

2419

Act 312 Award

MERC Case No. D10 L-1355

1. Three-year contract July 1, 2010 – June 30, 2013.
2. The new contract will be the same as the parties' prior contract except as amended by the Award.
3. Wages – APPENDIX A frozen (0%/0%/0%) for current employees; new hires after January 1, 2012 shall be on the following schedule:

Months	
Start	44,914
12	48,267
24	51,619
36	54,972
48	58,325
60	58,325
70	61,677
84	65,030

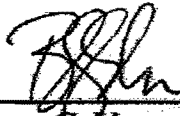
4. Lower pension multiplier for new hires (after July 1, 2011) from 2.5% to 2%; 5% employee contribution. Contributions on all pensionable wages.
5. Section 83 – Eliminate 3% ICMA match for period of March 1, 2012 to end of contract.
6. Pension FAC cap overtime at 400 hours per calendar year.
7. Employees will make retiree healthcare contributions of 2% of gross pay to Grosse Pointe Woods retiree healthcare trust fund by payroll deductions to start at commencement of first payroll period after February 29, 2012.
8. Eliminate retiree life insurance.
9. Revise healthcare for active employees and new retirees to PPO-3, prescription drug card \$10/\$20/\$40. Employees will pay hard-cap contributions effective January 1, 2012. Employees may elect PPO-1, \$10/\$20, \$1,000 deductible by paying difference in illustrative premiums as calculated by BC/BS annually.
10. Revise contract with respect to retiree healthcare as follows:

Coverage for dependents shall be as required by law. Current employees' retirement healthcare eligibility shall be as follows:

10 years of Actual Service Time City Contribution Employee 25% Spouse 0%

15 years of Actual Service Time	City Contribution	Employee 50%	Spouse 25%
20 year of Actual Service Time	City Contribution	Employee 100%	Spouse 75%
25 years of Actual Service Time	City Contribution	Employee 100%	Spouse 100%

11. Effective March 1, 2012, COLA payments for active employees shall be eliminated for the life of the contract and reinstated in the contract on June 30, 2013.
12. Eliminate longevity for new hires after January 1, 2012.
13. Tuition reimbursement up to \$1,500 per employee per year for Police/Fire related courses subject to approval of the Director.
14. Reduce health insurance opt out from \$3,500 to \$3,000.
15. Add addendums to contract.
16. Add a new provision: Effective July 1, 2012: The parties agree that the salaries set forth in Salary Schedule For Public Safety Officers is compensation for 2,184 hours per year (168 hours in each 28-day cycle under the current 12-hour shift schedule). Public Safety Officers shall receive 104 hours of compensatory time each year. Public Safety Officers shall take 24 hours compensatory time off in each 12-week period. The granting of compensatory time shall not put the shift below minimum at the time of request. In the event the Public Safety Officer does not utilize the days within the 12-week period, such days off shall be forfeited (i.e., use it or lose it) unless a carryover is authorized as set forth in Section 40.1 (7), i.e., extension of time for use is requested in writing by the employee, recommended by the Director of Public Safety and approved by the City Administrator. The hourly rate for overtime pay and other contract purposes shall continue based on salary divided by 2080.
17. Item 27 of the 12-hour shift agreement will be revised by changing the second paragraph with respect to the minimum block of time for the use of compensatory time from two three-hour blocks to a one-hour block.



Barry Goldman, Chairperson

Union Delegate



Police Officers Association of Michigan

City Delegate



City of Grosse Pointe Woods