

6-30-73

Rockwood

AGREEMENT BETWEEN THE CITY OF ROCKWOOD
AND LOCAL NO. 755, AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO

AGREEMENT

This Agreement is made and entered into on this 7th day of March, A. D., 1973, by and between the City of Rockwood, hereinafter referred to collectively as the "Employer", and Local No. 755, American Federation of State, County and Municipal Employees, AFL-CIO hereinafter referred to as the "Union". It is the desire of both parties to this Agreement to work harmoniously and to promote and maintain high standards, between the Employer and Employee, and to promote the efficient and uninterrupted providing of Municipal Services by the Employer all of which will best serve the citizens of the City of Rockwood.

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

City of Rockwood
32409 Fort
Rockwood, Michigan 48173

ARTICLE 1 - RECOGNITION

The Employer recognizes the Union as the exclusive bargaining representative for all full time police officers employed by the City of Rockwood for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other terms and conditions of employment subject to and in accordance with the provisions of Act 336 of the Public Acts of 1947, as amended by Act 379 of the Public Acts of 1965, as amended, but excluding from such bargaining unit the City's police chief and probationary officers.

ARTICLE 2 - MANAGEMENT RESPONSIBILITY

The City, on its own behalf and on behalf of its electors, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by law, the Constitution of the State of Michigan and of the United States, the City Charter, the Rockwood City Code and all amendments made thereto, and any ordinances or resolutions passed by the elected officials of the City. The City further retains and reserves unto itself all rights which are ordinarily vested in and are exercised by Employers except such as are specifically relinquished herein including but without limiting the generality of the foregoing the right; [a] to manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered, the control of materials, tools and equipment to be used, and the discontinuance of any services, materials or methods of operation; [b] to introduce new equipment and methods, to change or eliminate existing equipments, to institute technological changes, to decide on materials, supplies, equipment and tools to be purchased; [c] to construct new facilities or improve existing facilities; [d] to determine the size of the work force and to increase or decrease its size; [e] to hire, assign and lay-off employees, to reduce the work week or work days or effect reduction in hours worked by combining lay-offs in reductions in work week or work days; [f] to permit municipal employees not included in the bargaining unit to perform bargaining unit work when in the opinion of the City this is necessary for the conduct of municipal services; [g] to direct the work force, assign work and determine the number of employees assigned to operations; [h] to contract for any or all work or services or for the construction of new

facilities or the improvement of existing facilities; [i] to establish, change, combine or discontinue job classifications and prescribe and assign job duties, content and classification and to establish wage rates for any new or changed classifications; [j] to determine lunch, rest periods, clean-up time, the starting and quitting time, and the number of hours to be worked; [k] to establish work schedules; [l] to discipline and discharge employees for cause; [m] to adopt, revise and enforce working rules and carry out costs and general improvement programs; [n] to transfer, promote and demote employees from one classification, department or shift to another; [o] to select employees for positions and to determine the qualification and competency of employees to perform available work.

The City agrees that the rights of the Union are specifically listed in this Agreement, that all subjects not specifically listed are retained by the City. That the Union further agrees to waive its right to grieve concerning the contemplation, approval, application, implementation or adoption of any management right, whether specifically listed previously or not.

ARTICLE 3 - UNION SECURITY AND CHECK-OFF

Section 1 - The employer during the life of this Agreement agrees to deduct the Union membership dues each month from the pay of those employees covered by this Agreement who individually request of the employer, in writing, that such deductions be made. The amounts to be deducted shall be certified to the employer by the treasurer of the Union and the employer shall have no obligation to deduct such amount from any employee until such authorization of the employee and certification by the treasurer is in the possession of the employer. The aggregate deductions of all such employees shall be remitted together with an itemized statement to the treasurer by the 15th of the succeeding month after such deductions are made. Employer shall be under no obligation to make such deductions from the pay of such employees earned prior to execution of this Agreement. Such employee authorizations shall be irrevocable during the term of this Agreement.

Section 2 - The Union shall indemnify and hold harmless the employer against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the employer for the purpose of complying with any of the provisions in this Article.

