.

3. The City agrees to allow retirement on a voluntary basis at twenty-five (25) years of credited service without regard to age, or age fifty-five (55) with ten (10) or more years of credited service.

4. City proposes to become a reciprocal Community under Act 88, Public Acts of 1961, as amended, The Reciprocal Retirement Act (copy attached).

5. City offers a pension provision typically called the "Pop-up Provision". This provision allows for the pension benefit under options 2 or 3 to "pop-up" to the straight life benefit in the event of the death of, or divorce from, the beneficiary. Benefits for Option 2 and 3 to be calculated in accordance with "Option Factors" adopted by City of Wyandotte Employee Retirement System.



6. The City proposes to amend the definition of final average compensation as follows:

For Fire Members "Final Average Compensation" means the best twelve (12) consecutive months of compensation, as defined by ordinance, and shall also include holiday pay for the three hundred sixty-five (365) day period preceding the effective date of retirement, effective October 5, 1981. Notwithstanding, anything herein to the contrary, effective February 1, 1990, for Fire Members, final average compensation (except in the case of deferred retirement, a members's resignation or a members discharge) shall also include a members accrued vacation and sick leave paid on retirement, provided however, that said accrued vacation and sick leave amounts shall in no event increase a member's final average compensation more than twenty-five (25) per cent:

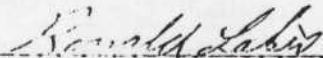
7. In no event shall benefits set forth in the pension ordinance be lessened or reduced as a result of waiving, maintaining or altering any provisions, thereof.

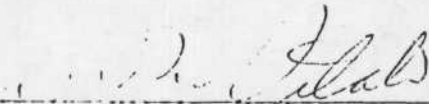
LETTER OF UNDERSTANDING:

The City of Wyandotte and Local #356, International Association of Fire Fighters Wyandotte Fire Fighters Association hereby agree that promotion eligibility lists created pursuant to promotion exams administered by the Wyandotte Fire Civil Service Commission for the positions of sergeant, lieutenant, fire inspector, fire captain, assistant fire chief and fire chief shall be in effect for a two (2) year period commencing on the date the immediately preceding list for that position expired.


Both parties recognize that if a promotion exam is given or graded after the expiration date of the eligibility list for one of the above ranks, the eligibility list thereby created will be retroactively dated to coincide with the expiration date of the prior list.

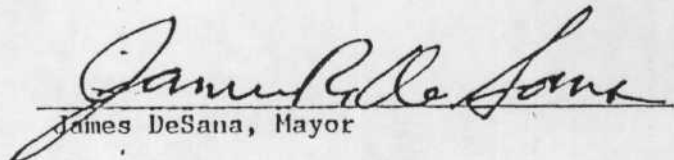
I.A.F.F., Local #356:

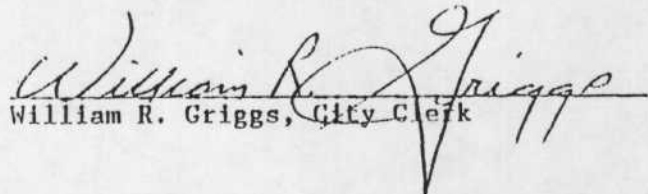
  
\_\_\_\_\_  
Ronald Lakin, President

  
\_\_\_\_\_  
Antonino Vitale, Member

CITY OF WYANDOTTE:

  
\_\_\_\_\_  
Sam Cottone  
Director of Administrative Services

  
\_\_\_\_\_  
James DeSana, Mayor

  
\_\_\_\_\_  
William R. Griggs, City Clerk

Dated: 12/21/90



LETTER OF UNDERSTANDING

It is hereby agreed between the parties that all promotions, including the upgrade of a Fire Fighter to Driver, must acquire and maintain a State of Michigan E.M.T. License. The promoted employee must begin EMT classes within thirty (30) days of said promotion, or at the next available beginning class. Those presently in rank, without the E.M.T. license, may stay in rank but may not move up in rank.

