

**STATE OF MICHIGAN
BUREAU OF EMPLOYMENT RELATIONS
DEPARTMENT OF LABOR AND ECONOMIC GROWTH**

ACT 312 ARBITRATION

In the Matter of the Act 312 Arbitration between:

Green Oak Township
(Employer),

and

MERC Case No.: 26-B-0373-CB

Michigan Assn of Fire Fighters
(Union),

For the Employer:

Jeremy Romer
Green Oak, Township of
27555 Executive Drive, Suite 250
Farmington Hills, Michigan
48331
248-489-4100
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For the Union:

Fred Timpner
Christopher Belling
Michigan Assn of Fire Fighters-
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ACT 312 ARBITRATION PANEL'S DECISION AND AWARD

The Parties, Green Oak Township (Employer) and the Michigan Association of Fire Fighters (Union), are involved in an Act 312 matter, pursuant to Public Act 312 of 1969, as amended (MCL 423.231, *et seq*).

WHEREAS, due to the limited items at issue per the Union's Petition for Arbitration in the above-captioned matter, the Parties have agreed to summarily submit those items to the Panel comprised of Charles Ammeson, Christopher Belling, and Jeremy Romer (collectively, the "Panel") pursuant to stipulation by the parties;

WHEREAS the primary issue at hand concerns the omission in the parties Collective Bargaining Agreement (April 1, 2023 through March 31, 2028) (“CBA”) of step increases for the new career firefighter positions with the rank of Duty Sergeant after 2 years and 4 years for April 1, 2026 and April 1, 2027, such positions being added by Memorandum of Understanding dated January 2024 and;

WHEREAS the parties, through their advocates, have stipulated to modify the CBA after a panel session held June 12, 2026;

WHEREAS all provisions of the articles contained in CBA, other than those changed by the terms of this stipulated award remain *status quo*. Further, the Panel agree that retroactivity should be allowed to April 1, 2026.

WHEREAS the Chairperson opines as to his determination regarding the issue and the proposed agreement regarding the issue:

Regarding Issue 1, the Chairperson observes that the award herein falls within the Employer’s ability to pay, the proposed amounts involved being relatively insignificant to the Employer’s overall budget and consistent with internal comparables. As such the Chairperson also agrees and finds that retroactivity should be allowed to April 1, 2026, the Chairperson determining that failure to timely agree by the recognized April date for step increases elsewhere in the CBA was no more the fault of one party than the other.

Regarding Issue 2, the Chairperson observes that the proposed step increases for the position of Duty Sergeant are appropriate for the reason that they address potential inequities regarding internal comparables and are consistent with present economic conditions.

ACCORDINGLY, as to each and every issue the Parties asked the Panel to resolve, the following applies:

I. Duty Sergeant Step Increases for April 1, 2026 and April 1, 2027:

Decision: The Memorandum of Understanding dated January 2024 and set forth at the end of the parties’ current collective bargaining agreement shall be modified to include step increases effective April 1, 2026, and April 1, 2027, for years of service as set forth immediately below:

	4/1/26	4/1/27
Duty Sergeant		
2-4 Years	\$23.89	\$24.61
4+ Years	\$24.46	\$25.35

Charles Ammeson

Charles Ammeson, Chair

Date: June __, 2026

Christopher Belling

Christopher Belling, Union Delegate

Agreed X

Jeremy J. Romer

Jeremy Romer, Employer Delegate

Agreed X

II. Retroactivity:

Decision: The step increases set forth above shall be retroactive to April 1, 2026.

Charles Ammeson

Charles Ammeson, Chair

Date: June __, 2026

Christopher Belling

Christopher Belling (Jun 23, 2026 11:09:30 EDT)

Christopher Belling, Union Delegate

Agreed X

Jeremy Romer

Jeremy Romer (Jun 23, 2026 12:17:15 EDT)

Jeremy Romer, Employer Delegate

Agreed X











Final Green Oak Award-062326 4935-7752-9015 v.1


Final Audit Report

2026-06-23

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