Section 3 - Employer shall not be liable for remittance or payment of any sums other than those constituting actual deductions from the pay of such employees; and if for any reason it fails to make a

deduction for any employee as provided for in this Article, it shall make that deduction from the employee's next pay in which such deduction is normally deducted after the error has been called to its attention by the employee or the Union.

Section 4 - Form of Authorization for Payroll Deduction:

By _____
Last Name First Name Middle Name

To _____
Employer Department

Effective Date _____

I hereby request and authorize you to deduct from my earnings hereafter, once each month, an amount established by the Union as monthly dues. The amount deducted shall be paid to the Treasurer of the Union. This authorization shall be irrevocable during the term of the Collective Bargaining Agreement between the City of Rockwood and Local 755, American Federation of State, County and Municipal Employees, AFL-CIO, dated _____, 1972.

Section 5 - Right to Work: Employer and Union hereby agree that all employees covered by this agreement and all new employees hired, rehired or transferred into the bargaining unit, on or after their 30th day of employment or the execution date of this Agreement which ever comes first, shall be given the opportunity to voluntarily elect whether or not they desire to join the Union or to refrain from joining. The Union upon written request of the employer, not later than the 60th day following the employee's date of hiring or the date of execution of this Agreement which ever comes first, shall be permitted an interview with such an employee on the employer's premises for the purpose of recruiting the employee; provided, however, no employee shall be compelled to attend such interview by either party.

ARTICLE 4 - BASIS OF REPRESENTATION

Section 1 - The employees of the Rockwood Police Department covered by this Agreement shall have the right to be represented in all negotiations and complaints and adjustments of disputes by the Chairman or a Steward each of whom must be a seniority employee of the City of Rockwood. These representatives are to be elected or appointed in any manner determined by the Union. The City must be notified as soon as possible of any change in representation.

Representation for the Police Department shall consist of a Chairman and one Steward.

The Union may appoint or elect one alternate Steward. The alternate may act as Steward only when the Steward is absent.

The Steward will be permitted to leave his work station, after obtaining approval from his supervisor for the purpose of adjusting grievances in accordance with the grievance procedure. Permission for the Steward to leave his work station will not be unreasonably withheld. He will report to his Supervisor upon his return. The privilege of the Steward to leave his work station during working hours, without loss of pay, is extended only with the understanding that the time will be devoted to the prompt handling of grievances and will not be abused, and that he will continue to work at his assigned jobs at all times except when permitted to leave his work for that purpose. In no event will the Steward be paid time and one half for the purpose of handling grievances. The employers shall not be

obligated to reimburse the Steward or any Employee for loss of pay for attendance at arbitration hearings held pursuant to the grievance procedures set forth in this Agreement.

Section 2 - There shall be a grievance committee consisting of the Steward and one other member to be selected by the Union and certified in writing to the Employer.

The Employer shall meet whenever necessary, at a mutually convenient time other than during working hours of the Committee Members with the Union Grievance Committee. The purpose of grievance committee meetings will be to adjust pending grievances, and to discuss procedures for avoiding future grievances. In addition, the committee may discuss with the Employer other issues which would improve the relationship between the parties.

ARTICLE 5 - GRIEVANCE PROCEDURE

Section 1 - A grievance shall be an alleged violation of the expressed terms of this Agreement.

Section 2 - Any grievance arising under the terms of this Agreement must be handled under the following procedures:

Step 1 - An employee covered by this Agreement believing himself wronged by an alleged violation of the expressed provision of this contract shall within 7 days (seven) of its alleged occurrence or discovery thereof orally discuss the matter of the grievance with his supervisor. If the grievance cannot be settled informally within 24 hours (twenty-four) after such discussion, it shall be reduced to writing and moved to step two of the grievance procedure.

Written grievances as required herein shall contain the following:

1. It shall be signed by the grievant;
2. It shall be specific;
3. It shall contain a synopsis of the facts giving rise to the alleged violations;
4. It shall cite the section or subsections of this contract alleged to have been violated;
5. It shall contain the date of the alleged violations;
6. It shall specify the relief requested.

The above requirements with respect to written grievances are jurisdictional and any written grievance not substantially in accordance the above requirements may be rejected as improper. Such a rejection shall not extend the time limitations hereafter set forth.