The City will pay for E.M.T. classes for those employees currently without their E.M.T. license provided they begin class July 1, 1991.

This provision will exclude members in the Fire Prevention Division (Chief and Assistant Chief).

This letter of understanding does not change or alter Article XIII, Section 5.

I.A.F.F., Local #356:

Ronald Lakin  
Ronald Lakin, President

Antonio Vitale  
Antonio Vitale, Member

CITY OF WYANDOTTE:

Sam Cottone  
Sam Cottone  
Director of Administrative Services

James R. DeSana  
James DeSana, Mayor

William R. Griggs  
William R. Griggs, City Clerk

Dated: 12/21/90

LETTER OF UNDERSTANDING

Section 1: It is hereby agreed between the parties to this agreement that the conversion of accumulated sick and vacation leave upon movement from the Fire Fighting Division to the Fire Prevention Division will be calculated as follows:

A. Sick Leave:

1. The accumulated sick leave balance of the employee in the Fire Fighting Division will be converted to a dollar value. This dollar value will be divided by the daily rate of pay for the rank and pay-step to be entered in the Fire Prevention Division. The resulting number of days will be rounded to the nearest one-quarter (1/4) of a day.

B. Vacation Leave:

1. The accumulated vacation leave balance of the employee in the Fire Fighting Division will be converted to a dollar value. This dollar value will be divided by the daily rate of pay for the rank and pay-step to be entered in the Fire Prevention Division. The resulting number of days will be rounded to the nearest one-quarter (1/4) of a day.

2. The employee will have the following option with respect to the vacation days in excess of the allowable maximum of forty (40) days, if any should exist.

A. The employee will be given up to twenty-four (24) months to use the vacation days in excess of the maximum.

B. The employee may receive a lump sum payment for the value of the excess vacation days.

3. The employee must exercise his option in #2 above within the six (6) month probationary period of the new position.



LETTER OF UNDERSTANDING (Page Two)

Section 21 It is hereby agreed between the parties to this agreement that the conversion of accumulated sick and vacation leave upon movement from the Fire Prevention Division to the Fire Fighting Division will be calculated as follows:

A. Sick Leave:

1. The accumulated sick leave balance of the employee in the Fire Prevention Division will be converted to a dollar value. This dollar value will be divided by the daily rate of pay for the rank and pay-step to be entered in the Fire Fighting Division. The resulting number of days will be rounded to the nearest one-quarter (1/4) of a day.

B. Vacation Leave:

1. The accumulated vacation leave balance of the employee in the Fire Prevention Division will be converted to a dollar value. This dollar value will be divided by the daily rate of pay for the rank and pay-step to be entered in the Fire Fighting Division. The resulting number of days will be rounded to the nearest one-quarter (1/4) of a day.

I.A.F.F., Local #356:

Ronald Lakin  
Ronald Lakin, President

Antonino Vitale  
Antonino Vitale, Member

CITY OF WYANDOTTE:

Sam Cottone  
Sam Cottone  
Director of Administrative Services

James DeSana  
James DeSana, Mayor

William R. Griggs  
William R. Griggs, City Clerk


Dated: 12/21/90

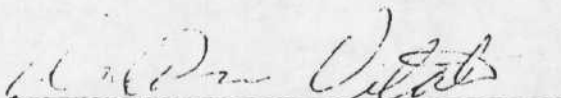
LETTER OF UNDERSTANDING

It is hereby agreed, by and between the City of Wyandotte (Employer) and the Wyandotte Fire Fighters Association, Local #356, International Association of Fire Fighters (Union):


1. The number of thirty-seven (37) personnel in the Department, eight (8) personnel per tour of duty, will not be reduced as a direct result of partially transferring certain dispatch duties to the Police Department.
2. Any future changes in the dispatch duties affecting bargaining unit employees of Local #356, IAFF, will be submitted for negotiation to Local #356.

