

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

CITY OF BATTLE CREEK

and

**THE ORGANIZATION OF SUPERVISORY PERSONNEL/SERGEANTS OF THE
BATTLE CREEK POLICE DEPARTMENT**

POLICE OFFICERS LABOR COUNCIL



July 1, 2019 through June 30, 2024

INDEX

ARTICLE 1 – RECOGNITION	1
Section 1.1 – Recognition.....	1
Section 1.2 – Representation	1
Section 1.3 – Union Security	1
Section 1.4 – Indemnity Provision	2
Section 1.5 – Management's Rights.....	2
Section 1.6 – Anti-Discrimination.....	2
Section 1.7 – New Supervisory Positions.....	2
Section 1.8 – Detective Sergeants	3
ARTICLE 2 – GRIEVANCE PROCEDURE.....	3
Section 2.1 – Definition of Grievance	3
Section 2.2 – Grievance Procedure.....	3
ARBITRATOR’S AUTHORITY	4
Section 2.3 – Time Limits	4
Section 2.4 – Second Step Meetings	4
Section 2.5 – Policy Grievances	4
Section 2.6 – Indefinite Suspension	4
Section 2.7 – Grievance Investigation.....	4
ARTICLE 3 – DISCHARGE AND DISCIPLINE	5
Section 3.1: – Discharge and Discipline.....	5
Section 3.2 – Discipline.....	5
Section 3.3 – Personnel File	5
ARTICLE 4 – SALARIES.....	6
Section 4.1: – Salary Schedule.	6
Section 4.2 – Direct Deposit.....	6
ARTICLE 5 – VACATIONS.....	6
Section 5.1 – PAID TIME OFF (PTO)	6
Section 5.2 – PTO Pay.....	6
Section 5.3 – PTO Call In For Duty	7
Section 5.4 – Termination of Employment	7
ARTICLE 6 – HOLIDAYS	7
Section 6.1 – Holidays Celebrated	7
Section 6.2 – Holiday Pay	7
ARTICLE 7 – LONGEVITY PAY.....	7
Section 7.1. – Longevity.....	7
Section 7.2 – Longevity Conversion	8
ARTICLE 8 – INSURANCE.....	8
Section 8.1 – Health Insurance	8
Section 8.2 – Dental Insurance	9
Section 8.3 – Life Insurance	10

Section 8.4 – Conditions of Insurance Coverage	10
Section 8.5 – Public Employee Liability Insurance	10
ARTICLE 9 – SICK LEAVE	10
Section 9.1 – Sickness and Accident Policy	10
Section 9.2 – Accumulated Sick Leave Credits	13
Section 9.3 – Sick Pay Qualification	13
Section 9.4 – Emergency Leave of Absence	13
Section 9.5 – Abused Sick Leave	13
ARTICLE 10 – SERVICE AND SENIORITY	13
Section 10.1 – Definition of Service	13
Section 10.2 – Definition of Seniority	14
Section 10.3 – Definition of Classification Seniority	14
Section 10.4 – Shift Assignments	14
Section 10.5 – Special Assignments for Sergeants	15
ARTICLE 11 – PROMOTIONAL PROCEDURE	15
Section 11.1 – Application of Promotional Procedure	15
Section 11.2 – Promotional Procedure	15
Section 11.3 – Testing	15
Section 11.4 – Selection of Candidate	16
Section 11.5 – Salary Upon Promotion	16
Section 11.6 – Probationary Period Following Promotion	16
ARTICLE 12 – LEAVES OF ABSENCE	16
Section 12.1 – Personal Leave	16
Section 12.2 – Medical Leave	16
Section 12.3 – Military Field Training Leave	16
Section 12.4 – Call-In for Special Events	17
Section 12.5 – Military Service Leave	17
Section 12.6 – Supplemental Pay to Worker's Compensation	17
Section 12.7 – Funeral Leave	17
Section 12.8 – Union Business Leave	18
ARTICLE 13 – PREMIUM PAY	18
Section 13.1 – Overtime Pay	18
Section 13.2 – Call In For Duty	18
Section 13.3 – Overtime Call-In and Equalization	19
Section 13.4 – Call In For Court	19
Section 13.5 – Pay For Meetings	19
Section 13.6 – Compensatory Time	19
ARTICLE 14 – MISCELLANEOUS	20
Section 14.1 – Clothing Allowance	20
Section 14.2 – Safety Standards	20
Section 14.3 – Copy of Departmental Rules	20
Section 14.4 – Out-of-Class Pay	20
Section 14.5 – Equipment Supplied by City	20
Section 14.6 – Off-Duty Protection	20

Section 14.7 – Payday	21
Section 14.8 – Weapon Proficiency	21
Section 14.9 – Educational Incentive	21
Section 14.10 – Stand-By Pay	22
Section 14.11 – Supplemental Compensation	22
ARTICLE 15 – RETIREMENT PLAN	22
Section 15.1 – Retirement Plan	22
Section 15.3: – Lifetime of Agreement.	23
ARTICLE 16 – BENEFICIARY	23
Section 16.1: – Beneficiary.	23
ARTICLE 17 – WORK STOPPAGE	23
Section 17.1 – No Strike - No Lockout	23
Section 17.2 – Violation of No Strike Pledge	23
ARTICLE 18 – SAVINGS	23
Section 18.1 – Amendments	23
Section 18.2 – Entire Agreement.....	23
Section 18.3 – Gender Clause	24
Section 18.4 – Savings Clause.....	24
ARTICLE 19 – DURATION.....	24
Section 19.1: – Duration.....	24

AGREEMENT

THIS AGREEMENT entered into this 1st day of July, 2019, by and between the CITY OF BATTLE CREEK, hereinafter referred to as the "City," and the Police Officers Labor Council of Michigan, on behalf of the ORGANIZATION OF SUPERVISORY PERSONNEL/SERGEANTS OF THE BATTLE CREEK POLICE DEPARTMENT, hereinafter referred to as the "Union."

W I T N E S S E T H

Pursuant to and in accordance with the applicable provisions of the Public Acts of 1965, the parties hereto have engaged in collective bargaining with respect to the salaries, hours of work and other conditions of employment for the employees occupying, or who may occupy during the life of this Agreement, the job classification of Police Sergeant and have agreed as follows:

ARTICLE 1 – RECOGNITION

Section 1.1 – Recognition: The City agrees that during the life of this Agreement, it will not recognize any labor organization other than the Union as the collective bargaining agent for the employees occupying, or who may during the life of this Agreement occupy, the job classification of Police Sergeant.

Section 1.2 – Representation: Employees within the bargaining unit shall be represented by a President, Vice-President, Secretary, and Treasurer, all of whom shall be full-time employees of the City and part of the collective bargaining unit covered by this Agreement. The aforementioned elected persons shall constitute the Union's negotiating committee and grievance committee and shall be responsible for the processing of grievances under the grievance procedure and other Union matters. The President shall act as Chairman of the grievance committee. The Union shall furnish the City with a list of Union officers and shall notify the City if and when any changes are made.

Section 1.3 – Union Security: To the extent Federal and State laws permit, it is agreed that:

- (1) The Employer agrees to make Union dues deductions each pay period from the pay of each employee who has authorized that such deductions be made as set forth in Subsection 4, until such time as the employee revokes the authorization by written notice to the Union and the Employer.
- (2) As soon as practicable following the decision to hire a new employee into the bargaining unit, the Employer shall notify the Union of newly-hired bargaining unit employees.
- (3) Each employee who becomes a member of the Union after June 27, 2018, must sign the Union's Application for Union Membership and Authorized Dues Deduction Card.
- (4) The Employer shall not make any Union dues deductions from any employee without written authorization from the employee. In the case of an employee who becomes a member after June 27, 2018, written authorization must be in the form

of a signed and completed Application for Union Membership and Authorized Dues Deduction Card, as well as any additional written authorization as the Employer may require. In the event the terms of the Employer's written authorization conflicts with the terms of the Union's Card, the terms of the Card shall be controlling. For an employee who became a member prior to June 27, 2018, the employer must have from the employee written authorization showing the employee's clear intent to participate in Union dues deductions.

