

## ARTICLE 24

### SPECIAL EMPLOYMENT MATTERS

#### **PART A. INDIVIDUAL ACTIVITY RECORD**

Employees in the bargaining unit shall not be the subject of any individual ticket or arrest activity record kept by Management unless the criteria for such record is published and distributed by Management to the individual(s) who are the subject(s) of the record.

#### **PART B. UNIT PROPERTY ROOM**

The responsibility for the administration of a program to insure the security of all property with any Department of State Police property room shall not be assigned to any bargaining unit employee.

#### **PART C. NON-POLICE WORK**

Employees may be required to perform non-police functions such as maintenance, repair, and janitorial work when those functions have:

1. Never been performed by a civilian at that work location;
2. Normally been performed by a civilian at that work location, but the civilian is no longer employed for such work at that location; or
3. Normally been performed by a civilian at that work location, but the civilian is currently on sick, annual, or other leave.

Such non-police functions shall be fairly apportioned among employees.

This does not preclude general housekeeping of the employee's work area and equipment.

#### **PART D. PATROL CAR STAFFING**

##### **Section 1. Two-Officer Patrol Assignment.**

- a. Two officers will be assigned to each patrol car between the hours of midnight and 5:00 a.m., except in cases of extreme emergencies or mobilization.
- b. In addition to a. above, at the Detroit Freeway Post, two officers will be

assigned to each patrol car during the rush hour traffic in the morning (from 7:30 a.m. to 9:00 a.m.) and in the afternoon (from 4:00 p.m. to 6:00 p.m.), Monday through Friday.

## **Section 2. Single Officer Patrol.**

The Employer will continue the commitment of a minimum of three one-officer patrols to be deployed within the post area between dusk and midnight.

The Employer will continue to train troopers, sergeants, and departmental dispatchers in the issues and techniques unique to single officer patrol.

If the aforementioned conditions cannot be met, the single officer patrol program at the affected work site(s) will be suspended until compliance is achieved.

Local site commanders will work with regional and 911 central dispatch centers to facilitate the implementation of departmental dispatch policies.

## **Section 3. Single Officer Patrol – Employee Voluntary Request.**

With regard to Sections 1a and 2 of this Part, nothing shall preclude an employee from voluntarily requesting deployment as a single-officer patrol during the hours of midnight and 5:00 a.m., or between dusk and midnight when there are less than three patrols in the post area, provided that such a request is completely voluntary in each instance. An employee's request may be on an incidental basis or for a specific time frame. Although long-term schedule planning will be done with no expectation that an employee will request single officer patrol in such instances, it is understood that an employee may be required to honor a commitment to work single officer patrol that has already been incorporated into a posted bi-weekly schedule. An employee who has volunteered to work single-officer patrol in the past has no obligation to continue to do so, and no offer of overtime or other benefit will be contingent upon an employee being willing to volunteer under this provision. Accommodation of an employee's request will be at the discretion of the Employer.

## **PART E. UNDERCOVER OFFICER BACKUP**

### **Section 1.**

Any employee who is actually working in an undercover assignment shall be provided adequate backup support and equipment. Adequate backup and equipment shall be determined by the involved employee and the Employer representative. The primary consideration in making this determination shall be the safety of the employee(s).

## **Section 2.**

If the employee does not agree with the support and equipment provided by the Employer, he/she can refuse the assignment and the employee will not be subject to discipline or intimidation for such refusal.

## **PART F. OFFICERS ON EXTRADITION**

### **Section 1.**

Employees who leave the state for extradition or other purposes shall carry a normal scheduled workday during the period of their absence. If they are out of state and are not required to work on their regular pass day, they shall take their pass day at that location. If an employee is required to work on his/her pass day, it will be considered overtime.

### **Section 2.**

In the event of extraditions involving long distances where employees are required to work more than their scheduled shift, it shall be considered overtime or compensatory time, if applicable. The Employer must approve all overtime.

## **PART G. MILITARY COURTESY**

### **Section 1.**

All employees, shall render the military hand salute to command officers of the rank of First Lieutenant and above on the occasion of their first daily meeting within a departmental installation. Outside of departmental installations, the salute will be rendered only by departmental members in uniform to such command officers in uniform, except in the case of the Governor of the State and the Director of the Department, who shall receive this courtesy at all times.

### **Section 2.**

Employees shall not be required to render military courtesies when they are meeting with command officers for purposes of negotiating contracts, representing employees on disciplinary matters or other Association business.

## **PART H. RESIDENCY.**

Employees in the bargaining unit shall live within the State of Michigan. However, employees are encouraged to live as near as possible to their work station.