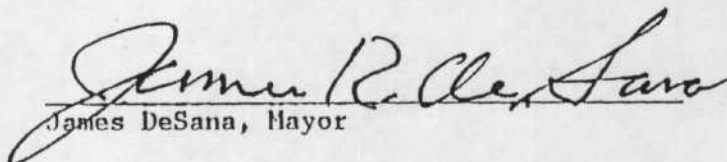
I.A.F.F., Local #356:

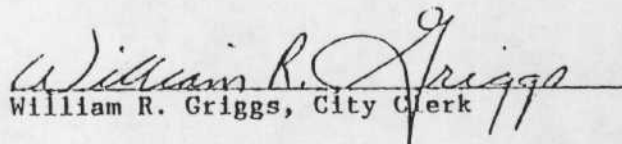
  
\_\_\_\_\_  
Ronald Lakin, President

  
\_\_\_\_\_  
Antonino Vitale, Member

CITY OF WYANDOTTE:

  
\_\_\_\_\_  
Sam Cottone  
Director of Administrative Services

  
\_\_\_\_\_  
James DeSana, Mayor

  
\_\_\_\_\_  
William R. Griggs, City Clerk

Dated: 12/21/90



LETTER OF UNDERSTANDING

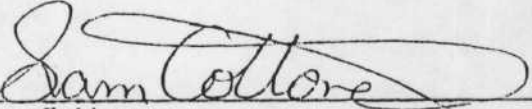
It is hereby agreed, by and between the City of Wyandotte (Employer) and the Wyandotte Fire Fighters Association, Local #356, International Association of Fire Fighters (Union):


Unused sick days (at the time of death or retirement) in excess of thirty-seven and one-half (37 1/2) days shall be divided by twenty-one (21), and the result will represent the number of bonus credited service months to be added to regular credited service.

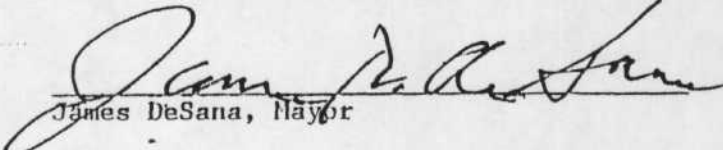
I.A.F.F., Local #356:

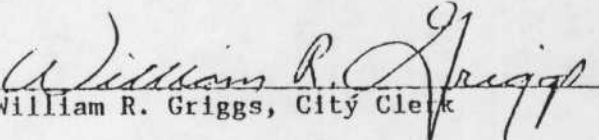
CITY OF WYANDOTTE:

  
\_\_\_\_\_  
Ronald Lakin, President

  
\_\_\_\_\_  
Sam Cottone  
Director of Administrative Services

  
\_\_\_\_\_  
Antonino Vitale, Member

  
\_\_\_\_\_  
James DeSana, Mayor

  
\_\_\_\_\_  
William R. Griggs, City Clerk

Dated: 12/21/90

LETTER OF UNDERSTANDING

It is hereby agreed, by and between the City of Wyandotte (Employer) and the Wyandotte Fire Fighters Association, Local #356, International Association of Fire Fighters (Union):

All promotions, including Driver's upgrade from Fire Fighter to Driver, shall be allowed to return to the Fire Fighting Division rank from which he was promoted until confirmation occurs (6 months). Subsequent to confirmation, whoever chooses to relinquish his rank shall return to the rank of Fire Fighter with full seniority rights. Unless the move to the Fire Fighting Division is as a result of his certification of the current eligibility list for promotion.

Should a promoted person or a Fire Fighter/Driver return to their former rank prior to confirmation, any persons promoted as a result of the promotion shall also return to their prior rank. Time spent at a higher rank shall count towards meeting probationary requirements should the member be promoted to the higher rank in the future.

Article XIII, Section 6, shall except as clarified herein, continue to govern all promotions.

