

# Signed and Sealed

## Agreements gain vital benefits for POAM members

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



#### Negotiated

### Montcalm County DSA

Duration 01/01/2009 – 12/31/2011

#### Wage Increases:

2009 – 2.00%  
2010 – 2.00%  
2011 – 2.75%

Bringing top pay for a deputy to \$50,548.

- FTO compensation is \$1 per hour while training.
- Health care changed to a high deductible plan with employees receiving \$2,000 a year in a health savings account (HSA).

*Bargaining team consisted of Rich Waite and Mike Williams who were assisted by POAM Business Agent Jim DeVries.*

#### Negotiated

### Mt. Pleasant POA

Duration: 01/01/2009 – 06/30/2012

#### Wage Increases:

2009 – 3%  
2010 – 3%  
2011 – 1%

Bringing top pay for patrol officers to \$59,745 and detectives to \$64,620.

- Clothing allowance for detectives increased to \$750 annually.
- Shift differential increased to \$60 hour and special assignment pay provided.
- Duty death surviving spouse and dependents health care provided for five years.

*Bargaining team consisted of Paul Lauria and Andy Latham who were assisted by POAM Business Agent Jim DeVries.*

#### Negotiated

### Eastern Michigan University POA

Duration: 07/01/2009 - 06/30/2012

#### Wage Increases:

2009 – 2%  
2010 – 2%  
2011 – 2%

- Step added at the eight (8) year level with additional 2.5% increase.
- Health care remains status quo with slight modification of premium sharing.
- Short term disability increased to 60% of wage.
- Shift premium increased and light duty is now available.
- Added four (4) more weeks of worker's comp.

*Bargaining team consisted of Justin Scott, Susan McCellan, Norman Harrington and Shana Thompson who were assisted by POAM Business Agent Gregg Allgeier.*

#### Negotiated

### Oakland University POA

Duration: 10/01/2008 – 09/30/2011

#### Wage Increases:

2008 – 3.00%  
2009 – 0.00% – wage re-opener possible  
2010 – 0.00% – wage re-opener possible

- Comp bank time increased to 80 hours.
- Increase sick time and vacation accrual for dispatchers.
- Maintained three health insurance plans at no cost to employees. Office visits increased from \$15 to \$20.
- Court time overtime increased to four hours.
- Vacation selections now guaranteed.

*Bargaining team consisted of Nan Gelman, Chris Roscano and Hope Sukis who were assisted by POAM Business Agent Kevin Loftis.*

#### Negotiated

### Fraser Public Safety Officers Association

Duration: 07/01/2009 - 06/30/2011

#### Wage Increases:

2009 – 2.5%  
2010 – 2.5%  
2011 – 2.0%

Bringing top pay for a public safety officer to \$68,334.

- Health care is Community Blue PPO1 with \$250/\$500 deductible. Member contributes between \$200 and \$700 annually towards premium (sick/vacation/personal time may be used for premium).
- Two hours at time and one-half as "stand by time" for court.
- Member's pension contribution to increase from 2.55% to 5.00% by July 2011.
- One time cash payment of \$750 to non-smokers.

*Bargaining team consisted of Renee Campion, Mike Iafraite, Gary McLaughlin and John Gillies who were assisted by POAM Business Agent Jim Tignaneli.*

#### Act 312 Stipulated Award

### Jackson County DSA

Duration 01/01/2007 – 12/31/2010

This process was delayed because the employer refused to participate in the arbitration hearing.

#### Wage Increases:

2007 – 2%  
2008 – 2%  
2009 – 2%

Bringing top pay for deputies to \$52,120.

- Employer prevailed on first year wages. Union prevailed on keeping the defined benefit pension plan and not raising the premium share for employees on health care.

*Bargaining team consisted of Tim Schlundt, Jim Moor, Dave Ritz and Ben Roe who were assisted by POAM Business Agent Jim DeVries and POAM Research analyst Kevin Loftis. Donald Burkholder was the Arbitrator.*

#### Negotiated

### Midland County Corrections

Duration: 01/01/2008 - 12/31/2012

#### Wage Increases:

2008 – 1.0%  
2009 – 2.0%  
2010 – 3.0%  
2011 – 2.0%  
2012 – 3.0%

- Animal control to get additional wages of \$1,125 and a lump sum of \$1,500.
- Records/secretaries to get additional wages of \$750 and a lump sum of \$1,000.
- No change in health care, retirement health care or pension for active employees.
- Defined contribution pension and retirement health care for new hires with employer contributing 5%.
- Negotiated minimum staffing levels.
- Implemented the POAM/Guido drug policy.

*Bargaining team consisted of Lennie Sheldon, Ann Gaydos, Paul Close and Scott Brosier who were assisted by POAM Business Agent Jim Tignaneli.*