- (5) Deductions for any calendar month shall be remitted to the Union as soon as practicable. In the event that a refund is due to any employee for any sums deducted from wages and paid to the Union, it shall be the responsibility of such employee to obtain the appropriate refund from the Union.
- (6) The Employer shall not be liable for the remittance or payment of any sums other than those constituting actual deductions made. If the Employer fails to make a deduction for any employee as provided, it shall make that deduction from the employee's next pay period in which such deduction is normally deducted after the error has been called to its attention by the employee or the Union.

(7) If there is an increase or decrease in Union payroll deductions, as determined and established by the Union, such changes shall become effective upon the second pay period following notice from the Union to the Employer of the new amount(s).

Section 1.4 – Indemnity Provision: The Union agrees to indemnify and save the City harmless from any and all claims, suits, and all other forms of liability that may arise out of or by reason of the City's compliance with Sections 3 and 4 above.

Section 1.5 – Management's Rights: The Union recognizes that, except as specifically limited or abrogated by the terms and provisions of this Agreement, all rights to manage, direct or supervise the operations of the City and the employee, are vested solely and exclusively in the City.

- (a) The parties recognize that the responsibility for operating the department rests with the Chief of Police and that change in working rules and regulations and past practices may be made from time to time. The Chief shall notify the Union of any changes in rules, regulations, and past practices. In the event the Union believes such new rule or regulation to be unreasonable, it shall have the right to file a grievance within fourteen (14) calendar days after the rule or regulation becomes effective.

Section 1.6 – Anti-Discrimination: The City and the Union recognize and agree that, for the duration of this Agreement, neither shall discriminate against any employee because of such person's political belief. Nor shall the City or its agents nor the Union, its agents or members discriminate against any employee because of his membership or non-membership in the Union as defined in Article 1, Section 3.

Section 1.7 – New Supervisory Positions: The City shall establish the rate of pay and requirements for the position and will notify the Union of its decision. If the City and the Union

disagree that the new supervisory position is within this bargaining unit, the Union shall have ten (10) regularly scheduled working days after receipt of the notice of the new position and the rate of pay to notify the City in writing of its disagreement. If a mutually satisfactory salary is not agreed upon within thirty (30) calendar days after serving such notice to the City, the issue may be referred to the grievance procedure. If, in the above procedure, a different salary is arrived at, the different rate shall become effective retroactively to the date the job classification was created. Failure of the Union to notify the City in writing of its desire to negotiate within ten (10) days, or having served such notice, failure to refer the matter to the grievance procedure within the aforementioned thirty (30) day period shall constitute acceptance by the Union of the salary.

Section 1.8 – Detective Sergeants: Sergeants assigned to the Detective Bureau and SIU shall be given the title of "Detective Sergeant."

ARTICLE 2 – GRIEVANCE PROCEDURE

Section 2.1 – Definition of Grievance: A grievance shall be defined as any dispute regarding the meaning, interpretation, application, or alleged violation of the terms and provisions of this Agreement. A written reprimand shall also be subject to the grievance procedure.

Section 2.2 – Grievance Procedure: All grievances shall be discussed orally with the employee's immediate supervisor, and if the matter is not resolved by discussion, the following procedure shall apply:

- a) FIRST STEP: Within seven (7) calendar days after the employee has knowledge of the event or reasonably should have knowledge of the event upon which the grievance is based, whichever occurs first, the employee shall reduce the grievance to writing, state the facts upon which it is based, when they occurred, specify the section of the contract which has allegedly been violated, sign the grievance and present said grievance to the Chief of Police. The Chief shall meet with the aggrieved employee to discuss the grievance within seven (7) calendar days after receipt of the written grievance. The Chief of Police shall give a written answer to the aggrieved employee within seven (7) calendar days after the meeting.
- b) SECOND STEP: If the grievance has not been settled at the First Step, it shall be appealed in writing within seven (7) calendar days after receipt of the First Step answer to the City Manager, or his designated representative, for a meeting between the City's grievance committee, consisting of the City Manager and/or his designated representatives, and three (3) members of the Union grievance committee. The business representative for the Union and/or the City's Labor Relations Counsel may be present at such meetings, and as a courtesy, a notice of such attendance will be given to the other party in advance of the meeting. Such meeting must be held no later than seven (7) calendar days from the time the appeal has been taken to this step, and the City must answer the grievance in writing within seven (7) calendar days after such meeting.

- c) THIRD STEP: If, at this point, the grievance has not been satisfactorily settled and the Union desires to carry the grievance further, it shall submit such grievance to arbitration by the Federal Mediation and Conciliation Service (FMCS) in accordance with its voluntary labor arbitration rules, then pertaining, provided such submission is made in writing to both the City and the Federal Mediation and Conciliation Service within thirty (30) calendar days after receipt by the Union of the City's Second Step answer. If the grievance has not been submitted to arbitration within said thirty (30) calendar day period, it shall be considered as being withdrawn by the Union.

ARBITRATOR'S AUTHORITY: The arbitrator shall have no authority to add to, subtract from, change or modify the provisions of this Agreement, but shall be limited solely to the interpretation and application of the specific provisions contained herein. However, nothing contained herein shall be construed to limit the authority of an arbitrator, in his own judgment, to sustain, or reverse any alleged unjust discharge that may reach this stage of the grievance procedure. The decision of the arbitrator shall be final and binding upon the parties hereto. The expenses and fees of the arbitrator and the Federal Mediation and Conciliation Service shall be shared equally by the City and the Union. The decision of the arbitrator shall be final and binding upon the City, the Union, and the individual grievant(s).

Section 2.3 – Time Limits: Time limits at any step of the grievance procedure may be extended only by mutual agreement in writing. In the event the City fails to reply to the grievance at any step of the grievance procedure within the specified time limit, the grievance shall advance to the next succeeding step of the grievance procedure. In the event the grievance is not appealed by the Union to the next succeeding step within the time limit provided for such appeal, such grievance shall be considered as having been withdrawn by the Union.

Section 2.4 – Second Step Meetings: Joint meetings of the grievance committees provided for in the Second Step of the grievance procedure shall start no later than 2:00 p.m. on the day for which they are scheduled. The Union grievance committee members shall be paid at their straight time hourly rate of pay for all time away from their regularly scheduled work to attend grievance meetings, but not to exceed twenty (20) minutes prior to the start of such meetings.

Section 2.5 – Policy Grievances: Grievances on behalf of the entire Union shall be filed by the Union grievance committee and shall be processed starting with the First Step of the grievance procedure.

Section 2.6 – Indefinite Suspension: The parties hereto agree that any suspension or discharge is recognized to be the decision of the Chief of Police. Any suspension or discharge occurring as a result of authority delegated to a subordinate supervisor shall be temporary, contingent upon concurrence of the Chief of Police.

Section 2.7 – Grievance Investigation: The Union representatives, during their working hours, without loss of time or pay, may investigate or present grievances in accordance with the grievance procedure to the City provided they notify the Chief of Police that they will be absent for such purposes and provided further, that, if necessary and in those cases where a replacement

is required, they will wait until such replacement is acquired. It is understood that such replacement will not require any overtime pay by the City.

ARTICLE 3 – DISCHARGE AND DISCIPLINE

Section 3.1: – Discharge and Discipline. In the event an employee under the jurisdiction of the bargaining unit shall be suspended from work for disciplinary reasons or is discharged from employment after the date hereof, and he believes he has been unjustly suspended or discharged, such suspension or discharge shall constitute a case arising under the grievance procedure, provided a written grievance with respect thereto is presented to the City Manager, or his designated representative, within seven (7) calendar days after such discharge or after the start of a suspension. Such grievance shall be processed starting at the Second Step of the grievance procedure.