I.A.F.F., Local #356:

CITY OF WYANDOTTE:

Ronald Lakin  
Ronald Lakin, President

Sam Cottone  
Sam Cottone  
Director of Administrative Services

Antonino Vitale  
Antonino Vitale, Member

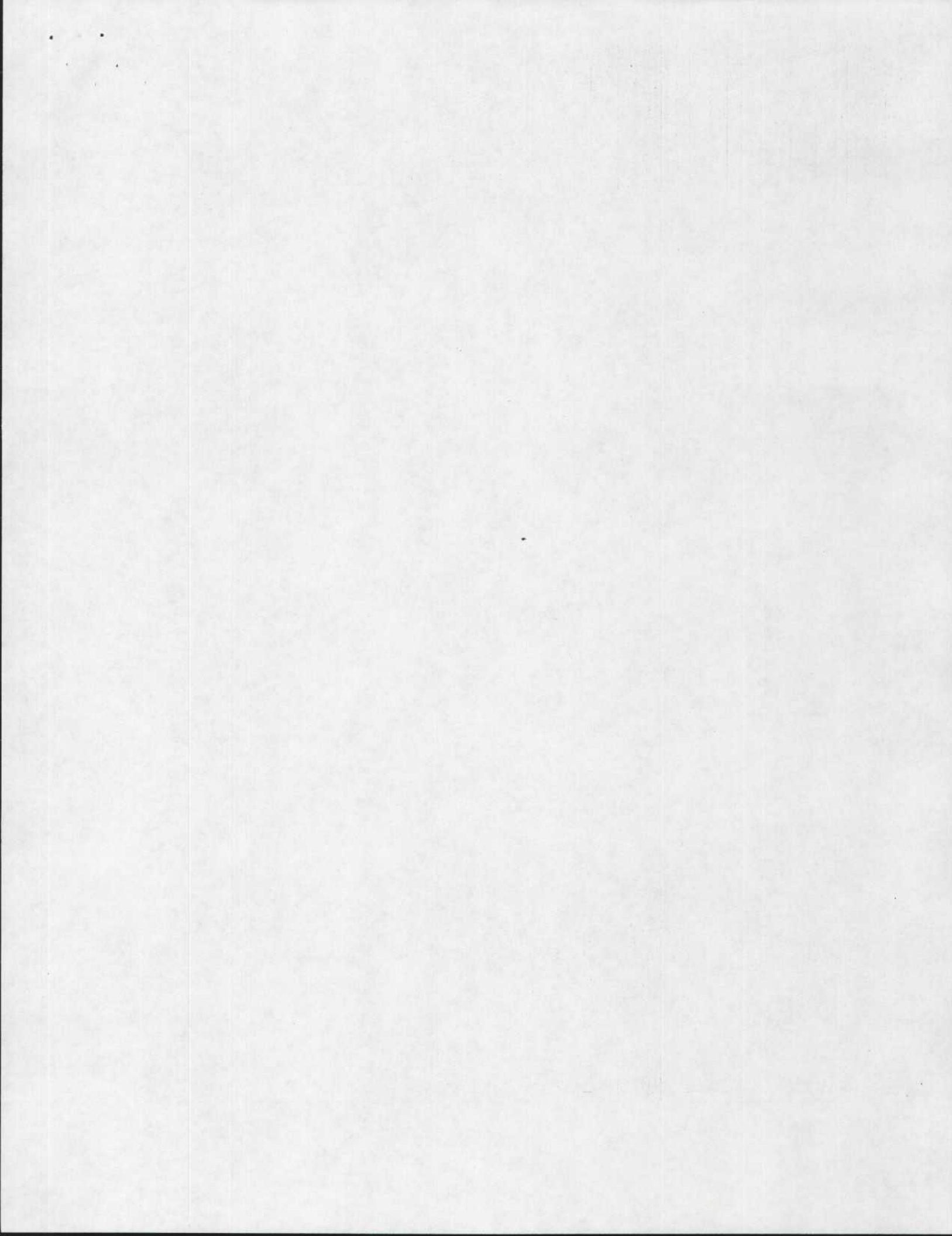
James R. DeSana  
James DeSana, Mayor

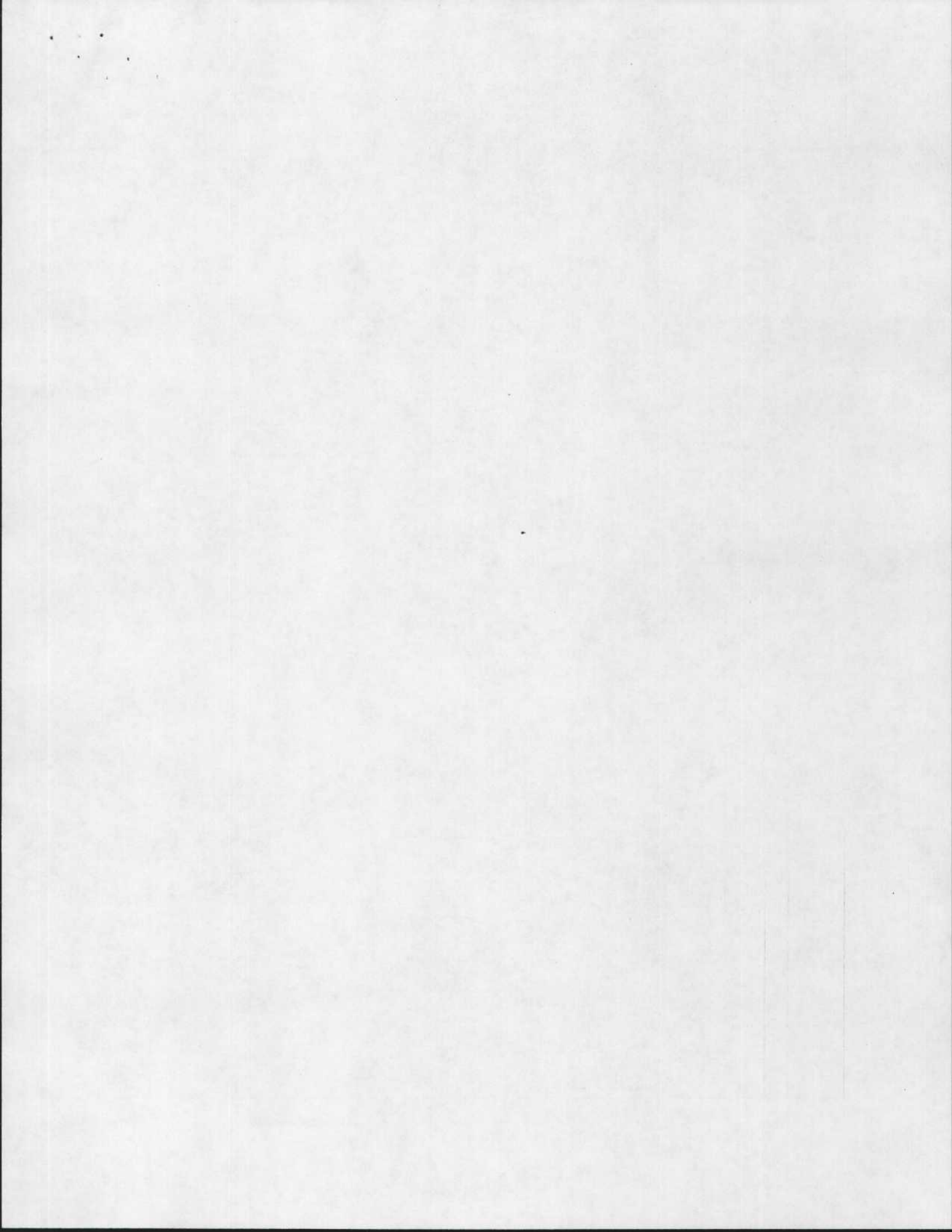
William R. Griggs  
William R. Griggs, City Clerk