Step 2 - The written grievance not settled at step 1, shall, be filed with the employees immediate supervisor within 7 days (seven) after failure to resolve the grievance at step 1. The supervisor will attempt to adjust or settle the grievance through discussion with the Steward and employee and will give his written decision within 7 days (seven) [excluding Saturday, Sunday and holidays] of the date of filing with him of the written grievance. A copy of the decision will be transmitted to the grievant and to the City Council.

Step 3 - Any grievance not settled at step 2, at the option of the Union, shall be submitted to the City Council within 5 days (five) after receipt of a written decision at step 2. The City Council will give its written decision on the submitted grievance within 30 days (thirty) days after receipt of same from the grievant. A copy such decision will be transmitted to the grievant.

Step 4 - Any grievance not settled at step 3 of this procedure at the option of the Union may be submitted to the next meeting of the grievance committee. Any grievance not submitted to the next grievance committee meeting, by written notification to the employer within 5 days (five) of the receipt by the grievant of the City Council's written decision shall be considered dropped. The grievance committee shall consider the grievance within 15 days (fifteen) after receipt by the grievant of the City Council's written decision.

Step 5 - Any matter not settled in step 3 of the grievance procedure may be submitted to final and binding arbitration by either of the parties. A request for arbitration must be submitted by written notice to the other party within 15 days (fifteen) after the grievance committee meeting.

If the parties fail to mutually select an arbitrator, an arbitrator shall be selected in accordance with the rules, regulations and methods recommended by the American Arbitration Association. The cost of the arbitrator shall be borne equally by the parties except each party shall assume its own cost for representation including any expense of witnesses.

Section 3 - Neither party may raise a new defense or ground at the arbitration level not previously raised or disclosed at the other written levels. The decision of the arbitrator shall be final and conclusive and binding upon employees, employer and the Union subject to the right of either party to judicial review. Any lawful decision of the arbitrator shall forthwith be placed into effect.

Section 4 - The powers of the arbitrator are subject to the following limitations:

- a. He shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this Agreement.
- b. He shall have no power to establish salary scales or to change any salary.
- c. He shall have no power to change any practice, policy or rule of the City nor substitute his judgment for that of the City Council as to the reasonableness of any such practice, policy, rule or action taken by the Council.
- d. He shall have no power to decide any question which, under this agreement, is within the responsibility of the employer to decide. In rendering decisions an arbitrator shall give due regard to the responsibility of the employer and shall so construe the agreement so that there will be no interference with such responsibilities except as they may be specifically conditioned by this agreement.
- e. He shall have no power to interpret State or Federal Law.
- f. He shall not hear any grievance previously barred from the scope of the grievance procedure.

More than one grievance may not be considered by the arbitrator at the same time except upon expressed written mutual consent and then only if they are of similar nature.

Grievances not referred to a higher level by the Union within the time limits set forth in this Agreement shall be considered withdrawn with prejudice. After a case in which the arbitrator is empowered to rule on hereunder has been referred to him, it may not be withdrawn by either party except by mutual consent.

Section 5. All preparation, filing, presentation or consideration of grievances, except as or otherwise specifically provided for in this Agreement, shall be held at times other than when the grievant or a participating Union representative is on duty. Where no wage loss has been caused by the action of the employer complained of, the employer shall be under no obligation to make monetary adjustments and an arbitrator shall have no power to order such adjustments.

Section 6. Arbitration awards or grievance settlements will not be made retroactive beyond the date of occurrence or non-occurrence of the event upon which the grievance is based.

ARTICLE 6 - BULLETIN BOARD

The employer shall assign a bulletin board which shall be used by the Union for posting notices, bearing the written approval of the Chairman of the Union Local, which shall be restricted to:

- a. Notices of Union recreational and social affairs;
- b. Notices of Union elections;
- c. Notices of Union appointments and results of Union elections;
- d. Notices of Union meetings;
- e. Other notices of bona fide Union affairs which are not political or libelous in nature.