- (a) The Chief of Police agrees to promptly notify in writing the employee's Union representative, or in his absence the Chairman of the Union's grievance committee, of such suspension or discharge and shall furnish copies of the charges, specifying incident(s), time(s) and date(s).
- (b) A suspended or discharged employee, if he so desires, will be allowed to discuss his suspension or discharge with his Union representative or, if he is not readily available, with the Chairman of the Union's grievance committee. The City shall make available a suitable area which is private where the suspended or discharged employee may discuss his suspension or discharge with his Union representative.
- (c) Either party may request a Pre-Arbitration Meeting. The request should be made in writing, and the meeting shall take place no later than 30 days prior to the scheduled arbitration date, unless the parties mutually agree otherwise. The purpose of the Pre-Arbitration Meeting is to discuss possible resolution of the arbitration matter, as well as to discuss the exchange of exhibits, the identification of witnesses, and other evidence in the arbitration matter.

Section 3.2 – Discipline: When imposing any discipline, the Employer will not take into account any prior infractions which occurred more than four (4) years before the incident giving rise to the current discipline, provided the prior infraction resulted in a written reprimand or suspension of 3 days or less. In the event an employee completes four (4) years of service without a disciplinary action, written reprimands and suspensions of 3 days and less over four (4) years old shall be permanently removed from the employee's personnel file upon request.

Section 3.3 – Personnel File: A copy of any disciplinary action which will result in the addition of official entries to the personnel file will be given to the employee. An Officer may request a meeting with the Police Chief and Director of Human Resources to review official disciplinary entries to his/her personnel file that are in excess of two (2) years old with the option, upon concurrence of the employee, the Director of Human Resources and the Chief, to remove same from the personnel file. All information in the personnel files regarding employees in the bargaining unit shall be treated in strict confidence by the City, as defined and regulated pursuant to P.A. 1978, No. 397: MCL 423.501 et. seq..

ARTICLE 4 – SALARIES

Section 4.1: – Salary Schedule. For the life of this Agreement, the salary schedule set forth in Appendix "A" attached hereto and by this reference made a part hereof shall remain in full force and effect. Section 4.2 – Direct Deposit: Employees hired on or after December 19, 2000, must have their entire paycheck direct deposited. All employees hired prior to 12/19/00 must make arrangements for direct deposit of their entire paycheck on or before April 30, 2001.

ARTICLE 5 – VACATIONS

Section 5.1 – PAID TIME OFF (PTO). All employees shall accumulate PTO according to the following schedule:

Less than 1 year of service:	62 hours
1 to 5 years of service:	112 hours
5 to 10 years of service:	152 hours
10 to 15 years of service:	192 hours
15 to 20 years of service:	232 hours
20 or more years of service:	272 hours

Employees hired prior to 10/21/2008 who have completed one (1) or more years of service or Employees who have actually worked or been on PTO eighteen hundred (1800) hours or more during the twelve (12) months preceding their anniversary date of employment, shall have PTO in accordance with the above schedule. Employees who have actually worked or been on PTO less than eighteen hundred (1800) hours shall receive a pro rata paid time off benefit rounded upward to the nearest half day. Only for the purpose of determining whether the eighteen hundred (1800) hour test is satisfied, an employee shall be given credit for hours lost from scheduled work due to an injury determined to be non-preventable under Article XII, Section 5, which is compensable under the Michigan Workers' Compensation Act, up to a maximum of three hundred (300) hours.

Section 5.2 – PTO Pay: A week of PTO pay as provided for in Section 1 above shall equal forty (40) hours of pay at the employee's straight time hourly rate in his permanent job classification as of the time the employee takes his PTO. PTO time off shall not be cumulative from year to year. PTO paychecks shall be delivered on the last regularly scheduled payday immediately preceding the start of the employee's PTO, if it is requested three (3) weeks prior to the PTO date by the employee. The Chief of Police shall determine the number of employees who can be excused for PTO purposes at any one time. When a holiday falls within an employee's PTO, the employee shall have the option of extending the PTO for one (1) day continuous with the PTO or "banking" eight (8) hours. An employee's banked time may be used at any time with the approval of the Chief of Police.

Employees are eligible for an annual pay-out of up to forty (40) hours of PTO when affirmed in writing by their supervisor at least two weeks in advance of employee's anniversary date.

Section 5.3 – PTO Call In For Duty: In the event an employee is called in for duty while he is on PTO or during off-duty days continuous therewith, he shall be paid for each hour worked during the twenty-four (24) hour period after he returns to duty at time and one-half his regular rate with a minimum payment of four (4) hours at time and one-half in addition to PTO pay, or rescheduled PTO, at the employee's option.

Section 5.4 – Termination of Employment: If an employee who is otherwise eligible for PTO quits or is discharged on or after his employment anniversary date without having received the same, such employee will receive, along with his final paycheck, the unused PTO pay for which he qualified as of his anniversary date and his pro rata share of PTO earned thereafter until such time as he leaves the employment of the City.

ARTICLE 6 – HOLIDAYS

Section 6.1 – Holidays Celebrated: All full-time employees shall be entitled to receive the following paid holidays provided they qualify for such as set forth below:

New Year's Day	Labor Day
Martin Luther King Day	Veteran's Day
Presidents' Day	Thanksgiving Day
Good Friday	Friday Following Thanksgiving Day
Memorial Day	Day before Christmas
Independence Day	Christmas Day

- (a) To qualify for pay hereunder, an employee must either work his entire scheduled work day on a holiday, or if not scheduled, then his entire regularly scheduled work day before and after the day celebrated as a holiday, unless excused due to an illness or injury, verified to the City's satisfaction by a doctor, or excused early from work due to unavoidable circumstances, or on any pre-approved paid time off.

Section 6.2 – Holiday Pay: In the event an employee is regularly scheduled for and works on any recognized holiday, he shall receive time and one-half (1-1/2) his regular hourly rate for all hours actually worked in addition to his regular pay. Employees will have the option of "banking" twelve (12) hours in lieu of the premium pay. Employees who are regularly scheduled to work on a day that is celebrated as a holiday, but are given the day off, shall continue to receive pay for that day even though they are not required to work.

ARTICLE 7 – LONGEVITY PAY

Section 7.1. – Longevity. The City agrees to a longevity pay program whereby it pays to all eligible employees, defined as employees hired on or before June 30, 2011, who qualify for such, the amount as set forth below:

- (a) To those full-time employees who, prior to December 1st of each year have completed seven (7), but less than twelve (12) years of continuous service, the City will grant, on the payday following said December 1st of each year, an amount equal to two and one-half (2-1/2%) percent of such employee's base salary, but in no case shall this amount exceed \$375.
- (b) To those full-time employees who, prior to December 1st of each year have completed twelve (12), but less than twenty (20) years of continuous service, the City will grant, on the payday following said December 1st of each year, an amount equal to five (5%) percent of such employee's base salary, but in no case shall this amount exceed \$675.
- (c) To those full-time employees who, prior to December 1st of each year have completed twenty (20) or more years of continuous service, the City will grant, on the payday following said December 1st of each year, an amount equal to seven (7%) percent of such employee's base salary, but in no case shall this amount exceed \$1,000.
- (d) An employee's base salary shall be determined by multiplying his straight time hourly rate by two thousand eighty (2,080).
- (e) Any employee who terminates his employment for any reason after his employment anniversary date of any year shall receive, along with the final check, the amount of longevity to which he became entitled as of his employment anniversary date.
- (f) Employees who have qualified for longevity pay shall, upon retirement with a pension benefit immediately payable, receive a pro rata share of their annual longevity as of the effective date of retirement for the year in which they retire. The pro rata share shall be equal to the number of complete months past their employment anniversary date and shall be payable on the last paycheck to the employee.
- (g) Payment to the beneficiary of a deceased qualified employee of his longevity pay for the year in which the death occurred shall be made on the same basis as payment to a retired employee.