Dated:

12/21/90









"EXHIBIT #7"

CITY OF WYANDOTTE  
WAGE SCHEDULE  
FIRE DEPARTMENT

FEBRUARY 1, 1990 - JANUARY 31, 1991

CLASS TITLE	START	6 MONTHS	1 YEAR	2 YEARS	3 YEARS	4 YEARS
FIRE CHIEF	\$44,304.00	\$45,406.40	\$46,488.00	\$48,838.40	\$51,272.00	
	\$1,704.00	\$1,746.40	\$1,788.00	\$1,878.40	\$1,972.00	
	\$21.30	\$21.83	\$22.35	\$23.48	\$24.65	
ASSISTANT FIRE CHIEF (WITHOUT EMT)	\$39,520.00	\$41,433.60				
	\$1,520.00	\$1,593.60				
	\$19.00	\$19.92				
ASSISTANT FIRE CHIEF (WITH EMT)	\$39,915.20	\$41,849.60				
	\$1,535.20	\$1,609.60				
	\$19.19	\$20.12				
FIRE INSPECTOR (WITHOUT EMT)	\$36,670.40	\$38,584.00				
	\$1,410.40	\$1,484.00				
	\$17.63	\$18.55				
FIRE INSPECTOR (WITH EMT)	\$37,044.80	\$38,979.20				
	\$1,424.80	\$1,499.20				
	\$17.81	\$18.74				
FIRE CAPTAIN (WITHOUT EMT)	\$36,691.20	\$38,578.28				
	\$1,411.20	\$1,483.78				
	\$14.00	\$14.72				
FIRE CAPTAIN (WITH EMT)	\$37,058.06	\$38,971.40				
	\$1,425.31	\$1,498.90				
	\$14.14	\$14.87				
FIRE LIEUTENANT (WITHOUT EMT)	\$35,118.72	\$35,983.48				
	\$1,350.72	\$1,383.98				
	\$13.40	\$13.73				
FIRE LIEUTENANT (WITH EMT)	\$35,459.32	\$36,350.60				
	\$1,363.82	\$1,398.10				
	\$13.53	\$13.87				
FIRE SERGEANT (WITHOUT EMT)	\$34,332.48					
	\$1,320.48					
	\$13.10					
FIRE SERGEANT (WITH EMT)	\$34,673.08					
	\$1,333.58					
	\$13.23					

"EXHIBIT #7"

CITY OF WYANDOTTE  
WAGE SCHEDULE  
FIRE DEPARTMENT

FEBRUARY 1, 1990 - JANUARY 31, 1991

CLASS TITLE	START	6 MONTHS	1 YEAR	2 YEARS	3 YEARS	4 YEARS
FIREFIGHTER/ DRIVER (WITHOUT EMT)	\$33,493.72 \$1,288.22 \$12.78					
FIREFIGHTER/ DRIVER (WITH EMT)	\$33,834.58 \$1,301.33 \$12.91					
FIREFIGHTER (WITHOUT EMT)	\$22,460.36 \$863.86 \$8.57	\$23,534.68 \$905.18 \$8.98	\$25,788.62 \$991.87 \$9.84	\$28,068.82 \$1,079.57 \$10.71	\$30,375.02 \$1,168.27 \$11.59	\$32,628.96 \$1,254.96 \$12.45
FIREFIGHTER (WITH EMT)	\$22,696.18 \$872.93 \$8.66	\$23,770.76 \$914.26 \$9.07	\$26,050.70 \$1,001.95 \$9.94	\$28,357.16 \$1,090.66 \$10.82	\$30,689.62 \$1,180.37 \$11.71	\$32,969.56 \$1,268.06 \$12.58



"EXHIBIT #7"

