

Signed and Sealed

Agreements gain vital benefits for POAM members

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



Act 312 Stipulated Award

St. Clair Shores Dispatch

Duration: 07/01/2006 – 06/30/2010

Wage Increases:

- 2006 – 3%
- 2007 – 3%
- 2008 – 3%
- 2009 – 3%

Bringing top pay for dispatchers to \$47,248.

- Health insurance is BC/BS PPO 1 with \$15/\$30 Rx co-pay.
- Retirees will assume the same health care coverage as active employees with a cap of 3% on out of pocket expenses.
- New hires placed in defined contribution plan with employer contributing 10% and employees at 5%.
- New hires placed in a retirement health savings plan with a 2% employer contribution and 1% employee contribution. Employer will pay the standard Medicare premium upon eligibility of retired spouse.

Bargaining team consisted of Michelle Hayden, Loreen Priem and Ann Pridemore who were assisted by POAM Business Agent Kevin Loftis.

Act 312 Stipulated Award

Cadillac POA

Duration: 07/01/2008 – 06/30/2011

Wage Increases:

- 2008 – 2.50%
- 2009 – 1.00%
- 2010 – 2.00%

- Two tiered premium health care eliminated and replaced with \$40 single and \$80 family premium.
- Longevity significantly improved to achieve parity with firefighters.
- Pay out of accrued sick time increased from 50% to 61% of 1,248 hours.
- Life insurance doubled from \$15,000 to \$30,000 and dental cap increased to \$1,000.
- Co-insurance cap increased from \$1,000 to \$1,500 annually.

The Arbitrator was Thomas Barnes. Bargaining team consisted of Jason Straight and Tony Crawford who were assisted by POAM Business Agent Jim DeVries.

Negotiated Bronson POA

Duration: 07/01/2009 – 06/30/2011

Wage Increases:

- 2009 – 1.80%
- 2010 – 3.00%

Bringing top pay for a patrol officer to \$41,918.

- Medical coverage is 100% employer paid with a wrap to Blue Cross/Blue Shield PPO 10 and a \$960 employer funded 125 plan (FSA).

Bargaining team consisted of Al Meccia, Steve Johnson and Brad McConn who were assisted by POAM Business Agent Scott Atkinson.

More Signed and Sealed on page 35.



Inaugural Contract

Gerald R. Ford Airport Command Officers

Duration: 01/01/2009 – 12/31/2011

Wage Increases:

- 2009 – \$61,000
- 2010 – 2.25%
- 2011 – 2.50%

- Personal leave increased from 16 to 72 hours.
- Worker's Comp supplement day with health insurance for 52 weeks if injured in scope of duty.
- Life insurance doubled from \$25,000 to \$50,000.
- Dental insurance payout increased to \$2,200 maximum.
- Health insurance choice of BC/BS with \$200/\$400 deductible and \$20 office visits or HMO with no deductible and \$10 doctor visits.
- Prescription coverage is \$15/\$20/\$40 and premium share is 10%.

Bargaining team consisted of Garry Quakkelaar and POAM Business Agent Scott Atkinson.



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