

Agreements gain vital benefits for POAM members

Summaries and highlights of recently completed local contract negotiations and 312 arbitrations

Negotiated

Clinton Township POA

The parties reached a six-year contract which will expire March 31, 2011, bringing the top pay of a patrol officer to \$68,903. The pension was adjusted to eliminate the Social Security offset. Additionally, existing members may purchase up to two years of military and/or certified police service. However, after this open period expires, all prior military or police purchase will be eliminated. Pension capped at 25 years of service.

After 25 years of service, an employee may retain employment with the Township, and participate in a 401(a) defined contribution plan. The employer and employee will contribute a minimum of 7% each to a maximum of 12.5%. This 401(a) is in lieu of any other pension contribution. Weapons allowance is increased by \$2 per day. Dental and optical benefits were negotiated the same as the fire department. Employees with more than 12 years of service receive an additional vacation day.

Health care was modified to eliminate dual coverage by married Township employees; however, employees who opt out of health care coverage receive \$100 per pay in lieu of health care benefits. Prescription co-pay was increased to \$10/\$20. Employees may choose an additional hospitalization plan or use the standard plan by paying the difference in the cost.

Court stand-by time was increased from two to three hours with a provision that no overlapping of overtime for court would be allowed. Language was cleaned up on seniority, job transfer openings, and minimum manpower. A cap was placed on school tuition of \$2,000 annually. Direct deposit of payroll checks will be mandatory.

Bargaining team consisted of President Brain Majur, Committee members Vince Collura, Larry Emerson and Dan Allen who were assisted by POAM Business Agent Kenneth E. Grabowski.

Negotiated

Monroe County DSA

Monroe County DSA is one of the most politically active members of the POAM. As a result of the direct action and hard work by the deputies of Monroe County, five County Commissioners were elected who are supportive and understand the needs and concerns of law enforcement. After a series of negotiation sessions the parties were successful in reaching a voluntary agreement.

- Wages: Five-year contract. Effective 2007 through 2011, a 3% across-the-board increase bringing the top pay of a deputy sheriff to \$59,698.
- Clothing allowance increased to \$600. Sick time payoff increased from 50% to 100%. Union leave: the president or his designee will now receive three fully paid compensated days to attend official union business and the president may designate one additional member for up to two days.
- In recognition for the law enforcement functions that are performed by a deputy in Monroe County, all deputies will receive hazardous duty pay. Effective 2007, a certified officer will receive \$500 annually; effective 2008-\$1,250 annually; effective 2010-\$1,375 annually, effective 2011-\$1,500 annually.
- Minimum court time call-in will be increased from two hours to three hours.
- Health care was modified; prescription co-pays will be increased to \$10/\$20/\$30. Premium sharing co-pay implemented as follows- 2008-5%; 2009-7%; 2010-7%; 2011-10%, of any plan selected.

The bargaining team consisted of President Dave LaMontaine; Vice President Brad Bentley; Treasurer Tim George; Secretary Ernie Green; Steward Matt Brody; Steward Bill Owens; Steward Mike Bomia; Steward Joe Lambert; Alternate Steward Rob Moody; who were assisted by POAM Business Agent Kenneth E. Grabowski.

Negotiated

Livonia POA

After a very long and difficult bargaining process where the City filed for 312 against the Union, the parties have successfully negotiated a contract.

Effective December 1, 2006 - 3% across-the board.
 Effective December 1, 2007 - 3% across-the board.
 Effective December 1, 2008 - 3% across-the board.
 Effective December 1, 2009 - 2% across-the board.

Brining the top pay of a five-year police officer to \$62,687 and for a senior police officer to \$65,886.

Medical coverage continues with the following changes:

Effective December 1, 2008 a \$10 co-pay for office visits.
 Effective December 1, 2009 a monthly co-pay on the premium of \$30 for single, \$35 for two-persons, \$45 for family. However, all active members of the Union will not pay this co-pay upon retirement. Employees hired after ratification will have same retirement health care as active employees. Additionally, all employees will now contribute the City's medical retirement VEBA Plan. Effective December 1, 2006 - a 2% employee contribution.

Pension - Employees who are in the City DC Plan will have their pension contribution increased retroactive to December 1, 2006 from 9% to 11%. Employees in the Defined Benefit Plan will have their COLA benefit increased from six-year payment to ten years with an increase in the payment of \$5 per year compounded, effective December 2008.

Dental coverage was increased from \$600 to \$700 annually.