CITY OF WYANDOTTE  
WAGE SCHEDULE  
FIRE DEPARTMENT

FEBRUARY 1, 1991 - JANUARY 31, 1992

CLASS TITLE	START	6 MONTHS	1 YEAR	2 YEARS	3 YEARS	4 YEARS
FIRE CHIEF	\$46,529.60	\$47,673.60	\$48,817.60	\$51,272.00	\$53,830.40	
	\$1,789.60	\$1,833.60	\$1,877.60	\$1,972.00	\$2,070.40	
	\$22.37	\$22.92	\$23.47	\$24.65	\$25.88	
ASSISTANT FIRE CHIEF (WITHOUT EMT)	\$41,496.00	\$43,513.60				
	\$1,596.00	\$1,673.60				
	\$19.95	\$20.92				
ASSISTANT FIRE CHIEF (WITH EMT)	\$42,744.00	\$44,824.00				
	\$1,644.00	\$1,724.00				
	\$20.55	\$21.55				
FIRE INSPECTOR (WITHOUT EMT)	\$38,500.80	\$40,518.40				
	\$1,480.80	\$1,558.40				
	\$18.51	\$19.48				
FIRE INSPECTOR (WITH EMT)	\$39,665.60	\$41,745.60				
	\$1,525.60	\$1,605.60				
	\$19.07	\$20.07				
FIRE CAPTAIN (WITHOUT EMT)	\$38,525.76	\$40,517.62				
	\$1,481.76	\$1,558.37				
	\$14.70	\$15.46				
FIRE CAPTAIN (WITH EMT)	\$39,678.86	\$41,749.24				
	\$1,526.11	\$1,605.74				
	\$15.14	\$15.93				
FIRE LIEUTENANT (WITHOUT EMT)	\$36,874.76	\$37,792.04				
	\$1,418.26	\$1,453.54				
	\$14.07	\$14.42				
FIRE LIEUTENANT (WITH EMT)	\$37,975.34	\$38,918.88				
	\$1,460.59	\$1,496.88				
	\$14.49	\$14.85				
FIRE SERGEANT (WITHOUT EMT)	\$36,062.26					
	\$1,387.01					
	\$13.76					
FIRE SERGEANT (WITH EMT)	\$37,136.84					
	\$1,428.34					
	\$14.17					

"EXHIBIT #7"

CITY OF WYANDOTTE  
WAGE SCHEDULE  
FIRE DEPARTMENT

FEBRUARY 1, 1991 - JANUARY 31, 1992

CLASS TITLE	START	6 MONTHS	1 YEAR	2 YEARS	3 YEARS	4 YEARS
FIREFIGHTER/ DRIVER (WITHOUT EMT)	\$35,171.24 \$1,352.74 \$13.42					
FIREFIGHTER/ DRIVER (WITH EMT)	\$36,245.56 \$1,394.06 \$13.83					
FIREFIGHTER (WITHOUT EMT)	\$23,587.20 \$907.20 \$9.00	\$24,714.04 \$950.54 \$9.43	\$27,072.76 \$1,041.26 \$10.33	\$29,484.00 \$1,134.00 \$11.25	\$31,895.24 \$1,226.74 \$12.17	\$34,253.96 \$1,317.46 \$13.07
FIREFIGHTER (WITH EMT)	\$24,294.92 \$934.42 \$9.27	\$25,448.02 \$978.77 \$9.71	\$27,911.52 \$1,073.52 \$10.65	\$30,375.02 \$1,168.27 \$11.59	\$32,864.78 \$1,264.03 \$12.54	\$35,308.78 \$1,358.03 \$13.47



"EXHIBIT #7"