Section 7.2 – Longevity Conversion: Beginning January 1, 2014, the longevity value is rolled into the base wage of bargaining unit members, and such is reflected in the wage scale in Appendix A.

ARTICLE 8 – INSURANCE

Section 8.1 – Health Insurance: The City offers a High Deductible Health Plan (HDHP) that is the City's base plan for health care coverage.

- (a) In addition to the base plan, the City agrees to provide at least one other plan through an insurance carrier authorized to conduct business in the State of Michigan. Employees electing coverage other than the City's base plan will be

responsible for payment of any increase in the cost of coverage as compared to the base plan cost. Such coverage will be available to active, regular full-time employees and their dependents under age 26 if the employee authorizes the payroll deduction for their portion of the premium.

- (b) Effective July 1, 2016, all employees who elect health insurance will pay 20% of the annual premium cost for the single, double or family coverage, in addition to any costs identified in (b). The cost of the annual premium will be deducted on a pro-rata basis each pay period each month.

For health care year beginning 1/1/2017, in consideration of the co-share of premium, the City will fully fund the deductible at \$2,000 single/\$4,000 2-person and family (\$500/\$1,000, at the end of each quarter).

For health care year beginning 1/1/2018, the City will fully fund the deductible at \$2,000 single/\$4,000 2-person and family (\$500/\$1,000, at the end of each quarter).

The City will allow employees the opportunity to opt out of health care coverage, provided the employee provides proof of other coverage at open enrollment. Employees who opt out of coverage would receive a payment of \$200 per month. Employees can opt back in at the next open enrollment or if there is a qualifying event under COBRA and the employee loses their other coverage.

- c) Health Insurance – Retirees: Bargaining unit members retiring on or before December 31, 2006, may have the option of continuing coverage through the City’s group health insurance plan pursuant to resolutions adopted by the Battle Creek City Commission at its April 10, 2007, meeting establishing a base insurance plan for retirees of Act 345, and also pursuant to Resolution 128 (amended), adopted April 17, 2007, which established policy on the distribution of §401(h) monies.

Bargaining unit members retiring on or after April 29, 2007, with a pension benefit immediately payable will be allowed to continue on the City’s group health insurance plan pursuant to the terms of a Letter of Understanding (LOU), ratified by this bargaining unit and approved by the Battle Creek City Commission (Resolution 129 added, 4/17/07). The terms and provisions of that LOU are incorporated into this agreement by reference.

- d) The City agrees to offer employees the opportunity to renew their health insurance coverage each calendar year.

Section 8.2 – Dental Insurance: The City agrees to pay the premium for dental insurance for employees and their eligible dependents. The plan shall be the Delta Dental of Michigan traditional 80/20 plan (or equivalent). For illustrative purposes only, the current design includes:

Deductible: No deductible on Diagnostic, Preventive or Emergency Palliative (Class I)

Deductible: \$25.00 per person on balance of Class II and Class III benefits

- Benefit: \$1,500 annual maximum contract benefit per person for Class I, II and III benefits
- Orthodontics: 50% co-pay on Class IV benefits, with lifetime maximum of \$1,000 per eligible person
- Charges: Pays based on usual, customary, and reasonable as determined by the insurance carrier

Employees newly hired by the City shall receive coverage effective the first day after completing six (6) months of service with the city.

Section 8.3 – Life Insurance: The City agrees to pay the premium for term life insurance, with an accidental death and dismemberment rider, for each eligible employee. The amount of insurance shall equal one times the employee’s base annual salary, rounded up to the next thousandth dollar. The City shall also provide, at no cost to the employee, term life insurance for an eligible employee's spouse and dependents. Spousal coverage shall equal \$2,000; dependent coverage shall be \$1,000 per dependent.

Section 8.4 – Conditions of Insurance Coverage: Insurance provided under Sections 1 through 3 above shall be subject to conditions imposed by the various insurance carriers. The City's responsibility under this Article is limited solely to the payment of necessary premiums to purchase the insurance described in Section 1 through 3 of this Article. The City agrees to maintain the level of City-paid group insurance benefits as outlined in this Article during the life of this agreement.

Section 8.5 – Public Employee Liability Insurance: The City shall defend and indemnify employees pursuant to the terms of Resolution No. 186 of 1980, adopted by the Battle Creek City Commission on July 1, 1980. The Resolution states that it is the policy of the City of Battle Creek to defend and indemnify employees from any claims, liabilities, costs, judgments or settlements which said employees shall be legally obligated to pay as a result of actions taken, or not taken, while acting in the course of their employment or in the performance of their duties and while acting in the scope of their authority, to the extent not covered by insurance.

ARTICLE 9 – SICK LEAVE

Section 9.1 – Sickness and Accident Policy: The following sick leave program shall be in effect, subject to the provisions of the insurance policy presently in effect. Employees may use PTO to supplement S&A to full time pay.

- (a) If accidental bodily injury shall be sustained by an employee while insured hereunder and shall, from the date of the accident, directly and independently of all other causes, result in the total disability of such employee, the City will pay periodically, commencing with the first (1st) day of such continuous disability, a weekly indemnity for which such employee is insured for the period of such disability, but not to exceed twenty-six (26) weeks for any one accident. For each day of any such period of disability for which a weekly indemnity is payable and

which is less than a full week, the City will pay of the weekly indemnity representing 66% of employee's base salary for which such employee is insured.

- (b) An employee shall not be insured for and no weekly indemnity shall be payable for any disability:
 - 1. For which the employee is not regularly treated by a legally qualified physician.
 - 2. Resulting from injury sustained as a result of war, declared or undeclared, or any act incident thereto, or engaging in a riot as a participant.
 - 3. Resulting from injury sustained while doing any act or thing pertaining to any occupation or employment for remuneration or profit.
- (c) If sickness or pregnancy shall cause total disability and if such disability begins while the employee is insured hereunder, the City will pay periodically, commencing with the eighth (8th) day of such continuous disability, a weekly indemnity at the rate of such continuous disability, but not to exceed twenty-six (26) weeks for any one sickness. For each day of any such period of disability for which a weekly indemnity is payable and which is less than a full week, the City will pay a weekly indemnity representing 66% of employee's base salary for which the employee is insured.
- (d) An employee shall not be insured for and no weekly indemnity shall be payable for any disability:
 - 1. For which the employee is not regularly treated by a legally qualified physician.
 - 2. Resulting from sickness contracted as a result of war, declared or undeclared, or any incident thereto, or engaging in a riot as a participant.
 - 3. For which the employee is entitled to indemnity in accordance with the provisions of any Workmen's Compensation or Occupational Disease Act or similar law.
- (e) Payment shall not be made under both the weekly indemnity accident insurance and the weekly indemnity sickness insurance provisions in respect to any day of disability.
- (f) Successive periods of disability, whether under the weekly indemnity accident insurance or the weekly indemnity sickness insurance, will be considered due to one accident or sickness unless the successive periods are separated by the employee's return to full-time, active work with the City for at least six (6) months.
- (g) Total disability, as used herein, shall mean:

1. Complete inability of the insured employee to perform any of the duties of his regular occupation or employment during the continuous disability after the elimination period and not engaged in any other substantially gainful employment or occupation.
2. Complete inability to perform any of the duties of any gainful occupation or employment for which he is or may reasonably become qualified by reason of education, training, or experience.

An employee who is disabled from his regular assigned position in the Police Department with an accident or sickness which may disable him from ever returning to that assigned position in the Police Department again, may be retrained for another position outside the Battle Creek Police Department dependent upon an evaluation by qualified medical and psychological personnel selected by the City for the review of the injured employee and the proposed then-occurring vacant position.

If a period of re-assignment is necessary, during such period of re-assignment continuous with the end of the sickness and accident period, the employee shall be paid at the rate of pay the individual was earning under the sickness and accident plan weekly benefits for an additional six (6) month adjustment period or the pay assigned to the new position, whichever is greater. After which time the employee shall receive the pay assigned the position for which the employee is qualified and has been so selected.