Additionally several language changes were made that benefited both parties.

Bargaining team consisted of local President Tom Funke; Vice President Tim Larion; Secretary Angelo Colone, Treasurer Mike Novak, bargaining committee Scott Morgan, Denise Bennett, assisted by Kenneth E. Grabowski.



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Albion Public Safety

Duration: 01/01/2008-12/31/2011

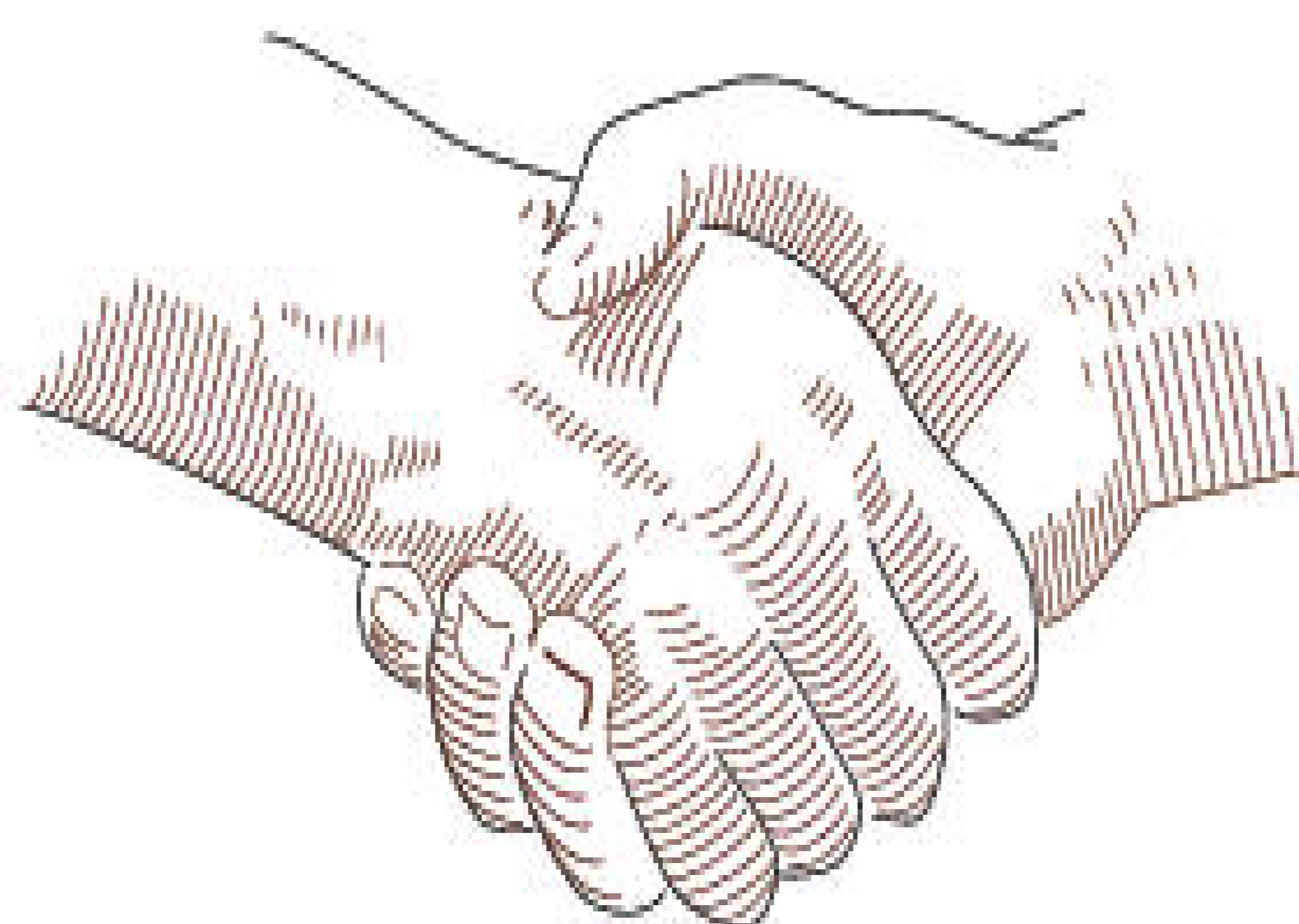
Wage Increases:

- 2008 - 2.0%
- 2009 - 2.0%
- 2010 - 1.5% in January, 1.5% in July
- 2011 - 1.5% in January, 1.5% in July

Bringing top pay for a public safety officer to \$44,124.

