

Signed and Sealed

Agreements gain vital benefits for POAM members

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

Negotiated

Police Officers Association of Dearborn

Coming off a previous 312 award where an arbitrator had taken away the defined benefit pension plan for new hires, the negotiating team was successful in working with the City in reaching a six-year agreement and correcting the pension for new hires. Extensive credit has to be given to the newly elected Mayor, John B. O'Reilly, Jr., who actively participated in research into the wages, benefit and pension of the Dearborn police officers. Mayor O'Reilly recognized that employees must have some type of a viable pension system and the defined contribution plan as awarded by the previous arbitrator would not provide that level of protection to his police officers. The following agreement was reached.

Wage Increases:

July 1, 2006 – 2% across-the-board increase
 July 1, 2007 – 2% across-the-board increase
 July 1, 2008 – 0% across-the-board increase
 July 1, 2009 – 2% across-the-board increase
 July 1, 2010 – 1% across-the-board increase
 July 1, 2011 – 3% across-the-board increase

Bringing the top pay of a Dearborn police corporal to \$67,030.

Health Care Benefits: Health care benefits were modified to change some carriers but provide the basic coverage as status quo with drug co-pays being set \$15 generic/\$30 for brand name. The City will continue to provide the traditional Health Alliance Plan at no cost. Should an employee choose the higher cost Community Blue PPO coverage, the employer will pay a monthly co-pay of \$47.25 for family, \$17 for two person, \$10 for single. Employees hired after July 1, 2009 will pay the full amount for the higher coverage if so chosen. The City is also offering a flexible benefit plan as an option.

Pension: Employees who are currently in the defined contribution plan will have the option of participating in the Municipal Employees Retirement System. The benefit provided will be Plan B-4 with the D-2 rider F-50 retirement V-10 FAC-3 with an employee contribution rate of 5%. All employees will have the option of purchasing past service credit for years served from the defined contribution plan. All new hired employees will have the option upon hiring of choosing the defined contribution plan or MERS defined benefit plan.

The bargaining team consisted of Gregg Allgeier, President; Jeff Gee, Vice President; Allan Brys, Treasurer; Mike Ball, Steward; assisted by Kenneth E. Grabowski.

Negotiated

Belleville POA

Duration: 07/01/2006 – 06/30/2011

Wage Increases: (Full Retro)

2006 – 1.0%
 2007 – 1.0%
 2008 – 2.0% + \$300 signing bonus
 2009 – 2.5%
 2010 – 3.0%

- Health care and pension remain status quo.
- Good Friday added as an additional holiday.
- Bereavement and other contract language improved.

Bargaining team consisted of Ken Voigt who was assisted by POAM Business Agent Thomas Funke.

Negotiated

Almont POA

Duration: 07/01/2008 – 06/30/2012

Wage Increases:

2008 – 3.5%
 2009 – 3.0%
 2010 – 3.0
 2011 – 3.0%

Bringing top pay for police officers to \$50,668.

- Pension improved to MERS B-3. Officers contribute an additional 1% for the pension improvement.
- Field training officers receive an additional \$500 per year.
- Longevity payments increased \$100 per year.
- Life insurance increased to \$50,000.
- The employer will now furnish and clean uniforms instead of a uniform allowance.

Bargaining team consisted of John Morse and Mark Bosma who were assisted by POAM Business Agent Kevin Loftis.

Negotiated

Bloomfield Hills Dispatch

Duration: 07/01/2006 - 06/30/2009

Wage Increases:

2006 – 3.0%
 2007 – 3.0%
 2008 – 3.0%

Bringing top pay for dispatch officers to \$43,515.

- New 3.0 pension multiplier at no cost to employees.
- Increased holiday pay from \$1,500 to \$2,250.
- Increased shift premium to \$1 per hour
- Health care costs for single employees is \$100 per year; family coverage is \$200 per year.

Bargaining team consisted of Patricia Foost and Gary Houghton who were assisted by POAM Business Agent Tom Griffin.

MORE ON PAGE 27



Law Enforcement JOURNAL

OFFICIAL PUBLICATION OF POLICE OFFICERS ASSOCIATION OF MICHIGAN
 27056 Joy Road, Redford Township, Michigan 48239-1949
 The *LEJ* is published three times per year.

JAMES TIGNANELLI - *President*, Fraser PSOA

DAN KUHN
Vice President
 Saginaw POA

THOMAS FUNKE
Secretary
 Livonia POA

WILLIAM BIRDSEYE
Treasurer
 Detroit POA

Executive Board

GERALD RADOVIC
 Business Agent
 POA of Dearborn

PATRICK SPIDELL
 Business Agent
 Clinton Township POA

KENNETH E. GRABOWSKI
 Legislative Director
 Redford Township POA

JAMES DeVRIES
 Business Agent
 Board Member — MCOLES
 Grand Haven POA

GARY PUSHEE
 Business Agent
 POA of Dearborn

HARRY VALENTINE
 Washtenaw
 County DSA

WAYNE BEERBOWER
 Business Agent
 Farmington Hills POA

TOM SCHERER
 Clinton Township POA

KEVIN LOFTIS
 Oak Park PSOA

SCOTT B. ATKINSON
 Taylor POLA

MARK ZACKS
 Southfield POA

TIM LEWIS
 Kent County LEA

GREGG ALLGEIER
 POA of Dearborn

DAVE LAMONTAINE
 Monroe County DSA

DAVE HOCHSTEIN
 Westland POA

POAM REPRESENTS YOU

- MCOLES- Michigan Commission on Law Enforcement Standards
- Mid-States Coalition of Police Officers

ED JACQUES – *Law Enforcement Journal Editor*
 For editorial and advertising (313) 937-9000