The City reserves the right of final decision in all such cases as to the type of position the above-mentioned evaluation may indicate and the type of training needed for such position.

3. In the event of disagreement on total disability, a three (3) doctor panel will be convened; one (1) selected and paid by the employee, and two (2) selected and paid by the City. The majority opinion by the doctors will be final and binding on the parties.
- (h) The following weekly indemnity benefits begin with the first (1st) day of disability due to an accident and on the eighth (8th) day due to a sickness.
- (i) Payment shall be made regardless of whether the injury is self-inflicted provided the other requirements of this section are met.

WEEKLY BENEFIT

<u>Classification</u>	<u>Amount</u>
Sergeants	66% of base salary

The above benefits shall be payable for a maximum period of twenty-six (26) weeks.

Section 9.2 – Accumulated Sick Leave Credits: All accumulated sick leave credits through September 1, 1972, will be frozen and shall be in effect at the rate of pay on September 1, 1972, and may be used by employees who have such benefits during the period of sickness from the first (1st) to the eighth (8th) day under the provisions of the sickness and accident insurance policy when such policy does not provide payment. Upon retirement with a pension benefit immediately payable, deferred retirement with twenty-five (25) years of service credit, or death of an employee, the employee or his named beneficiary on record with the Human Resources Office, shall receive an amount equal to the remaining unused sick leave pay. Such payment shall be at the rate in effect on September 1, 1972, and shall be made as soon as possible after the date of death or retirement, and shall not be considered compensation for the purpose of the pension plan. All police officers formerly of the Battle Creek Township Police Department, who became employees of the City's Police Department as a result of the merger of the City and Township, shall be allowed to retain their accumulated sick leave credits. Such employees will be entitled to a one hundred (100%) percent payout of their sick leave fund upon retirement or death at the wage rate in effect as of the date of the implementation of said merger.

Section 9.3 – Sick Pay Qualification: In order to qualify for sick leave payments, the employee must: (a) for those short-term illnesses (contemplated to be of less than a week's duration), notify his department in accordance with the Personnel Policy prior to his normal starting time on each day of the absence and must, (b) for those long-term illnesses (contemplated to be of more than a week's duration), notify the department prior to his return from such absence unless the circumstances surrounding the absence made such reporting impossible, in which event such report must be made as soon thereafter as possible.

Section 9.4 – Emergency Leave of Absence: Permission to take paid emergency leave will be granted to each permanent employee who, in the opinion of the Chief and the Human Resources Manager, furnishes adequate proof that his then current spouse, child or parent has an extreme critical illness. Emergency leave may be granted for a period not to exceed four (4) consecutive calendar days. For the first two (2) emergency leave days, there shall be no charge made to the employee's accumulated sick leave or comp time bank, thereafter, the paid emergency leave payment will be conditioned on charging the employee's accumulated sick leave or comp bank. The employee shall designate which accumulated bank shall be used.

Section 9.5 – Abused Sick Leave: Any employee who makes a false claim for paid sick leave shall be subject to disciplinary action, up to and including discharge.

ARTICLE 10 – SERVICE AND SENIORITY

Section 10.1 – Definition of Service: Service shall be defined as a full-time employee's length of continuous service with the City since his last hiring date. "Last Hiring Date" shall mean the date upon which the employee first reported to work at the direction of the City, since which he has not quit, retired, or been justifiably discharged. No time shall be deducted from an employee's service due to absences occasioned by authorized personal leaves of absence of less than sixty (60) calendar days, or paid time off, sick or accident leaves, suspensions, military leaves, or for layoffs due to lack of work or funds, except as hereinafter provided.

Section 10.2 – Definition of Seniority: Seniority shall be defined as an employee's length of continuous service with the Battle Creek Police Department since his last hiring date. "Last Hiring Date" shall mean the date on which an employee first reported for work with the Battle Creek Police Department at the direction of the City, since which he has not quit, retired, been transferred outside of the Police Department, or been justifiably discharged. No time shall be deducted from an employee's seniority due to absences occasioned by authorized personal leaves of absence of less than sixty (60) calendar days, or paid time off, sick or accident leaves, suspension, military leaves, or for layoffs due to lack of work or funds, except as hereinafter provided.

Section 10.3 – Definition of Classification Seniority: Seniority in classification shall be defined as an employee's length of service since his promotion or appointment to that classification, but shall exclude personal leaves of absence beyond sixty (60) calendar days and probationary periods that are not contemplated for reasons other than a reduction of personnel in the classification. Classification seniority shall apply preference for shift assignment, PTO scheduling, and time off. If two or more employees receive a promotion on the same date, to the same classification, the classification seniority shall be determined by their uninterrupted seniority since their last departmental hiring date. In the event that two or more employees have been promoted to the same classification on the same date, and their last hiring date is the same, their names shall appear on the classification seniority list alphabetically.

- (a) If it becomes necessary to reduce the number of employees in any classification within this bargaining unit, employees shall be reduced on the basis of inverse order of classification seniority. Employees removed from a classification may exercise their classification seniority in any lower classification in the bargaining unit in which they have classification seniority. Employees shall be recalled in accordance with their classification seniority.
- (b) Any member's classification seniority shall be terminated upon transfer out of this bargaining unit for cause as a disciplinary measure. Any member so transferred shall have no vested right to classification seniority credited to him as a result of a subsequent promotional appointment.
- (c) If an employee is promoted either on a temporary or permanent basis to a position in the Department not included in the bargaining unit, during the first sixty (60) days following the promotion he shall have accumulated seniority and classification seniority while working in the position to which he was promoted. Employees returned to the bargaining unit during such sixty (60) day period shall retain all rights accrued for the purpose of any benefits provided for in this Agreement. Employees who do not return to the bargaining unit during the sixty (60) day period shall not lose their seniority, but shall cease to accrue additional seniority in this bargaining unit.

Section 10.4 – Shift Assignments: An employee may bid for a shift assignment and consecutive days off, and paid time off based upon his seniority. Such bids shall be made twice a year. Bidding will be conducted according to the following schedule:

- (a) For the twenty-six (26) week period commencing with the beginning of the first pay period following September 1, bidding for shift will be conducted between the first and sixth of the preceding August. Shift assignments will be posted on or before the 14th of August. Bidding for PTO will be done the 15th through the 21st. PTO schedules will be posted on or before the 31st of August.
- (b) For the twenty-six (26) week period commencing with the beginning of the first pay period following March 1, bidding for shift will be conducted the 1st through the 7th preceding February. Shift assignments will be posted on or before the 14th of February. Bidding for PTO will be conducted the 15th through the 21st of February. The PTO schedule will be posted on or before March 1.

If a vacancy occurs after shifts have been bid and more than sixty (60) days remain before the semi-annual bidding period, the vacancy will be opened for re-bidding for those employees at or below the seniority level of the individual previously holding the vacant position. The re-bidding will be done within thirty (30) days after such vacancy has been filled.

Section 10.5 – Special Assignments for Sergeants: The following rules apply for special assignments: Assignments will be posted for 14 days. Interested employees may submit a letter of interest to the Chief of Police. The Chief will provide the union a written explanation as to why the selected employee was given the assignment. No probationary Sergeant shall serve in any assignment other than patrol unless a unique or emergency situation arises necessitating the use of a probationary Sergeant as deemed necessary by the Chief of Police. In the event there is no show of interest by the non-probationary Sergeants, the Chief may offer an assignment of this nature to probationary Sergeants. Employees may submit a letter of interest for any special assignment for the Chief's consideration two years after the current selection has been made.

ARTICLE 11 – PROMOTIONAL PROCEDURE

Section 11.1 – Application of Promotional Procedure: In accordance with the City of Battle Creek's policy of filling vacancies by promotion from within the Police Department, the following promotional procedure shall apply to all promotions to job classifications covered by this Agreement, except the job classification of Sergeant.

Section 11.2 – Promotional Procedure: In order to be eligible for promotion, an employee must have completed his/her job classification probationary period in the job classification immediately below the job classification to which he/she seeks promotion.