ARTICLE 7 - SENIORITY

The seniority of a present employee covered by this Agreement shall date from his most recent starting date as an employee within the Bargaining Unit hereinbefore described in this Agreement, provided said employee as a condition of acquiring such seniority must have worked prior to such acquisition of seniority six (6) continuous months as a full time police officer for the City. New employees may acquire seniority by working six (6) continuous months, prior to such acquisitions within the Bargaining Unit set forth in this Agreement, in which event the employee's seniority will date back to his most recent starting date within the Bargaining Unit described in this Agreement. When the employee acquires seniority, his name shall be placed on a seniority list in the order of his seniority date.

An up-to-date seniority list shall be furnished to the Chairman upon request.

An employee shall lose his seniority for the following reasons:

- (a) If the employee resigns or retires;
- (b) If the employee is discharged, and not reinstated;
- (c) If the employee is absent from work for three (3) working days without properly notifying the employer, except where his failure to return to work is covered by his sickness or accident and proof of such cause is provided;

- d. If the employee does not return to work at the end of an approved leave, except where his failure to return to work is covered by his sickness, or accident and proof of such cause is provided;
- e. If the employee fails to return to work within three (3) days when recalled from layoff.

An employee's seniority shall entitle him only to such rights as are expressly provided for in this Agreement.

ARTICLE 8 - LAYOFF, RECALL AND TRANSFERS

(a) If and when it becomes necessary for the employer to reduce the number of employees in the work force of the Bargaining Unit, the employee with the least seniority, if ability, experience and training are equal, shall be laid off prior to an employee with greater seniority. Recalls shall be in the order of most seniority provided ability, experience and training are equal. Seniority shall not be the only determining factor in layoff, recalls and transfers within the City of Rockwood Police Department.

(b) The Chairman or Steward shall be notified of said layoff or transfers by the employer.

ARTICLE 9 - PROBATIONARY PERIOD

All full time employees covered by this Agreement shall serve a probationary period of one (1) year, uninterrupted by any type of service break, during which time such employees will be termed as "probationary employees". This provision shall not be construed to require a probationary period of any employee in the Bargaining Unit who at the time of execution of this Agreement has completed one (1) year of uninterrupted employment as a full time police officer for the City of Rockwood excluding time spent in attendance at schools required by statutes of the State of Michigan as a prerequisite to the exercise of the authority of a police officer for the City of Rockwood. Any lesser amount of time of service as of the effective date of this Agreement shall be credited to the probationary period of that employee.

Probationary employees' service for the employer may be terminated at any time by the employer in its sole discretion and neither the employee so terminated nor the union shall have any recourse to the grievance procedure over such termination.

During the probationary period an employee shall not be eligible for employee benefits unless expressly provided otherwise in this Agreement. After an employee has successfully completed his probationary period of employment, he shall become a regular full time employee and his seniority shall start as hereinbefore provided.

ARTICLE 10 - GENERAL CONDITIONS

Section 1. The Union shall be notified in advance of anticipated permanent major changes in working conditions that may result in changes in health or safety conditions. A discussion regarding the proposed changes may be held.

Section 2. The provisions of this Agreement shall be applied equally and without favoritism to all employees in the Bargaining Unit. There shall be no discrimination as to age, sex, marital status, race, color, creed, national origin or political affiliation. The Union shall share equally with the employer the responsibility for applying this provision of the Agreement.

ARTICLE 11 - ECONOMIC MATTERS

The agreement between the parties on economic matters are set forth in Appendix A and Appendix B attached hereto and are incorporated into this Collective Bargaining Agreement, subject to the terms and conditions thereof.

ARTICLE 13 - NO STRIKE - NO LOCKOUT

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

Section 2. The parties to this Agreement mutually recognize that the services performed by the employees covered by this Agreement are essential to the public health, safety and welfare. The Union, therefore, agrees that there shall be no interruption of these services, for any cause whatsoever, by the employees it represents, nor shall there be any concerted failure by them to report for duty, nor shall they absent themselves from their work, stop work, or abstain in whole or in part from the full, faithful and proper performance of their employment, or picket the City's premises. Under no circumstances will the Union cause or authorize or permit its members to cause, nor will any member of the Bargaining Unit take part, in any strike, sit-down, slow-down, stay-in, stoppages of work or any acts that interfere in any manner or to any degree with the services of the City.

