

2429

STATE OF MICHIGAN
EMPLOYMENT RELATIONS COMMISSION
ACT 312 ARBITRATION

**POLICE OFFICERS
LABOR COUNCIL
(Road Command Unit),**

Arbitrator Micheal J. Falvo

MERC Case No. L11 G-0836

Petitioner-Union,

-and-

**ALLEGAN COUNTY and
ALLEGAN COUNTY SHERIFF,**

Respondent-Employers.

STIPULATED ACT 312 AWARD

The Act 312 arbitration panel hereby issues the following Stipulated Award in the above-captioned matter. This Stipulated Award is intended to cover all issues in dispute and resolve the case completely. The Stipulated Award is as follows:

1. The provisions of the expired collective bargaining agreement ("CBA") between the parties shall be incorporated herein except to the extent that they are modified by the terms of this Stipulated Award.
2. The term of the new CBA shall be three years beginning on January 1, 2012, and terminating at midnight on December 31, 2014. The expired CBA shall be modified accordingly.

3. Nothing in this Stipulated Award shall be retroactive unless specifically stated herein.

4. Modify the CBA as necessary to reflect a 0% wage increase for 2012, a 1% wage increase for 2013 (effective the first pay period after January 1, 2013), and a reopener on the issue of 2014 wages only.

5. Modify Article 12 by replacing Section 12.1 with the following sections (renumber existing sections and references as necessary) with all changes taking effect on January 1, 2013:

Section 12.1. Medical Insurance. The Employer provides health care coverage for medical, hearing, dental and vision for the employee, spouse and children (one-person, two-person and family) subject to the provisions of this Article. Currently the plan options are:

PPO Plan (Option 1) – Community Blue PPO Option 1 (deductibles are \$500/\$1,000 with 70% co-insurance provided after deductible).

PPO Plan (Option 2) – Community Blue PPO Option 2 (deductibles are \$250/\$500 with 80% co-insurance provided after deductible).

PPO HSA Plan – Simply Blue PPO Option 3 (deductibles are currently \$1,250/\$2,500 with 100% co-insurance provided after deductible). Deductibles represent the minimum amount required to qualify this High Deductible Health Plan (HDHP) for a Health Savings Account (HSA) subject to IRS requirements. The HDHP for this HSA will meet and continue to meet all IRS requirements.

HSA Deposit: The Employer shall deposit into the employee's HSA the excess of the applicable employer contribution (set forth below) above the costs for medical, dental, vision and hearing benefits (based on the illustrative rates determined by the third-party administrator for that year). The excess shall be split into 26 equal deposits made through regular payroll commencing the first pay period after January 1 of each year for 2013 and 2014.

See the www.allegancounty.org site for the Benefits-at-a-Glance summary sheets for each of the plans currently offered.

Section 12.2. Employer Contribution Cap. The Employer shall be in compliance with Section 3 of Michigan Public Act 152 of 2011. In addition, it is agreed that the caps contained therein shall apply to the combined cost of medical, dental, vision and hearing benefits. Accordingly, the Employer's contribution to that combined cost shall be capped at the amounts set forth therein (as adjusted annually by the state treasurer), which are currently \$5,692.50 per year (\$474.38 per month) for an employee with single-person coverage, \$11,385 per year (\$948.75 per month) for an employee with two-person coverage, and \$15,525 per year (\$1,293.75 per month) for an employee with family coverage. The Employer's contribution for a regular part-time employee shall be capped at 50% of the above amounts.

Section 12.3. Employer Contribution. The Employer's contribution for medical, dental, vision and hearing benefits shall be as follows:

2013: Single - \$5,692.50, Two-Person - \$11,385, Family - \$15,525

2014: Single - \$5,692.50, Two-Person - \$11,385, Family - \$15,525. In the event illustrative rates increase, the Employer contribution amounts listed shall be adjusted by the percentage increase in illustrative rates from 2013 to 2014 but shall not exceed the State of Michigan's 2014 adjusted cap for each plan.

Section 12.4. Employee Contribution. The employee shall pay all costs for medical, dental, vision and hearing benefits (based on illustrative rates determined by the third-party administrator) in excess of the applicable Employer contribution set forth above. This premium will be split into 24 equal deductions and deducted from the employee's paycheck on the first and second paycheck of every month.

6. Modify Section 14.1 to read as follows:

Section 14.1. Pension Plan. Except as provided below, employees (including employees who enter this bargaining unit from other County employment who were subject to a defined benefit plan in the employee's previous position at the time of leaving it) shall have the MERS B-4 plan with the 50/25 rider, the FAC-3 rider, the E-2 rider, and an employee contribution of 8% of gross earnings.

Employees who enter this bargaining unit from other County employment who were subject to a plan other than a defined benefit plan (i.e., defined contribution or hybrid plan) in the employee's previous position at the time of leaving it shall be covered by a plan of the same type with equivalent provisions.

If an employee is hired into this bargaining unit from outside the County, and new hires into the POLC Deputies Unit are covered by a defined benefit plan at that

time, the employee will be covered by the defined benefit plan described in the first paragraph of this section.

If an employee is hired into this bargaining unit from outside the County, and new hires into the POLC Deputies Unit are covered by a plan other than a defined benefit plan (i.e., defined contribution or hybrid plan) at that time, the employee will be covered by a plan of the same type with equivalent provisions.

APPROVED BY ACT 312 ARBITRATION PANEL:

UNION DELEGATE

Thomas R. Zulek

Dated: 10-31-12

EMPLOYER DELEGATE

Dated: _____

IMPARTIAL CHAIRPERSON

Michael D. Filvo

Dated: 10/30/12

time, the employee will be covered by the defined benefit plan described in the first paragraph of this section.

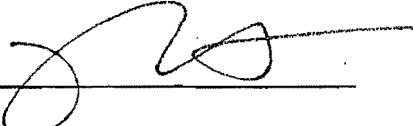
If an employee is hired into this bargaining unit from outside the County, and new hires into the POLC Deputies Unit are covered by a plan other than a defined benefit plan (i.e., defined contribution or hybrid plan) at that time, the employee will be covered by a plan of the same type with equivalent provisions.

APPROVED BY ACT 312 ARBITRATION PANEL:

UNION DELEGATE

_____ Dated: _____

EMPLOYER DELEGATE


_____ Dated: 11-1-12

IMPARTIAL CHAIRPERSON

Michael G. Pulos Dated: 10-30-12