Section 11.3 – Testing: The City reserves the right to require oral, written, and/or physical tests to determine an individual's fitness and qualifications for the promotional position.

All examinations for promotion shall be practical in their character and shall relate to such matters and include such inquiries as will fairly and fully test the comparative merit and fitness of the persons examined to discharge the duties of the job classification.

Physical examinations may be required by the City as a condition precedent for promotion. If a physical examination is required, the selected individual shall be required to take the physical. If it is determined by the City's doctor that the employee is not physically able to perform the duties

of the job classification sought, the employee shall have the right to have a physical examination by a doctor of his/her choice. If the City's doctor and the employee's doctor disagree on whether the employee is physically able to perform the duties of the position, a third doctor shall be appointed by the City's doctor and the employee's doctor, and the third doctor's finding shall be final and binding on the parties. The expenses of a third doctor shall be shared equally by the City and the Union.

Section 11.4 – Selection of Candidate: In the filling of vacancies, the selection of individuals for promotion shall be at the sole discretion of the Chief of Police. Such selection shall be done without regard to the seniority status of individuals expressing an interest in the position, and without regard to the outcome of tests required by the City.

Section 11.5 – Salary Upon Promotion: When an employee is awarded a job through the promotional procedure, for which the maximum of the rate range is higher than the maximum of the rate range for the job from which he was promoted, he shall, as of the start of the next succeeding pay period, be placed at the lowest step for the classification to which he had been promoted, which will result in a pay increase. Upon completion of his probationary period, not to exceed one (1) year, he shall receive the incremental step increase which will advance him one step in the pay scale for the job he was thus awarded.

Section 11.6 – Probationary Period Following Promotion: The probationary period following promotion to the Sergeant's classification is one (1) year. The probationary period is for the purpose of enabling the City to determine if an employee has the attributes, attitude, and capabilities of becoming a full-time employee in the classification. A probationary employee may be reduced to his former classification at the discretion of the City during such period. The employee shall be notified of the reason(s) for the reduction in writing at the time of his reduction.

ARTICLE 12 – LEAVES OF ABSENCE

Section 12.1 – Personal Leave: The City may grant a leave of absence without pay for personal reasons of not to exceed sixty (60) calendar days in a calendar year without loss of seniority to an employee, provided he obtains advance written permission from the Chief of Police.

Section 12.2 – Medical Leave: An employee who, because of illness, accident or pregnancy, is physically unable to work shall, upon request, be given a leave of absence without pay for the duration of such disability, provided: (1) that he promptly notifies the City of the necessity thereof; (2) that he supplies the City with a certificate from a medical/osteopathic doctor of the necessity for the absence and continuation of such absence when the same is requested the City; (3) that such leave of absence shall not exceed one (1) year; and (4) there is a reasonable documented belief that granting the leave will result in a return to work.

Section 12.3 – Military Field Training Leave: Leaves of absence shall be granted to employees who are active in the National Guard or a branch of the Armed Forces Reserve for the purpose of fulfilling their annual field training obligations and/or responding to any civil disorder. Applications for leaves of absence for such purpose must be made as soon as possible after the employee's receipt of his orders. Employees presenting evidence as to the amount of compensation received from the government shall be paid the difference, if any, between what they received in

the form of pay therefore, and what they would have received from the City had they worked during such period. Such payments shall be limited in a calendar year to two (2) weeks for annual field training and a maximum of eight (8) weeks for civil disorders.

Section 12.4 – Call-In for Special Events: When five (5) or more nonsupervisory employees are assigned to work a special event other than normal shift work, one (1) shall be of the Sergeant rank.

Section 12.5 – Military Service Leave: Any employee who enters the military service by draft or enlistment shall be granted a leave of absence for that purpose, and at the conclusion of such leave of absence shall be reinstated in accordance with all applicable provisions of the Selective Service and Training Act and any other applicable laws then effective.

Section 12.6 – Supplemental Pay to Worker's Compensation: The City will allow an employee injured on the job and eligible for Workers' Compensation to draw the difference between the Workers' Compensation check and his normal net rate of pay (less Federal, State and City taxes) by charging his accumulated sick leave or holiday leave bank. A three (3) member board consisting of a representative of the Union, Chief of Police and Risk Manager shall establish responsibility for each duty-connected injury. If the injury is ruled non-preventable on the part of the injured employee, he shall receive the above-mentioned supplemental compensation for a period of six (6) months without any charge to his accumulated sick leave or holiday leave bank. At the conclusion of the first six (6) month period, the Board shall review the case and recommend to the City Manager whether such supplemental payments should be continued for an additional period of six (6) months without any charge to accumulated sick leave or holiday leave bank. The City Manager shall, in his sole discretion, make the final determination. Awards specified in this section shall be made based on the salary at the time of injury. All Board decisions shall be by majority vote and not be subject to the grievance procedure. To the extent that wage loss differentials are made up by no-fault auto insurance, the provisions of this section shall not apply. An employee shall not receive, pursuant to this section, more than the employee's normal net rate of pay.

Section 12.7 – Funeral Leave: Employees shall receive the amount of pay they would have received on a regular eight (8) hour straight time basis for each day necessarily lost from regularly scheduled duty, not to exceed three (3) days, to make arrangements for and attend the funeral of a member of their immediate family. This payment shall not be made for any such day of such three (3) days on which the employee for any other reason would have been absent from work. Such paid funeral leave shall not extend beyond the day following the funeral, and to be eligible for such pay, the employee must notify the City as soon as possible of the necessity for such absence, must attend the funeral, and, if requested by the City, must present proof of death.

- (a) Immediate family is to be defined as: current spouse, children, stepchild (having resided with the employee for a continuous period of six (6) months), brother, sister, mother, father, mother-in-law, father-in-law, grandmother, and grandfather.
- (b) Notwithstanding the above, in the advent of the death of the spouse or child as defined in subsection (a), the employee shall be granted four (4) days funeral leave at his regular rate of pay.

- (c) Pursuant to the provisions of this section, employees shall be granted a maximum of two (2) days funeral leave at their regular rate of pay to make arrangements for and attend the funeral of a step-parent.

Section 12.8 – Union Business Leave: The City agrees to grant reasonable time off without loss of seniority and without loss of pay to any employee designated by the Union to attend an official meeting or to serve in any capacity on other official Union business:

- (a) Provided adequate notice is given to the City by the Union specifying the length of time off requested;
- (b) Provided the length of time does not exceed six (6) working days within any twelve (12) month period;
- (c) Provided no more than two (2) employees shall be granted such time off for such purpose at any one time;
- (d) Provided in the judgment of the Chief, the employee(s) can be spared from work on the dates and times requested.

ARTICLE 13 – PREMIUM PAY

Section 13.1 – Overtime Pay: Time and one-half (1-1/2) the employee's regular hourly rate of pay will be paid for all approved time necessarily spent on the job (including in-service training and lunch breaks), in excess of the employee's regularly scheduled work day or forty (40) hour week. Except for sick call, all hours paid shall be considered hours worked.

- (a) All premium pay earned shall be paid along with the employee's regular pay, the payday immediately following the week in which the premium pay was earned.

Section 13.2 – Call In For Duty: An employee called in for duty at a time other than his scheduled work shift shall be credited with a minimum of two (2) hours at one and one-half (1-1/2) times his hourly rate, or with the actual hours worked at one and one-half (1-1/2) times his hourly rate, whichever is greater, unless such time be continuous with his scheduled shift, in which case the guaranteed minimum payment shall not apply, but he shall be paid at one and one-half (1-1/2) times his hourly rate for all hours worked prior to his scheduled shift.

- (a) Notwithstanding the above, the guaranteed minimum payment shall not apply if it is necessary to call an employee back to work because, due to his fault, he failed to satisfactorily complete a report, complaint or other document during his regular duty hours.
- (b) Notwithstanding the above, the guaranteed minimum payment for employees called to work to attend a training session shall be a one (1) hour minimum at time and one-half (1-1/2) his regular hourly rate.