- Increased Longevity pay.
- Increased employer's contribution to retiree health care.
- Increased amount of vacation time.
- Drug rider changed from \$10 generic/\$20 brand to \$10 generic/\$20 brand/\$40 formulary.

Bargaining team consisted of Jason Kern and Tim Stanley who were assisted by POAM Business Agent Jerry Radovic.



Negotiated

Fraser Public Safety Officers

Duration: 07/01/05 - 06/30/09

Wage Increases: (full retro)

- 2005 - 2.0%
- 2006 - 2.0%
- 2007 - 3.0%
- 2008 - 2.5%

Brings top pay for public safety officers to \$63,568.

- Twenty days of vacation at one year with and one additional day each year after nine years to a maximum of twenty-five.
- Shift premium for motor traffic unit.
- Community Blue Plan 1 with \$10/\$40 drug card and no premium share.
- New hire longevity is \$500 at five years, \$1,000 at ten years and \$1,500 at fifteen years.
- Bachelor degree for new hires pays an additional \$1,000 per year and a masters degree pays \$2,000 more annually.

Bargaining team consisted of President Mike Iafrate and Vice President Renee Champion who were assisted by POAM Business Agent James Tignanelli.

Negotiated

Tuscola County DSA

Duration: 01/01/08 - 12/31/10

Wage Increases:

- 2008 - 3.0% on January 1 and 1% on July 1
- 2009 - 2.5% on January 1 and 1% on July 1
- 2010 - 2.5% on January 1 and 1% on July 1

- Health care is Community Blue PPO 3 with a \$15/\$30 drug card and no premium sharing.
- Retiree health care savings plan was initiated with the ability to fund with sick time.
- Short term disability is 66.6% of pay for 26 weeks and long term disability is 60% through 65th birthday.

Bargaining team consisted of Jim Hook, Chris Rogner and Steve Anderson who were assisted by POAM Business Agent James Tignanelli.

Inaugural Contract

Marine City POA

Duration: 07/01/2005-06/30/2010

Wage Increases: (Full Retro)

- 2005 - 2.0%
- 2006 - 2.0%
- 2007 - 2.0%
- 2008 - 2.5%
- 2009 - 2.5%

Bringing top pay for a police officer to \$53,290 and sergeants to \$58,614.

SPECIAL NOTE: This is the inaugural contract with POAM. The previous six contracts were decided by a 312 Arbitrator!

- Health Insurance improved to Blue Cross Flex Blue Plan 2.
- New employees shall place 50% of unused sick time into a retirement health savings account.
- Employer will match \$1500 per year of new employees' contribution to the retirement health saving account.

Bargaining team consisted of James VanderMeulen and Brad Kolcz who were assisted by POAM Business Agent Kevin Loftis.

Inaugural Contract

South Lyon POA

Duration 07/01/07 to 06/30/10

Wage Increases:

- 2007 - 2.50%
- 2008 - 2.75%
- 2009 - 2.75%

Bringing top pay for a police officer to \$63,928.

- Pension improved from a B-3 to B-4 with the city splitting the cost of improvement.
- Holiday pay improved from straight pay to 1-1/2 times.
- Health care is Community Blue PPO 2 with a \$15/\$30 drug card. Doctor visits are \$20. The maximum deductible and co-pays are \$600 for individuals and \$1,200 for families and employer reimburses 50% of those expenses.

Bargaining team consisted of Tim Raap and Chris Faught who were assisted by POAM Business Agent Thomas Funke.

Negotiated

Roseville POA

Duration: 07/01/06 - 06/30/11

Wage increases:

- 2006 - 4.0%
- 2007 - 0.0%
- 2008 - 2.0%
- 2009 - 2.5%
- 2011 - 2.5%

Bringing top pay for police officers to \$65,631.

- DROP plan initiated.
- Clothing allowance increased to \$700 annually.
- Cleaning allowance increased to \$450 annually.
- \$60 stand-by pay negotiated.
- Employees can now purchase prior police service.
- 100% of Wayne State tuition paid.
- \$250/\$500 health care deductible with \$20/\$30/\$50 drug card.
- New hires longevity is now \$1,200 at five years, \$2,400 at ten years, and \$3,600 at fifteen years.

Bargaining team consisted of President Ryan Monroe, Vice President Jason Price, Treasurer Vinny Finn, and Secretary Eric Boucher who were assisted by POAM Business Agent James Tignanelli.