CITY OF WYANDOTTE  
WAGE SCHEDULE  
FIRE DEPARTMENT

FEBRUARY 1, 1992 - JANUARY 31, 1993

CLASS TITLE	START	6 MONTHS	1 YEAR	2 YEARS	3 YEARS	4 YEARS
FIRE CHIEF	\$48,380.80	\$49,587.20	\$50,772.80	\$53,331.20	\$55,993.60	
	\$1,860.80	\$1,907.20	\$1,952.80	\$2,051.20	\$2,153.60	
	\$23.26	\$23.84	\$24.41	\$25.64	\$26.92	
ASSISTANT FIRE CHIEF (WITHOUT EMT)	\$43,160.00	\$45,260.80				
	\$1,660.00	\$1,740.80				
	\$20.75	\$21.76				
ASSISTANT FIRE CHIEF (WITH EMT)	\$45,780.80	\$48,006.40				
	\$1,760.80	\$1,846.40				
	\$22.01	\$23.08				
FIRE INSPECTOR (WITHOUT EMT)	\$40,040.00	\$42,140.80				
	\$1,540.00	\$1,620.80				
	\$19.25	\$20.26				
FIRE INSPECTOR (WITH EMT)	\$42,494.40	\$44,720.00				
	\$1,634.40	\$1,720.00				
	\$20.43	\$21.50				
FIRE CAPTAIN (WITHOUT EMT)	\$40,071.98	\$42,142.36				
	\$1,541.23	\$1,620.86				
	\$15.29	\$16.08				
FIRE CAPTAIN (WITH EMT)	\$42,509.48	\$44,710.90				
	\$1,634.98	\$1,719.65				
	\$16.22	\$17.06				
FIRE LIEUTENANT (WITHOUT EMT)	\$38,342.20	\$39,312.00				
	\$1,474.70	\$1,512.00				
	\$14.63	\$15.00				
FIRE LIEUTENANT (WITH EMT)	\$40,674.92	\$41,696.98				
	\$1,564.42	\$1,603.73				
	\$15.52	\$15.91				
FIRE SERGEANT (WITHOUT EMT)	\$37,503.70					
	\$1,442.45					
	\$14.31					
FIRE SERGEANT (WITH EMT)	\$39,783.64					
	\$1,530.14					
	\$15.18					

"EXHIBIT #7"

CITY OF WYANDOTTE  
WAGE SCHEDULE  
FIRE DEPARTMENT

FEBRUARY 1, 1992 - JANUARY 31, 1993

CLASS TITLE	START	6 MONTHS	1 YEAR	2 YEARS	3 YEARS	4 YEARS
FIREFIGHTER/ DRIVER (WITHOUT EMT)	\$36,586.42 \$1,407.17 \$13.96					
FIREFIGHTER/ DRIVER (WITH EMT)	\$38,814.10 \$1,492.85 \$14.81					
FIREFIGHTER (WITHOUT EMT)	\$24,530.74 \$943.49 \$9.36	\$25,710.10 \$988.85 \$9.81	\$28,147.34 \$1,082.59 \$10.74	\$30,663.36 \$1,179.36 \$11.70	\$33,179.38 \$1,276.13 \$12.66	\$35,616.62 \$1,369.87 \$13.59
FIREFIGHTER (WITH EMT)	\$26,024.44 \$1,000.94 \$9.93	\$27,256.32 \$1,048.32 \$10.40	\$29,903.38 \$1,150.13 \$11.41	\$32,550.44 \$1,251.94 \$12.42	\$35,197.24 \$1,353.74 \$13.43	\$37,822.72 \$1,454.72 \$14.43



IN WITNESS WHEREOF, THE PARTIES HAVE EXECUTED THIS AGREEMENT BY THEIR DULY AUTHORIZED REPRESENTATIVES EFFECTIVE AS OF THE DAY AND YEAR FIRST ABOVE WRITTEN.

LOCAL NO. 356, I.A.F.F., AFL-CIO,  
WYANDOTTE FIRE FIGHTERS ASSOCIATION

CITY OF WYANDOTTE,  
A MICHIGAN MUNICIPAL CORPORATION

Ronald Lakin  
Ronald Lakin, President

James R. DeSana  
James DeSana, Mayor

Theodore Dziengelewski  
Theodore Dziengelewski, Vice-President

William R. Griggs  
William R. Griggs, City Clerk

Dated: 12/21/90