In the event of work stoppage, picketing, or any other curtailment as provided for herein, by the Union or the employees covered hereunder during the term of this Agreement, the Union, by its officers, agents and stewards, shall immediately declare such work stoppage, picketing, 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 to resume their employment responsibilities in full. Copies of such written notices shall be served upon the City.

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

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 and in addition thereto, the occurrence of any said prohibited activity shall serve as the basis of the exercise of any legal right or remedy as to the Union, and/or cancellation of this Agreement by the City.

ARTICLE 14 - WORK SCHEDULE

The work schedules showing the employees' shifts, work days, and hours shall be posted in the Department at all times.

ARTICLE 15 - DURATION

This Agreement shall commence on July 2, 1972, and continue and remain in full force and effect from that date to midnight, June 30, 1973, after which it shall continue in full force and effect from year to year thereafter unless either party shall notify the other in writing not less than 180 days prior to the termination date of this Agreement that the said party desires to modify this Agreement. The Union agrees that in the event it wishes to modify this Agreement and provides the notice required herein, it will, by the 1st of March prior to the termination date of this Agreement, provide the employer with all of the Union's proposed modifications to the Collective Bargaining Agreement, the parties acknowledging that the time for receipt of such matters is essential to the preparation of the fiscal budget of the employer. Anything to the contrary notwithstanding, the parties hereto agree that Union proposals as provided for in this Agreement may be submitted in the contract year 1973 within thirty (30) days after the date of this Agreement. The parties hereto agree that this Agreement shall remain in full force and effect during negotiations after the termination date of this Agreement and shall continue in full force and effect thereafter until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph:

In the event either party desires to terminate this Agreement having been extended beyond its termination date during negotiations as provided for in the previous paragraph, written notice must be given to the other party no less than ten (10) days prior to the desired termination date.

It is agreed and understood that the provisions contained herein shall remain in full force and effect so long as they are not in violation of applicable statutes and ordinances and remain within the jurisdiction of the City.

SCHEDULE OF SALARY AND BENEFITS FOR
CITY OF ROCKWOOD POLICE COVERED BY THE
COLLECTIVE BARGAINING AGREEMENT BETWEEN THE
CITY OF ROCKWOOD AND LOCAL NO. 755, AMERICAN
FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
AFL-CIO

APPENDIX "A"

VACATIONS

Upon completion of one (1) full year's employment (anniversary date) commencing with an employee's most recent hiring-in date, and not before, an employee shall be credited with ten (10) paid vacation days which shall be taken as vacation by the employee prior to his next anniversary date of employment subject to approval by the employee's supervisor as to the dates scheduled by the employee for the taking of his vacation prior to his next anniversary date. On each succeeding anniversary date of the employee, employee shall be credited with the vacation days set forth in the following schedule subject to the requirements that the employee shall take the credited vacation days prior to his next succeeding anniversary date in accordance with the provisions set forth in this captioned paragraph on Vacations:

1. For one to ten years of employment (including the tenth year of employment) an employee shall be entitled to receive ten (10) paid vacation days for each full year's employment to be taken by the employee before his next anniversary date after crediting in accordance with the previous provisions of this paragraph.

2. After the completion of the 11th full year of employment, an employee shall be entitled to receive in addition to ten (10) paid vacation days, one additional paid vacation day for the eleventh year completed and thereafter one more additional paid vacation day for each succeeding full year of employment completed until the employee reaches a total maximum of 20 paid vacation days.

Requests for vacation must be submitted to the department head at least 60 days prior to the proposed date of commencement of the vacation.

This paragraph and the provisions contained therein shall take effect as of the date of execution of this Agreement between the parties hereto.

SICK LEAVE

Employees shall be credited with one (1) sick leave day for each full month's employment. Employees may accumulate credited sick leave days up to a maximum of 40 days.

Employees absent for five (5) days or more on account of sickness must present substantiation of such absence from his doctor if required or requested by a department head.

Employees may use sick leave days with the approval of the department head when the presence of the employee is required at the funeral rites of a wife, child, parent, brother, sister, parent-in-law, sister-in-law, brother-in-law or any relative living in the same home as the employee.