Section 13.3 – Overtime Call-In and Equalization: In endeavoring to equalize the opportunity for overtime, when calling Sergeants in for overtime on patrol duties the following rotational procedure shall be followed:

- (a) Sergeants shall be placed on a master overtime list in order of seniority, the most senior Sergeant being first on the list.
- (b) If overtime exists in the Sergeant position, a Sergeant shall be called from the Sergeant's master overtime list.
- (c) The master overtime list will operate on a rotation basis. If a Sergeant accepts or denies the overtime, he shall then be placed on the bottom of the list. If a Sergeant is unavailable for overtime, that Sergeant remains on the top of the list in their original position until they either accept or deny an overtime opportunity.
- (d) If no Sergeant accepts the overtime work, the City may require the least senior available Sergeant in the classification of the overtime assignment to perform the work.
- (e) Sergeants may elect, by filing written notice to the Chief, not to work overtime. Such Sergeants shall not be required to work overtime unless there are not enough employees who volunteer to perform the available work. However, all Sergeants are required to report when called out or scheduled for emergency overtime.
- (f) In the event a Sergeant is improperly passed over for overtime work and was not called by the City, the Sergeant shall be entitled to three (3) hours of pay at his regular straight time rate. This shall be the exclusive remedy for a violation of this provision of the contract.

Section 13.4 – Call In For Court: Whenever it is necessary for an off-duty Sergeant to be called to appear: (1) in court; (2) before the Prosecutor or his representative; or, (3) before any other official body or investigatory agency on matters pertaining to police business, he shall be paid a minimum of two (2) hours straight time or time and one half for the total time spent until released for the day, whichever is greater, unless such time be continuous with his scheduled shift, which is defined as within 30 minutes of the starting time of a shift, in which case the guaranteed minimum payment shall not apply. Employees shall have the option of "banking" said time and one-half (1-1/2) in lieu of pay. An employee's "banked" time may be used upon approval of the Chief or his designee.

Section 13.5 – Pay For Meetings: Whenever it is necessary for an off-duty Sergeant to attend a staff, staff agency, community agency, community group, or other meeting at the request of the department, he shall be paid a minimum of three (3) hours at time and one-half (1 1/2) unless such time be continuous with his scheduled shift, in which case, the guaranteed minimum payment shall not apply.

Section 13.6 – Compensatory Time. In accord with the Fair Labor Standards Act, an employee may accumulate up to four hundred eighty (480) hours in a comp time (CT) bank. Employees hired on or after November 21, 2008, shall have a maximum two hundred forty (240)

hour CT bank accrual. Such accrual shall begin April 15, 1986. All hours of comp time banked prior to April 15, 1986 shall be kept in a separate bank and shall not affect the hours accumulated after April 25, 1986.

Beginning July 1, 1986, an employee may cash in up to forty (40) hours of comp time per year at the employees' rate of pay at the time such comp time is cashed-in provided that, if after a review by the Finance Director and the Police Chief, funds are available for such payment. The City may require up to fourteen (14) days advance notice prior to payment of such time.

Unused comp time shall be paid upon an employee's separation, retirement, or death. In the case of death, the payment shall be made to the employee's estate. Payments shall be made at the rate of pay in effect at the time of retirement, separation, or death.

ARTICLE 14 – MISCELLANEOUS

Section 14.1 – Clothing Allowance: Supervisors in Investigation and the classifications of Personnel and Training Sergeant and Crime Prevention Sergeant shall receive a clothing allowance as follows: Effective July 1, 2019, all eligible Sergeants shall receive \$800.00 per year. The First year amount is to be prorated based on date of promotion. Clothing stipend shall be payable with the paycheck that includes April 1.

Employees assigned for less than the full twelve (12) month period preceding April 1st shall receive a prorated payment. The City shall continue its current practice of paying for the cleaning and maintenance of clothing used in the performance of duty for all supervisory personnel.

Section 14.2 – Safety Standards: It is understood and agreed that all equipment to be used by employees shall meet minimum City and State safety standards.

Section 14.3 – Copy of Departmental Rules: The City will provide each new member of the bargaining unit, upon request, a handbook stating the rules and regulations of the Police Department and a copy of this Agreement

Section 14.4 – Out-of-Class Pay: When any supervisor is required to stand by ready to serve in the absence of a higher position, the rate of pay shall be \$2.50 for each hour required to stand ready.

Section 14.5 – Equipment Supplied by City: The City will provide at no cost to each employee the basic issue of uniforms, as currently provided, and equipment which meets safety standards required of the assignment as established by the Chief. Employees purchasing safety equipment and authorized footwear, over and above that supplied by the City, will receive \$125 per contract year; payable on the pay period that includes July 1st.

Section 14.6 – Off-Duty Protection: All sworn personnel are presumed to be subjected to duty twenty-four (24) hours per day. Therefore, any action taken by a member of the Union on his time off, which would have been appropriate if taken by an officer on duty, shall be considered police action and the officer shall be protected by the sick leave, Workers' Compensation, civil liability and other insurance benefits provided by the City, as if he had been on active duty at the time he took the action.

Section 14.7 – Payday: Payday shall be on a weekly basis. Effective June 1, 2012, payday shall be on a bi-weekly basis.

Section 14.8 – Weapon Proficiency: The City will provide to the employees a yearly weapon proficiency allowance to be paid the payday closest to June 1, under the following conditions:

- (a) Each sworn officer, in order to be eligible for a gun proficiency allowance, must achieve a minimum level of proficiency with their department issued weapon.
- (b) The department operates an indoor range during the winter months and an outdoor range in the summer. Adequate opportunity will be provided all personnel to be proficient with their service weapon. Special instruction classes will be held for officers who request assistance in improving their efficiency.
- (c) The Police "Auto Pistol Course" will be used for the "Shoot for Qualification" which will be held for each officer wishing to qualify. The "Shoot for Qualification" will be held from April 15 to May 15 of each year on the indoor range. Each officer wishing to qualify may do so once during this period. Dependent upon the conditions set forth below, the officers will receive their weapon proficiency allowance.

- 1. Standard for 40 caliber:

Distinguished Expert 100% - \$350

Section 14.9 – Educational Incentive: It is recognized by the City that police officers who are continually upgrading their education are better able to understand and serve the community in which they work. To this end, the City hereby agrees to establish the following incentive plan for the purpose of encouraging police officers to get such additional education at an accredited college. Such payment will be made to full-time employees on the first payday following July 1.

- (a) A one-time incentive of \$1,000 as an educational starter will be paid for those who are currently enrolled or who do enroll in a Bachelor or higher level degree program. This incentive will be paid after completing the first year of a program.
- (b) Associate Degree: \$350 .00 for Associate’s Degree in any field.
- (c) Bachelor Degree: \$500.00 for a Bachelor’s Degree in any field
- (d) Master’s Degree: \$600 for a Master’s Degree in any field.
- (e) A \$100 payment shall be made each July 1 to Sergeants currently holding certification for the operation of equipment used to measure breath or blood alcohol levels. Payments shall continue each July 1 for as long as the Sergeants maintain current certification.

Section 14.10 – Stand-By Pay: Bargaining unit members required to serve in a standby capacity will receive 1.25 hours of pay, at the straight time rate, for each day served in that capacity. This time shall not be used in calculating overtime. Assignments that qualify for Stand-by pay are: K-9 Supervisor, E.R.T. Supervisor, Forensic Lab Supervisor, Bomb Squad Supervisor, G.S.U. Supervisor, S.I.U. Supervisor and the Detective Sergeant Supervisor, Meth Supervisor. The following must be followed: the sergeant must be named; only one sergeant per assignment; unless there is no other available sergeant. No pyramiding of Stand By pay.

Section 14.11 – Supplemental Compensation: Effective July 1, 2016 Certified Bomb Technicians and Level 3 Meth Responders shall receive a stipend of \$1,000 per year paid on or after July 1st of each year. To receive this stipend, the employee must be in the position for more than six (6) months.

At no time shall a corporal stand by or serve in the position of a sergeant.

ARTICLE 15 – RETIREMENT PLAN

Section 15.1 – Retirement Plan: The City agrees for the life of this Agreement to maintain the same level of retirement benefits in effect as were in effect on the date of this Agreement. Employees promoted to this bargaining unit on or after September 3, 2013, shall maintain the pension benefit they had at the time of their promotion, including any limitation on overtime or pay-offs at separation from service.

- (a) Effective July 1, 1992, those employees covered by the Firemen and Policemen Pensions Act (1937 P.A. 345) shall have their retirement benefit calculated on the basis of 2.8% of average final compensation multiplied by the first 25 years of service credited, plus 1% of final average compensation for each year or fraction thereof after 25 years up to a maximum benefit equal to 80% of final average compensation.

Effective July 1, 1995, for employees retiring on or after that date, employees shall have their retirement benefit calculated on the basis of 3.0% of final average compensation multiplied by the first 25 years credited, plus one percent of final average compensation for each year or fraction thereof after 25 years up to a maximum benefit equal to 80% of final average compensation.

- (b) Effective July 1, 1992, employees may retire with 25 or more years of service regardless of age or age 60 regardless of service.
- (c) Effective July 1, 2016, the employee pension contribution rate shall be increased to 11.72%
- (d) Effective July 1, 2020 the employee pension contribution rate shall increase to 12.22%
- (e) Effective July 1, 2021 the employee pension contribution rate shall be increased to 12.72%

- (f) Effective July 1, 2022 the employee pension contribution rate shall be increased to 13.22%Section

Section 15.2 – Pension Contribution During Disability: In the event an employee covered by this Agreement is temporarily disabled due to illness or injury, under the City's weekly indemnity plan he shall be allowed to continue to make his regular contribution to the Police/Fire Pension Plan, therefore providing for no break in years of service during his disability. Therefore, no time will be lost in the computation of his final average compensation for illness or injury.

Section 15.3: – Lifetime of Agreement. During the life of this agreement (2016 – 2019) the union agrees to a “me-too” provision related to changes the City may be able to make to the pension system with the patrol unit for new hires.

ARTICLE 16 – BENEFICIARY

Section 16.1: – Beneficiary. In the event of the death of any member of the Union while employed by the City, payment to the named beneficiary on record with the Personnel Office, of a deceased member, shall be made for City benefits which he may have accrued as a result of employment, except those retirement benefits controlled by the Retirement Board which shall be paid in accordance with the then effective Retirement Board Policies. City benefits will be paid on a pro rata basis as of the day of the employee's death. In the absence of a named beneficiary, such benefits will be paid to the deceased member's widowed spouse, or if none, then to his estate.

ARTICLE 17 – WORK STOPPAGE

Section 17.1 – No Strike - No Lockout: The Union agrees that, during the life of this Agreement, neither the Union, its officers or agents will authorize, instigate, aid, condone or engage in a strike, sympathy strike, slowdown, mass sick call-in, unlawful picketing, or other interference (including concerted refusal to work overtime) with the City's operations. The City agrees that during the same period there shall be no lockouts.

Section 17.2 – Violation of No Strike Pledge: Individual employees, groups of employees or Union officials who instigate, aid or engage in a strike, sympathy strike, slowdown, mass sick call-in, unlawful picketing, or other interference (including concerted refusal to work overtime) with the City's operations may be disciplined or discharged at the sole discretion of the City. Notwithstanding the above, any dispute concerning whether an employee or group of employees actually participated in such proscribed activity may be submitted to the grievance procedure for resolution.

ARTICLE 18 – SAVINGS

Section 18.1 – Amendments: This Agreement constitutes an entire agreement between the parties and no verbal statement shall supersede any of its provisions. The Agreement may not be amended, altered or added to, except by mutual consent of the parties in writing.

Section 18.2 – Entire Agreement: The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make requests

and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after exercise of that right and opportunity are set forth in this Agreement. The City and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and mutually agree that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered by this Agreement, or with respect to any subject or matter not specifically referred to or covered by this Agreement, even though such subject or matter may not have been known or contemplated by either or both parties at the time they negotiated or signed this Agreement.

Section 18.3 – Gender Clause: The term "employee" or "employees" shall refer to a full-time employee or full-time employees whenever used, unless specifically provided otherwise. Reference to a masculine noun in this Agreement shall be interpreted to include the feminine, unless specifically provided otherwise.

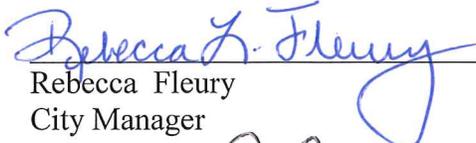
Section 18.4 – Savings Clause: If, during the life of this Agreement, any of the provisions contained herein are held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provisions should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement shall not be affected thereby. In the event any provision herein contained is so rendered invalid, upon written request by either party hereto, the City and the Union shall enter into collective bargaining for the purpose of negotiating a mutually satisfactory replacement for such provision.

ARTICLE 19 – DURATION

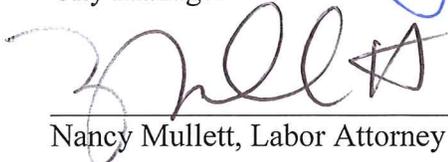
Section 19.1: – Duration. This Agreement shall become effective as of the 1st day of July, 2019, and remain in full force and effect through the 30th day of June, 2024, and from year to year thereafter, unless either party hereto serves a written notice upon the other of at least sixty (60) days prior to the expiration of any subsequent automatic renewal period of its intention to amend, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed on the day and year first above written.
CITY OF BATTLE CREEK

POLC SUPERVISORY
PERSONNEL/SERGEANTS OF THE
BATTLE CREEK POLICE DEPARTMENT



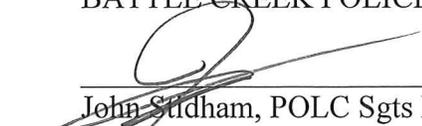
Rebecca Fleury
City Manager



Nancy Mullett, Labor Attorney



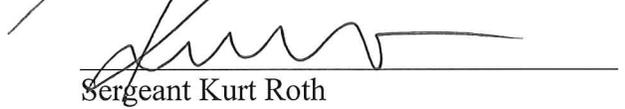
Michelle Hull, Human Resources Director



John Stidham, POLC Sgts Business Agent



Sergeant Chad Fickle



Sergeant Kurt Roth

APPENDIX A
WAGE SCHEDULE

July 1, 2019

START: \$71,881.78

6 MONTHS: \$73,876.70

7 YEARS: \$75,871.63

12 YEARS: \$77,866.56

20 YEARS: \$79,861.49

July 1, 2020	July 1, 2021	July 1, 2022	July 1, 2023
0% increase	1% increase	2% increase	2% increase

POLC-SGT Springsted Grade List

Effective: 8/1/2019

Effective 8/1/2019

Grade	MIN	6MO	7YRS	12YRS	20YRS
Sgt. - 72	\$71,881.78	\$73,876.70	\$75,871.63	\$77,866.56	\$79,861.49

Effective 7/1/2021

Grade	MIN	6MO	7YRS	12YRS	20YRS
Sgt. - 72	\$72,600.60	\$74,615.47	\$76,630.35	\$78,645.23	\$80,660.10

Effective 7/1/2022

Grade	MIN	6MO	7YRS	12YRS	20YRS
Sgt. - 72	\$74,052.61	\$76,107.78	\$78,162.95	\$80,218.13	\$82,273.31

Effective 7/1/2023

Grade	MIN	6MO	7YRS	12YRS	20YRS
Sgt. - 72	\$75,533.66	\$77,629.93	\$79,726.21	\$81,822.49	\$83,918.77