Employees absent for more than three (3) work days on account of attendance at a funeral as provided for in this captioned paragraph, when no substantial travel time is involved, must present substantiation of his absence to his department head if so requested.

Employees absent in excess of five (5) working days when substantial travel is involved on account of attendance at a funeral of a person designated in this paragraph must present substantiation of such absence to his department head if so requested (substantial travel time is defined as travel in excess of 250 miles one way from the employee's home).

OVERTIME

If requested to work overtime, an employee shall do so unless he is excused for good cause. Employer will try to give employees at least four (4) hours advance notice when they are required to work overtime. Overtime pay shall be at the rate of time and one-half. There shall be no overtime pay for hours worked over eight (8) hours in any workday as such nor for hours worked on Saturday or Sunday as such.

Overtime shall be paid for all hours worked over 40 hours in the regular work week. Overtime pay shall be paid for Saturday work or Sunday work if employees have worked full-time each scheduled work day, Monday through Friday, or have been excused by employer.

The rate for overtime pay shall be one and one-half times the employee's regular hourly rate and no overtime shall be paid unless such overtime as to amount and occurrence shall be specifically authorized by the department head.

The provisions of this captioned paragraph dealing with overtime shall begin and be effective as of November 1, 1972.

COURT TIME

Police officers whose attendance is required in court at times other than when they are on duty shall be paid for the actual time in attendance at the court (including travel to and from the Court) at their regular rate of pay or for a minimum of three (3) hours at their regular rate of pay, whichever is greater.

The provisions of this captioned paragraph pertain to attendance at court on or with respect to employer's business. The provisions of this captioned paragraph shall become effective from and after the effective date of this Agreement.

LIFE INSURANCE

Employer shall provide life insurance for each employee in the base amount of TEN THOUSAND (\$10,000.00) DOLLARS (TWENTY THOUSAND (\$20,000.00) DOLLARS double indemnity) effective with the date of execution of this Agreement.

HOLIDAYS

The following shall be considered as paid holidays at regular time for the purposes of this Agreement:

New Years Day - January 1
Good Friday - After 12:00 noon
Memorial Day - May 30
Independence Day - July 4
Labor Day - First Monday in September
Thanksgiving Day - Fourth Thursday in November
Christmas Eve - December 24 after 12:00 noon
Christmas Day - December 25

SALARY

The following shall constitute the applicable salary schedule during this Agreement:

From July 1, 1972 to June 30, 1973:

Police Patrolman - \$4.93 per hour

Police Sergeant - \$5.17 per hour

LONGEVITY

The present longevity pay plan of the City shall be maintained, which plan was adopted on June 4, 1969, and set forth in personnel policies dated July 1, 1969. The plan as set forth in the personnel policies adopted on June 4, 1969, is as follows:

"Longevity pay in the amount of \$200 on completion of anniversary date of employment in the sixth year, excluding those who had accrued five (5) years prior to the adoption of the longevity pay plan whose date will be set at July 1. An additional \$200 increase will be paid at the completion of each five (5) year period until the maximum of \$800 is reached."

UNIFORMS

The City will purchase police uniforms and also replace worn uniforms. Uniforms which are purchased or replaced belong to the City and not to the employees and shall be returned to the City upon the employee's termination of employment. The City will not purchase shoes as part of the uniform of the employees, such purchases being the responsibility of the employees. The City will provide for cleaning and maintenance of uniforms on a reasonable basis.

HOSPITALIZATION PLAN

The City will maintain the hospitalization plan that is presently in effect with the Travelers Insurance Company except that the coverage will be increased to \$60 per day for hospital care; the cost of increasing such coverage from the present coverage shall be borne by the City, employees to continue present level of contributions to the plan.

PENSION PLAN

The City will maintain the present existing pension plan provided for employees.

AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES,
LOCAL #755, AFL-CIO

CITY OF ROCKWOOD

Howard J. Craft
Ernest Warrick

By: Howard J. Ditner
Howard J. Ditner, Mayor
By: Bonnie J. Highley
Bonnie J. Highley, Clerk